

THE RESOURCE



Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan

Published for Members of the Valley Society for Human Resource Management

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February Meeting Info

Date

Tuesday
February 13, 2018

Location

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

Topic

Labor and Employment Legislative
and Case Law Update

Speaker

Elizabeth L. Peters, BS; MA; JD
Masud Labor Law Group

Time

Networking/Registration @ 11:30

Lunch

11:30-12:15

Program

12:15 - 1:15

Cost

Members \$25.00/ \$30 (late) &
Guests
\$35.00 / \$40 (late) Students: \$20 /
\$25 (late)

Please visit vshrm.shrm.org
to RSVP

President Update Yvette Serrato



I would like to thank you for donating to Hidden Harvest!
The organization wanted to make sure that I expressed
their gratitude!

Please, plan on joining us for our February 13, 2018
event regarding Labor & Employment Legislative &
Case law Update -Approved for 1.5 SHRM-CP and 1.0
HRCI credits! Elizabeth Peters, BS; MA; JD - Masud
Labor Law Group. This has been one of our best
attended meetings. Elizabeth is very knowledgeable and
does an excellent presentation with valuable
information!

Just a few reminders:

Our next meeting on March 13 will be held at the
The Great Hall Banquet & Convention Center
5121 Bay City Road, Midland, MI 48642! "Don't Focus on
Your Weaknesses; Build on Your Strengths! - Approve
for 1.5 SHRM-CP AND 1.0 HRCI credits! Presented by
nationally acclaimed speaker, Stosh Walsh

We wanted to make sure that you were aware that
SHRM is discounting their 2018 conference rate. If you
are attending it would be a great time to save money on
the conference.



SHRM looks forward to welcoming you to:

CHICAGO

June 17-20, 2018

Save \$450 off onsite rates when you register by Feb. 2!

I welcome any comments/suggestions/concerns that our VSHRM membership may have. Please contact me @ yvette@morenoservices.com.

Thank you for continued support!

President-Elect/Certification Chair Scott Reed

GOVERNOR'S EDUCATION & TALENT SUMMIT

Those of you that attended our January meeting heard an excellent presentation from Lori Flippin with the Great Lakes Bay STEM Initiative. To further our engagement in this effort, consider attending the [Governors Education and Talent Summit](#) coming up this March 12-13.

It's critically important for Michigan students to graduate with in-demand skills. The Governor's Education & Talent Summit is an opportunity to start relationships and explore opportunities that will make Michigan stronger now and in the years to come. The Summit is a certified education provider through HRCI as well as SHRM. When registering look for the certification information within the session details. If you have any questions regarding continuing education please contact Amiee Evans @ evansa3@michigan.org.

DID YOU KNOW YOU CAN EARN UP TO 30 RECERTIFICATION CREDITS FOR READING HR BOOKS?

SHRM maintains a vast library of books that are approved for up to 3 Professional Development Credits toward SHRM certification and 2.5 credits toward HRCI certification. Not only that, you can earn a total of 30 credits for SHRM in the three year certification cycle, and 20 credits for HRCI. You need only 1) read an approved book, 2) take and pass a 10-question quiz on SHRMs eLearning platform, and 3) received the program ID to log for credit! Visit the following link for [FAQs](#)

DID YOU KNOW YOU CAN EARN 1 PDC EACH YEAR FOR TAKING A FREE SHRM COMPETENCY ASSESSMENT?

Every SHRM member is encouraged to take the [HR Competency Self Assessment \(CSA\)](#) at shrm.org/careers and receive 1 Professional Development Credit. Not only that, you are eligible to take the assessment each calendar year so you can stay sharp! You can also use this tool to customized development plan tailored to your learning style, strengths, opportunities, and goals!

Co-Program Chairs

Kari Back, PHR and Corrie Piotrowski, SHRM-CP

Upcoming February Event

LEGISLATION AND CASE LAW UPDATES FOR THE HR PROFESSIONAL

Effective HR managers understand that their role in an organization can directly impact the "bottom line." Few items so strongly impact a company's profits as labor costs, especially when those labor costs include the high price of litigation. With almost 30 years of labor and employment law experience, Elizabeth Peters of Masud Labor Law will present an important update on this past year's flurry of labor and employment law developments that critically impact employers.

This presentation will cover pertinent new and proposed state and federal legislation, noteworthy administrative outcomes and significant court decisions. You won't want to miss Liz's brisk style of "infotainment" and her vital message on protecting your company's assets through an understanding of the pitfalls to avoid.

