



DECEMBER 2025

Society for Human Resource Management (VSHRM) serves the Great Lakes Bay Region and beyond, supporting HR professionals through education, networking, and leadership development. We're your local resource for HR knowledge, community, and growth. Learn more and get involved at <https://vshrm.shrm.org/>

Heads Up! This newsletter contains images that may be hidden by your email settings. Be sure to allow or download pictures for the best viewing experience! Or [CLICK HERE](#) to view on a web page.



☐ Bring Joy to the Table This Season! ☐

In the season of giving, let's come together to support families in need. We will be collecting non-perishable items like canned goods, pastas, rice, and cereal, as well as personal hygiene items too!

Bring your donations to Horizon's during our monthly meeting on December 9th — a perfect way to share the spirit of the season while connecting with friends and colleagues!

Every item counts—let's make this holiday brighter for those in need! Your generosity can make a big difference!

VSHRM Watch Parties Continue!

There are three ways to attend the December meeting: In person at Horizons in Saginaw for \$30, including lunch and the full meeting experience; in person at CMU in Mt. Pleasant, hosted by Dr. Amy McGinnis, where the livestream and **free lunch** are provided for registered attendees; or virtually from your computer for a small fee. Select the location most convenient for you, and we look forward to seeing you there.

Tuesday, December 9th | 11:15 am - 1:15 pm

Developing Great Managers & Supervisors with Dena Pflieger

Whether you want to "develop from within" or accelerate learning of new hires, this session will provide practical and tested ways to develop core technical and "soft skill" competencies of your current and future leadership.

Dena Pflieger is a seasoned leader in people and performance, with expertise in vision, strategy, and systems that drive organizational success. She spent much of her career at Dow, leading initiatives in employee wellbeing, sustainability, and global health services.

Currently, Dena serves as Talent Manager at Hollingsworth, a dynamic logistics company in Dearborn, MI, where she focuses on attracting and developing talent to fuel growth.



MEETING & REGISTRATION INFORMATION:

REGISTER HERE:

<https://vshrm.shrm.org/events/2025/12/december-2025-vshrm-luncheon>

☐Saginaw Watch Party

- Location: Horizon's Conference Center, 6200 State St., Saginaw, MI 48603
- Lunch provided.
- VSHRM members \$30 | non-members \$35
- Virtual Option Only: members \$15 | non-members \$20

☐Mt. Pleasant Watch Party

- Location: Grawn Hall, Room 279 (RICO Conference Room), CMU
- Seats: 10-15 people, Host is [Dr. Amy McGinnis](#)
- **LUNCH BEING PROVIDED!**
- Registration is free
- Parking: Metered spots nearby or guest pass (\$5 recommended) for CMU Lots 1C or 2C off Douglas.
- Guest parking info: cmich.edu/guestpermit

Please register by **Thursday, December 4th**. Registrations received after this date are subject to an additional \$10 late fee (Horizon's Conference Center location only).

This meeting is part of the 2025-2026 Fast Pass! If you have VSHRM's Fast Pass and attending this meeting, please register today!

Register to
Attend

Program Information & Speaker
Bio

President's Message

Hello!

Thank you for the meaningful ways you have contributed to VSHRM this year. Your participation has helped create opportunities for learning, connection, and professional growth, and I'm grateful to be part of this committed HR community.



Our December 9 luncheon will feature Dena Pflieger on "Developing Great Managers and Supervisors," offering practical strategies for building leadership capacity and shaping healthy workplace cultures. We will also support Underground Railroad Inc. through our annual December charity drive.

For HR professionals, the holiday season brings a unique blend of activity, planning, and people-centered challenges. It's not always a time of rest—but it can be a time of clarity, reflection, and renewed direction as we prepare for the year ahead. That message leads perfectly into our January 13 seminar, "Elevate HR: Mind, Tech & Trust," intentionally designed to focus on the HR professional and equip us with tools for emotional intelligence, wellness, resilience, trust-building, and strategic leadership. We are currently **SEEKING SPONSORS** for this seminar and welcome organizations interested in increased visibility and engagement with HR professionals across the region.

