



Valley Society for Human Resource Management

Great Lakes Bay Region - Michigan

Your Great Lakes Bay Region HR Resource!

Our Diversity Statement

The Valley Society of Human Resources Management (VSHRM) believes that the differences between us make us stronger. We will use our time, talents, and collective experience to make our communities better places to live.



February Member's Meeting

Please plan to join us for our February event

“Gone to Pot: Michigan Legalizes Recreational Marijuana”

February 12, 2019

11:30 AM - 1:15 PM

Horizon Conference Center

6200 State Street, Saginaw, MI 48603

**“Gone to Pot: Michigan
Legalizes Recreational
Marijuana”**





Joshua Leadford

Josh Leadford is a partner with Masud Labor Law Group and joined the firm in 2011. He focuses his practice exclusively on representing management in labor and employment law matters. During his tenure, Josh has successfully defended employers in numerous arbitrations, unfair labor practice cases, discrimination claims, other labor and employment related matters, and provides first chair representation in collective bargaining matters. Josh is admitted to practice in all state and federal courts for the State of Michigan, including the Sixth Circuit Court of Appeals.

Before beginning his legal career, Josh gained significant experience dealing with labor and employment related issues. He worked for a unionized employer as a supervisor and confronted labor issues head on. The workplace division between management and union proved intriguing and, thereafter, Josh focused his education on employment related matters earning a Bachelor's Degree in Human Resource Management from Central Michigan University. After graduating from Central Michigan, Josh began law school and was selected for a clerkship with the Michigan Employment Relations Commission where he worked directly in the contentious area of public sector labor law.

On November 6, 2018, Michigan voters passed a ballot initiative legalizing the recreational use of marijuana for persons 21 years of age or older. While the new law contains language indicating that employers can continue to enforce workplace drug policies, it also raises several issues for human resources professionals to mull over, such as how the law may affect drug testing policies or employee requests for reasonable accommodations. In this presentation, Josh will discuss these issues and more, giving you the information you need to see through the smoke of this rapidly evolving area of employment law.

We hope you join us for our luncheon meeting on February 12, 2019, starting at 11:30 am. This meeting has been awarded 1.5 SHRM continuing education credits. (HRCI credits are pending.)

Should anyone have any questions, please do not hesitate to contact me at (989) 964-2253 or cpiotrow@svsu.edu.

Josh graduated from Thomas M. Cooley Law School where he focused his studies in the area of labor and employment law. In addition to graduating Magna Cum Laude, he received Book Awards in several courses, including Collective Bargaining.

President Update Scott Reed



Winter has officially arrived! I hope everyone stayed safe through the frigid weather. This year is off to fast start and we have a lot of great events planned for 2019. Some highlights include:

- Our Board of Directors is planning a fantastic half day seminar at the Soaring Eagle Casino in May.
- Our membership is consistently growing and we saw a great uptick in guest attendance at our last meeting.
- We have been approved for the elusive Strategic CE credits at our last 3 lunch events.
- We are planning a social event this fall for all members. Food drinks networking and fun!
- We are excited to announce that our Chapter will present a gift to all members achieving their HR certification beginning January 1, 2019.

I look forward to seeing you at our lunch on February 12th. We are excited to welcome back our friends at Masud Labor Law Group for this special Legal Update. This particular update focuses on **Legalized Marijuana and the Workplace**. This topic was approved for 1 HRCI Credit and 1.5 SHRM credits!

Our January Charity Drive for Hidden Harvest was a success! Thank you everyone for your donations of both food items and cash.

Remember to bring a Guest for Free! Our guest Promotion runs until March. Each VSHRM member is welcome to bring a guest free of charge to any of lunches from December through March. Please do have your guest register online so we have an accurate food count. The payment function of the web site has been modified to reflect our promotion.

The following Board positions will be up for election in May: President Elect, Treasurer, Membership Chair, Legislative Chair, Workforce Readiness Chair. If you have an interest in serving in any of these capacities, please contact Scott Reed at 989-799-0574 or by email at scott.reed@edwardjones.com

VSHRM Board of Directors **SPOTLIGHT**

Workforce Readiness Chair

Position Summary:

Serves as an appointed member of the chapter board of directors. Monitors and evaluates on a continuing basis local activities concerning workforce readiness issues and plans and encourages chapter involvement and activities impacting the workforce readiness arena. Presents a report or update to the chapter president and fellow chapter members. Works in cooperation with state-level workforce readiness advocates.

Responsible To:

The members of the chapter
The chapter president
State council workforce readiness director

Responsibilities:

- Serve as advocate and program coordinator for workforce readiness chapter activities.
- Partner with local schools to share information. Contact local workforce readiness coordinators within the schools to discuss initiatives.
- Identify and evaluate issues that impact workforce readiness and develop goals for chapter workforce readiness strategy.
- Report on workforce readiness issues to chapter members and serve as advocate at chapter activities for education programs.
- Serve as a resource for chapter members on workforce readiness issues and provide leadership to the chapter on education issues.
- Monitor local activities concerning workforce readiness and provide timely information on education issues to the chapter president and state workforce readiness director.
- Work in close cooperation with state workforce readiness director.
- Develop and support workshops and seminars that address workforce readiness issues.
- Provide special recognition for chapter members and for local programs that promote betterment of the local workforce through educational process.
- Respond to any other requirements of the chapter president and state workforce readiness director.
- Participate in SHRM Workforce Readiness Core Leadership Area volunteer leader conference calls and webcasts.