Liz is a frequent featured presenter at seminars for companies, events and organizations such as the Valley Society for Human Resource Managers Saginaw County Chamber of Commerce, North East Michigan Human Resources Association, Michigan Public Employers Labor Relations Association, and the Michigan Association of Community College Human Resource Managers.

We hope you join us for our luncheon meeting on February 13, 2018, starting at 11:30 am. This meeting has been awarded 1.0 HRCI and 1.5 SHRM continuing education credits.

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Should anyone have any questions, please do not hesitate to contact myself at (989)

Co-Program Chairs Kari Back, PHR and Corrie Piotrowski, SHRM-CP

March Event



**Please plan on joining us for our March event
Don't Focus on Your Weaknesses; Build on
Your Strengths!**

For this session, we welcome Stosh D. Walsh. Stosh D. Walsh serves others through speaking, coaching, workshops and writing. He is a TEDx speaker, an adjunct executive coach with the Center for Creative Leadership, and the author of *Along the Way: Leadership Stories from Everyday Life* (2012) and several articles.

He began his career in traditional education settings, honing his leadership as a classroom teacher for middle school through college, and as a university residence life director and athletics coach.

After those experiences, he spent nearly a decade with The Gallup Organization as part of their executive leadership practice, where he contributed to the best-selling *Strengths Based Leadership*, won several awards as Gallup's top presenter in his practice category, and published "Five Questions You Must Ask Your Team" (Gallup Business Journal May 2013-subsequently named top read article of 2013), and "Leadership is More Than the C-Suite" (Gallup Business Journal September 2013). He is an expert in strengths-based organizational development, including leadership and executive coaching, employee engagement, and talent management, having spent thousands of hours consulting, coaching and training on each. In 2014, he joined the largest credit union in IL (8B in assets) to direct their learning and organizational development efforts, and in 2016 he founded his own company, Constant Organizational Development.

Over the course of his career, he has delivered keynotes, facilitated workshops and coached leaders in both non-profit and for-profit organizations, including many Fortune 500 companies. His experience spans a wide variety of industries, including healthcare, financial services, automotive, government, retail and manufacturing, a partial client list of which includes GE, HP, Boeing, Microsoft, Cardinal Health, Johnson & Johnson, State Farm, Caterpillar, Northrup Grumman, Alcoa, Johnson Controls, US Bank, Old Navy, Banana Republic, Waste Management, Kiewit, Stryker, Eastman Chemical, Harley Davidson, Charles Schwab, McKinsey, Federal Aviation Administration and Kohler.

When Stosh was 5 years old, he lost his father to addiction and suicide. Moving toward that pain instead of away from it in subsequent years, he embraced his role as a hope bringer and a courage giver, centered on the truth he discovered on his journey: that courage is not merely having the strength to overcome hardship or fear; courage is envisioning the world as it could be, and creating that world with intentionality. As a speaker and facilitator, he invites individuals and organizations to live with greater courage and create the best world they can envision.

Stosh's formal education includes a BA in Education and an MA in Leadership. His other interests include photography, hiking and spending time with his wife and 2 children.

Learn more at stoshdwalsh.com or email booking@stoshdwalsh.com for inquiries

We look forward to seeing all of you on March 13th at The Great Hall in Midland. This will be our typical luncheon meeting with a start of 11:30am. HRCI/SHRM Credits have been approved for 1.0 and 1.5 respectively.

Should anyone have any questions, please do not hesitate to contact myself at (989) 923-2569 or kari.back@aptar.com or Corrie Piotrowski at (989) 923-5016 or piotrowskicm@midlandps.org

Workforce Readiness Kathy Harris and Louann Lerche

VOLUNTEERS NEEDED:

February 6th at the Saginaw Rescue Mission - 2pm - 4pm

2 volunteers needed to speak on

What Employers are looking for in an employee

February 22nd - 3 - 5pm Mock interviews'

Looking for 5 volunteers.

Please contact Kathy Harris or Louann Lerche if you can help out on either of these days.

Louann Lerche
llerche@duperon.com

Kathy Harris
kathy.harris@modis.com

The Bay Area Chamber of Commerce Foundation Business and Education Partnership will once again be coordinating a mock job interview program for Bay County high school students.

Date: February 8, 2018

Time: 8:00 -11:30 a.m. (lunch will be provided after)

Location: Bay City Western High School
500 W Midland Rd, Auburn, MI 48611

They will provide you with the questions and materials to help assist you in the mock interview.

If interested please email or call Lyndsay Rotarius if they are interested in helping:

Lindsay@baycityarea.com

P. 989-893-4567

Coming Events:

Active Shooter Training: VSHRM May Half Day Seminar

VSHRM Half Day Conference: Active Shooter Training

Friday, May 4, 2018, 11:30 a.m. - 4:00 p.m.