As VSHRM transitions to SHRM's Dual Membership Release (DMR) model, we want to emphasize that the only change is how you pay for your VSHRM membership. SHRM members will now renew once through SHRM and simply need to select Valley Society for Human Resource Management (VSHRM) as their local chapter to remain affiliated.

To support members during this transition, VSHRM is offering a dues holiday on local VSHRM chapter dues until your current SHRM membership expires—meaning you will not pay separate chapter dues during that period. For those who do not hold a SHRM national membership, please **contact me directly** to discuss your renewal options or **submit a question here**. Thank you for your patience, support,

and cooperation as we navigate this transition. Full details are available at <https://vshrm.shrm.org/dmr-faqs>.

To help us continue to improve and better serve you, we have launched the VSHRM Member Engagement Survey at <https://www.surveymonkey.com/r/ZZJFMXY>. The survey will remain open, and multiple responses are encouraged as you think of new ideas for programming, communication, networking, volunteer opportunities, and overall member value. Your input will directly shape the future direction of VSHRM.

Wishing you a meaningful holiday season and a strong start to the new year. I look forward to beginning 2026 together—refreshed, reconnected, and ready to lead.

Think Safe. Be Well.

Wendy Yelsik, PHR, SHRM-CP
Human Resources Director | Fabiano Brothers, Inc.
President, Valley SHRM
☐ (989) 621-4819
☐ [LinkedIn](#)

SRM® Valley SHRM Charity Drive

December 9 Meeting

VSHRM is proud to support our community by partnering with the Underground Railroad <https://undergroundrailroadinc.org/>.



We encourage in-person attendees at the luncheon on December 9 to bring nonperishable food items or personal hygiene products. If you are joining us online or cannot attend, you can still contribute by donating on their website.

Your participation and donations, no matter the size, can make a significant impact in our community. Together, we can make a difference!

High-demand items include bath towels, washcloths, pillows, pillowcases, twin sheets, hard-sole slippers (adult and children), plastic reusable cups, plastic bowls, plastic plates, Kleenex, Clorox wipes, bobby pins, hair ties, and more.

[Click Here for a listing of needed items.](#)

Please scan the QR Code to check out the Underground Railroad's Amazon Wish List - items would be sent directly to them!



SRM® Valley SHRM HR DEVELOPMENT DAY 2026

Elevate HR: Mind, Tech & Trust

*Reimagine work. Rebalance your foundation.
Reconnect with trust. Renew the whole person.*

Tuesday, January 13 | 10:30 AM - 5:00 PM

Horizon's Conference Center
6200 State Street
Saginaw, Michigan 48603

Visit online for more information <https://vshrm.shrm.org/>

Event Highlights:

- Discover Future HR Trends: Expert speakers share tools, technologies, and actionable strategies shaping modern people leadership.
- Wellness Session: Focused on combating HR fatigue, building resilience, and mental reset.
- Leadership Development: Gain frameworks for trust, emotional intelligence, and handling tough conversations.
- Explore Exhibitors: Latest HR solutions in tech, benefits, wellness, compliance, and consulting.
- Networking Opportunity: Connect with HR leaders from nine counties in the Great Lakes Bay Region for meaningful conversations and relationship-building.

VSHRM's HR Development Day - Register Here!



VSHRM + SHRM Together: December 8, 2025!

Our transition to the Dual Membership Release (DMR) with the Society for Human Resource Management (SHRM) is just around the corner—going live on December 8, 2025.

We know this change may raise questions about how it affects you and your VSHRM membership—so we’ve launched a dedicated DMR FAQ page, now live on our website, to help answer them. This resource includes common questions other SHRM chapters have asked during their transitions, along with how those answers apply specifically to VSHRM.

Over the next few weeks, we’ll continue to share timely updates, key milestones, and what you can expect next. All communications will be posted on the VSHRM website, including additional FAQs, guidance, and any action you may need to take as we approach our DMR launch.

Have a question? Scan the QR code to ask!

[VSHRM + DMR FAQs](#)



VSHRM Board of
Directors

Ask Your
Questions!

Join SHRM
Today!

WELCOME! NEW MEMBERS

☐ Join us in welcoming our newest VSHRM members!☐

We're thrilled to welcome these professionals into the VSHRM community:

- [Jeffrey Bodrie](#) – Saginaw Transit Authority Regional Services

Your expertise and passion for HR make our network stronger, and we can't wait to collaborate, learn and grow together. Here's to building meaningful connections and driving positive impact - welcome aboard!

MONTHLY GIFT CARD WINNER!

The winner of the November Gift Card Drawing is...
(drum roll, please ☐) Paramount rehabilitation

Adeline Wicker

Congratulations! ☐

Thank you to everyone who participated—your involvement makes these drawings exciting. Stay tuned for December’s chance to win!

- ☐ To be eligible for the drawing, meeting attendees must respond to the survey and provide their name.

COLLEGE RELATIONS NEWS!

Where Students Put People First



CMU’s Society for Human Resource Management chapter is building more than résumés — it’s creating a community of future HR leaders who know how to lead with empathy, confidence, and purpose.

From connecting with industry professionals to competing at the statewide HR Games, students gain hands-on experiences that help them grow as leaders and build meaningful career pathways. With support from faculty advisor **Amy McGinnis, SPHR, SHRM-SCP, Ed.D.** and Valley SHRM, CMU students are learning what it means to make HR strategic, human-centered, and impactful.

Read the full article [HERE!](#)

Seeking Sponsors for January!

Sponsorship Opportunities

Flexible Options for Partnership: Valley SHRM offers two convenient pathways for connecting with our HR community: choose **INDIVIDUAL SPONSORSHIPS** for focused impact, or select a **RESOURCE PARTNER** bundle for all-inclusive benefits and substantial savings. Sign up for a sponsorship at <https://www.silverstonshrm.com/vshrmresources>

Individual Sponsorships Select from monthly meetings, HR Development Day, or Legal Update

GOLD Investment: \$2,500	SILVER Investment: \$1,500	BRONZE Investment: \$500	MONTHLY Investment: \$300*
Available For: • HR Development Day (Jan) • Legal Update (May) What's Included: ✓ 3 minutes of stage time to introduce the speaker ✓ 1-2 Slides to promote company before speaker ✓ Complimentary Attendance for up to two attendees ✓ Company logo in event materials ✓ Recognition in event communications ✓ Prime exhibitor visibility	Available For: • HR Development Day (Jan) • Legal Update (May) What's Included: ✓ 2 minutes of stage time to introduce the speaker ✓ 1-2 Slides to promote company during break ✓ Complimentary Attendance for up to two attendees ✓ Company logo in event materials ✓ Recognition in event communications ✓ Exhibitor table visibility	Available For: • HR Development Day (Jan) • Legal Update (May) What's Included: ✓ Exhibitor space to showcase your company ✓ Complimentary Attendance for up to two attendees ✓ Company logo in event materials ✓ Recognition in event communications	Available For: • Monthly Meetings: Feb, Mar, Apr, May, Sep, Oct, Nov, Dec What's Included: ✓ 3 minutes of stage time to introduce the speaker ✓ 1-2 Slides to promote company during break ✓ Complimentary Attendance for up to two attendees ✓ Company logo in meeting materials ✓ Recognition in event communications ✓ Flexible event selection

*Monthly - sponsorship cost is \$300 for each month you select to sponsor. Sponsorship spots are limited and filled on a first-come, first-served basis. Early requests are encouraged. Revised 11/17/2025

The January seminar unites HR professionals and business partners across Mid-Michigan to advance employee wellness and workplace success. Featuring inspiring speakers and networking, it prepares HR leaders for 2026.