Davenport University- Midland

3555 E. Patrick Road, Midland, Michigan 48642

Last month, we announced our VSHRM half day training session for Friday, May 4, 2018. Here is more information:

The Training: Chris Schoenberg, Director of Public Safety for Davenport University, and his team will lead in our half-day session on the subject of Active Shooter Training. There will be reenactments, hands-on sessions, informational sessions, and Q&A time. Chris has led this training for several university and corporate entities around Michigan.

The Location: The half-day session will take place on Friday, May 4, 2018, from 11:30 a.m. - 4:00 p.m. at the Davenport University - Midland campus, located at 3555 E. Patrick Road, Midland, Michigan 48642. The campus is located on the corner of E. Patrick Road and Ridgewood, just east of Waldo Road on the east side of Midland.

The date and location of the campus allows for maximum training opportunities. By having the training on Friday, Davenport University graciously made the main campus building available on a day where there are no classes; this allows for the maximum impact of reenactments and hands-on training without conflict with or interference from other business, student, or public groups.

VSHM wishes to thank our own Amanda Irwin, Davenport University and the entire Davenport Public Safety team for their generosity in making their facility and personnel available for this significant event.

The Format: The session will begin at 11:30 a.m. with lunch. Beginning at 12:15 p.m.,

there will be a live reenactment, followed by an informational session, small group breakouts with extensive hands-on training in various aspects of dealing with emergency situations like this, and finally a Q & A on active shooter and other emergency situations, company security strategy, and more. **It is very important that participants be on time for this session, as the initial reenactment will involve the participants.**

All participants will be expected to participate in the extensive hands-on training in the small group sessions, as this is a critical part of the training experience. Everyone will be involved in some physical effort, even if it only amounts to throwing nerf balls. **Participants are asked to dress in casual wear, given the hands-on nature of the training.**

Waivers Required: Because this is a hands-on, participation-based training event, **ALL** participants are required to submit a signed and witnessed waiver for Davenport University (there is a link on the website along with the May registration) along with their registration (submit registration and waiver to RSVP). Your registration is not considered complete until the waiver is received.

Fast Pass registrants can download the waiver from the website and bring it to a meeting or send it to VSHM by April 15, 2018. There will also be waiver forms at the members' meetings in February, March, and April. **All waivers MUST be received by April 15.**

Active Shooter Waiver

Registration and Limitations: REGISTRATION FOR THIS EVENT IS STRICTLY LIMITED TO 100 PARTICIPANTS!

Registration for the half day session is open on the VSHRM website, along with the waiver document. Members are asked to limit the number of guests to 1 so that as many as possible may attend. Registration for members or guests is not complete until the registrant's signed waiver is received.

If you have bought a Fast Pass for the year, you are automatically registered; however, your registration is not complete until your signed waiver is received. If you have a Fast Pass, but will NOT be coming to the May event, please let us know as soon as possible so that we can open your slot for someone else, as we anticipate that registration will fill up quickly.

We will answer any other questions about this event at the February meeting and in upcoming newsletters.

Amanda Irwin, Davenport University

RSVP Co-Chairs

Suzanne Schreiner, SHRM-CP / Kristina Rubis, SHRM-CP

STEADY EDDIE PROGRAM REMINDER

Don't forget about the chapter-sponsored Steady Eddie Program. The program recognizes those members who "steadily attend" chapter meetings throughout the year. At the June meeting, we recognize those members who attend all meetings from September through May. We then draw a name from the hat, and the winner receives a one year SHRM membership!

VSHRM Website and Communications Chair Mike Major, SPHR, SHRM-SCP

The website should be fully operational. Inside the "Member's Only" section are the fantastic legal updates from Josh Leadford. If you haven't checked them out, I highly recommend it!

Please report any bugs or issues to me at communications@vshrm.org

Thank you for your continued patience, I think we're nearly Gremlin free!

Jennie Wideman, SHRM-CP College Relations Chair

Enrollment time is open for the SHRM SCP/CP Learning System Prep Course

SHRM Certified Professional (SHRM-CP™) and SHRM Senior Certified Professional (SHRM-SCP™) In Class

Location: SVSU

Address: 7400 Bay Road, University Center MI 48710

Dates: Feb. 21 to April 25, 2018

Days: Wednesdays

Time: 5:00 pm to 9:00 pm

Cost: \$1395.00

Discounts available for SHRM & VSHRM members, call 989-964-4048 for more information

This is an exciting and pivotal time in the HR profession. Now, more than ever, HR teams are required to assume a greater leadership role, contributing to the strategic direction of their organization. The HR profession is no longer just about what you know-but how you do your job.