Limited **sponsorships** allow businesses to showcase their services, share insights, and gain visibility through booth space, marketing, newsletter, and event recognition. If interested in sponsoring Valley SHRM, please contact Alan Osburn via **email** or by phone at (989) 495-1830.

SHRM Valley SHRM + HR JOB POSTINGS



Did You Know? Post HR Jobs for FREE with VSHRM!

VSHRM offers free job postings for both members and non-members on our website and social media platforms. With a membership base spanning the Great Lakes Bay Region and beyond, your opening will reach a broad and engaged network of HR professionals.

Whether you're hiring an HR generalist or a VP of Talent, this is a great (and free!) way to connect with the right candidates.



It's easy! Just email your job details to:
communications@vshrm.org

Let us help you find your next great HR hire!

Active Job Postings!

SHRM + Valley SHRM: Your HR Advantage, Every Day.

Stay ahead in an evolving HR landscape where AI, compliance shifts, and workplace expectations are constantly transforming. SHRM membership equips you with the tools and insights you need to lead with confidence and make an impact.

From Ask an Advisor and ready-to-use templates to compliance updates, certification prep, and a nationwide HR network, SHRM membership provides resources that save time and strengthen your work. Pair your SHRM membership with Valley SHRM to unlock even more local connections and support. Trusted by 95% of the Fortune 500, SHRM empowers HR professionals to lead—not follow. At just \$0.82 a day, it’s an investment in your career that pays dividends in value and expertise. Join nearly 340,000 members shaping the future of work.

❑ New Professional members save 50% off with code NewMembersOnly when joining SHRM + a local chapter. ****BE SURE TO SELECT VALLEY SHRM AS YOUR LOCAL CHAPTER****

If your membership has expired, **renewing today** ensures you’ll continue to enjoy these valuable resources—and *stay connected to the tools and community that make HR easier.*

<https://www.shrm.org/shop/membership#membership>

❑ **VSHRM Now Offers Text Updates!**

Stay in the loop with the latest VSHRM news, events, and reminders—right on your phone! Sign up for our text list here:

<https://lp.constantcontactpages.com/sl/amKEpE4>



After signing up, you’ll receive an automated message from VSHRM asking you to confirm your subscription. Be sure to text back “YES” to complete the process and start receiving updates.

We’re excited to keep you connected—fast, easy, and direct!



Treasury & IRS Announce Penalty Relief for 2025 Reporting

On November 5, 2025, the Treasury and IRS issued guidance providing penalty relief for employers and payors regarding new reporting requirements under the One Big Beautiful Bill Act (OBBBA). The OBBBA introduces above-the-line deductions for qualified tips and overtime compensation for tax years 2025–2028. For 2025, employers will not face penalties for failing to separately report cash tips or qualified overtime amounts, as the IRS treats this year as a transition period. Employers are encouraged to provide employees with detailed tip and overtime information to help them claim these deductions

LEGAL UPDATE



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NORTH

MEMBERS ONLY

HIGHLIGHTS

- On Nov. 5, 2025, the Treasury and IRS announced penalty relief for employers and payors for failing to separately report cash tips and qualified overtime compensation for tax years 2025–2028.
- The OBBBA does not require employers to separately report cash tips and qualified overtime compensation for tax years 2025–2028.
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- The OBBBA does not require employers to separately report cash tips and qualified overtime compensation for tax years 2025–2028.

Background

On Nov. 5, 2025, Treasury issued “any employer who is claiming the deduction for cash tips or qualified overtime compensation for tax years 2025–2028, the employer must also separately report cash tips and qualified overtime compensation for tax years 2025–2028.” The OBBBA requires employers to separately report cash tips and qualified overtime compensation for tax years 2025–2028.

Key Highlights

- The OBBBA does not require employers to separately report cash tips and qualified overtime compensation for tax years 2025–2028.
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- The OBBBA does not require employers to separately report cash tips and qualified overtime compensation for tax years 2025–2028.

Employer Takeaway

The Treasury and IRS encourage employers to provide employees with detailed tip and overtime information to help them claim these deductions for tax years 2025–2028.

ACA Reporting Deadlines & Updates for 2025

The IRS has finalized forms and instructions for Affordable Care Act (ACA) reporting for the 2025 calendar year. Key deadlines include March 2, 2026 for posting notices or furnishing Forms 1095-B/C to individuals, and March 31, 2026 for filing electronic returns with the IRS. Notably, reporting entities are no longer required to automatically furnish forms to individuals; instead, they may post a clear and accessible notice online. Employers should review the finalized instructions and prepare for electronic filing requirements.

LEGAL UPDATE



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NORTH

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KEY DATES

- ACA reporting for 2025 calendar year due March 2, 2026.
- Posting notices or furnishing Forms 1095-B/C to individuals due March 31, 2026.
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2025 ACA Reporting Forms & Instructions Finalized

On Nov. 5, 2025, the Treasury and IRS issued guidance providing penalty relief for employers and payors regarding new reporting requirements under the One Big Beautiful Bill Act (OBBBA). The OBBBA introduces above-the-line deductions for qualified tips and overtime compensation for tax years 2025–2028. For 2025, employers will not face penalties for failing to separately report cash tips or qualified overtime amounts, as the IRS treats this year as a transition period. Employers are encouraged to provide employees with detailed tip and overtime information to help them claim these deductions

Additional IRS Resources

- ACA Reporting Forms and Instructions
- ACA Reporting Forms and Instructions
- ACA Reporting Forms and Instructions



OPEN DOORS,
THRIVE TOGETHER

DONATE NOW



Starting a career in HR is tougher than ever, but the SHRM Foundation is breaking barriers through scholarships, grants, and mentorship. Each year, over \$600,000 supports students pursuing HR degrees—helping future leaders thrive.

Your donation of \$50 or more fuels this mission and changes lives. Join us in empowering the next generation of HR professionals.

Donate Here!

VALLEY SHRM ENGAGEMENT SURVEY!



We Want to Hear From You!

Your voice matters in shaping the future of our local chapter. Please take a few minutes to complete our Engagement Survey and share your feedback. Together, we can make our community stronger and more meaningful for everyone!

Scan the QR Code or click [here](#)!

VSHRM FINANCIALS

Submitted by Patty Alfano, VSHRM Treasurer



Income/Expense by Category					
8/1/2025 through 11/13/2025					
Category	Aug-25	Sep-25	Oct-25	Nov-25	Total
INCOME					
fast pass	\$0.00	\$5,253.00	\$618.00	\$0.00	\$5,871.00
Meeting Receipts	\$695.00	\$245.00	\$400.00	\$510.00	\$1,850.00
Membership Dues - Renewa	\$155.00	\$200.00	\$240.00	\$130.00	\$725.00
TOTAL Income	\$850.00	\$5,698.00	\$1,258.00	\$640.00	\$8,446.00
EXPENSES					
Board Expense	\$0.00	\$199.49	\$213.98	\$146.95	\$560.42
Lunch Meeting	\$1,727.72	\$1,033.57	\$1,075.53	\$0.00	\$3,836.82
P.O. Box Renewal	\$0.00	\$0.00	\$192.00	\$0.00	\$192.00
PayPal Fee	\$42.91	\$198.77	\$41.39	\$31.19	\$314.26
Sponsorship/Students	\$0.00	\$0.00	\$1,500.00	\$0.00	\$1,500.00
Travel	\$0.00	\$0.00	\$1,954.87	\$0.00	\$1,954.87
TOTAL EXPENSES	\$1,770.63	\$1,431.83	\$4,977.77	\$178.14	\$8,358.37
OVERALL TOTAL	-\$920.63	\$4,266.17	-\$3,719.77	\$461.86	\$87.63

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