Establish yourself as a globally-recognized human resource expert by earning the new standard in HR certification: SHRM Certified Professional (SHRM-CP™) and SHRM Senior Certified Professional (SHRM-SCP™). These professional certifications can open doors for professional advancement, serve to harmonize standards with changing expectations and signal to employers advanced professional development. They reflect what HR practitioners need to know to be leaders in their organizations and in the profession.

Why Enroll in Our Course?

Offered in partnership with the Society for Human Resource Management (SHRM), the curriculum is designed by global subject matter experts and covers the entire SHRM Body of Competency and Knowledge™ (SHRM BoCK™) which encourages HR professionals to acquire the Competencies and Knowledge they'll need to effectively perform their jobs and achieve career success. Our course is designed to help you learn and retain the material effectively and efficiently by combining the best exam preparation system with expert instruction and peer discussion.

As part of your course, you will receive the NEW 2017 SHRM Learning System for SHRM-CP/SHRM-SCP. Comprised of comprehensive learning modules in print and e-reader formats, and advanced online resources, these study materials streamline study time, accelerate learning and build confidence for passing the SHRM-CP/SHRM-SCP exam.

REGARDLESS OF WHETHER YOU TAKE THE NATIONAL EXAM OR NOT, WHEN YOU COMPLETE OUR COURSE WITH 70% AVERAGE, YOU RECEIVE A CERTIFICATE OF COMPLETION FROM Saginaw Valley State University.

Treasurer Co-Chairs

Bill Livingston / Patty Alfano, PHR, SHRM-CP

Income/Expense by Category

9/1/2017 through 1/16/2018

Category	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	OVERALL TOTAL
Income						
Income	\$0.00	\$0.00	\$389.00	\$123.00	\$0.00	\$512.00
Meeting Receipts	\$4,330.00	\$1,825.00	\$2,160.00	\$795.00	\$635.00	\$9,765.00
Membership Dues - New	\$0.00	\$140.00	\$0.00	\$0.00	\$0.00	\$140.00
Membership Dues - Renewals	\$110.00	\$0.00	\$266.25	\$1,000.00	\$950.00	\$2,326.25
SHRM Rebate	\$520.00	\$0.00	\$102.31	\$0.00	\$0.00	\$622.31
TOTAL Income	\$4,960.00	\$1,965.00	\$2,917.56	\$1,918.00	\$1,605.00	\$13,365.56
EXPENSES						
Uncategorized	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Advertising	\$25.00	\$45.00	\$10.94	\$61.06	\$7.00	\$179.00
Board Expense	\$239.41	\$1,172.79	\$0.00	\$115.80	\$0.00	\$1,547.92
Board Meeting	\$144.86	\$0.00	\$36.52	\$0.00	\$0.00	\$281.38
Charity	\$0.00	\$0.00	\$0.00	\$572.00	\$0.00	\$572.00
Gifts Given	\$0.00	\$0.00	\$449.00	\$87.82	\$0.00	\$536.82
Lunch Meeting	\$2,040.08	\$1,737.57	\$3,178.04	\$1,720.94	\$1,620.08	\$10,296.71
Name tags	\$60.00	\$0.00	\$17.50	\$0.00	\$0.00	\$187.50
P.O. Box Renewal	\$76.00	\$0.00	\$0.00	\$0.00	\$0.00	\$76.00
PayPal Fee	\$69.30	\$40.14	\$56.91	\$61.68	\$49.71	\$277.74
Refund	\$0.00	\$0.00	\$0.00	\$75.00	\$0.00	\$75.00
Speakers Fee	\$1,081.00	\$625.00	\$0.00	\$1,000.00	\$0.00	\$2,706.00
VSHRM Speaker Gifts Purchased	\$25.00	\$0.00	\$0.00	\$21.11	\$25.00	\$71.11
Website Fees	\$0.00	\$0.00	\$132.39	\$325.00	\$0.00	\$657.39
TOTAL EXPENSES	\$3,780.66	\$3,620.41	\$4,112.30	\$4,240.42	\$1,701.79	\$17,455.58
OVERALL TOTAL	\$1,179.34	-\$1,655.41	-\$1,194.74	-\$2,322.42	-\$96.79	-\$4,090.02
Balance as of December 2017	\$28,878.84					
Trial balance as of January 16, 2018	\$28,842.05					

#CommunicationChairUpdate

Mike Major, SPHR, SHRM-SCP



[VSHRM FACEBOOK](#)

-Join our group on LinkedIn



[VSHRM LinkedIn](#)