- Participate in the development and implementation of short-term and long-term strategic planning for the chapter.
- Represent the chapter in the human resources community.
- Attend all monthly membership and board of directors meetings.

Resources Available:

- SHRM supplies the following resources for chapter workforce readiness advocates
 - Chapter Position Descriptions
 - Workforce Readiness Manual
 - Fundamentals of Chapter Operations

Communications/College Relations Chair Jennie Wideman, SHRM-CP



Obtaining your SHRM-CP or SHRM_SCP Certification

DATE CHANGE

Classes begin as early as March 12th.

Saginaw Valley State University has partnered with SHRM to be your SHRM Certification Educational Partner. SVSU's Office of Continuing Education and Professional Development provides two ways for you to prepare for the certification exam. Using the SHRM Learning System you can bring your experience by attending the In Class Training Course located on SVSU's campus or enrolling in the Online Training Course.

For more information please contact: [Jennie Wideman](#) or the [SVSU Office of Continuing Education & Professional Development](#).

WEB CHAIR - TOM BARNIKOW, SHRM-SCP

Did you know that the VSHRM website also has HR-related job opportunities that are available as well? Hiring Managers throughout the Great Lakes Bay Region utilize the VSHRM website to post their available positions. Head over

to <https://vshrm.shrm.org/job-postings> to see available Human Resources positions.

Check out the [VSHRM](#) website, Facebook page, and LinkedIn pages to stay up-to-date on meeting topics, information, and what fun things are happening in the region.



Workforce Readiness

Come join our Workforce Readiness team and volunteer your talents and HR expertise at the Saginaw Rescue Mission.

Employer Panel

Be apart of the Employer Panel and share your knowledge, experience, and encouragement with those who are re-entering the workforce.

February 26th 2:00 PM - 4:00 PM

April 30th 2:00 PM - 4:00 PM

Mock Interviews

By helping in mock interviews, you are coaching a future member of the workforce in more ways than ever. It is an opportunity to help the build confidence, showcase their skills and reduce the nervousness that comes with going to an interview.

March 14th 3:00 PM - 5:00 PM

May 16th 3:00 PM - 5:00 PM

Saginaw Rescue Mission

1021 Burt St.
Saginaw, MI 48601

Contact [Louann Lerche](#) or [Kathy Harris](#) today to sign up!



The Saginaw Career Complex is seeking qualified business leaders to help provide interviewing experience to our students. The purpose of the Professional Business Day is to provide our students with an authentic experience by having them participate in mock interviews with area business leaders in their career field.

We are excited to invite you to interview our Saginaw Career Complex students for the Professional Business Day on **Monday, February 25, 2019 at Davenport University** located at **3555 E. Patrick Rd., Midland, MI 48642** (The snow day makeup date is Friday, March 8, 2019). There is an AM and PM session open to help prepare our community's students for the future.

Complete Your Registration:

[CLICK HERE to complete your volunteer registration.](#)

We hope you can join us to provide this awesome opportunity for our students.
Please let us know if you have any questions.
Elizabeth Stuber, ELA Teacher, SCC (989) 399-6214
Faith Johnson, ELA Teacher, SCC (989) 399-6215

MEMBERSHIP CHAIR
ROBERT DOTSON, CIC, LIC, CBWA



**Please Join the Board in Welcoming Our New
Members
February 2019**

**Sarah Richmond
Saginaw Psychological Services**

**Bradley Tucker
Holy Cross Services**

**Amanda Christian
Dobson Healthcare**

**Amy Sherbino
Michigan Sugar Company**

Treasurer - Patty Alfano, PHR, SHRM-CP

Income/Expense by Category

8/1/2018 through 1/16/2019

Category	1-Aug	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	OVERALL TOTAL
Income							
Conference Income	\$0.00	\$0.00	\$0.00	\$5,505.86	\$0.00	\$0.00	\$5,505.86
fast pass	\$0.00	\$4,725.00	\$450.00	\$450.00	\$0.00	\$0.00	\$5,625.00
income	\$0.00	\$0.00	\$0.00	\$596.00	\$0.00	\$0.00	\$596.00
Meeting Receipts	\$85.00	\$1,970.00	\$1,195.00	\$1,035.00	\$965.00	\$1,245.00	\$6,495.00
Membership Dues - Renewals	\$55.00	\$180.00	\$125.00	\$250.00	\$1,450.00	\$1,175.00	\$3,235.00
SHRM Rebate	\$0.00	\$550.00	\$0.00	\$0.00	\$0.00	\$0.00	\$550.00
TOTAL Income	\$140.00	\$7,425.00	\$1,770.00	\$7,836.86	\$2,415.00	\$2,420.00	\$22,006.86
EXPENSES							
Advertising	\$25.00	\$25.00	\$0.00	\$25.00	\$25.00	\$0.00	\$100.00
Annual Membership Fee	\$0.00	\$0.00	\$300.00	\$0.00	\$0.00	\$0.00	\$300.00
Board Expense	\$112.60	\$0.00	\$75.88	\$158.72	\$0.00	\$0.00	\$347.20
Board Meeting	\$0.00	\$18.99	\$0.00	\$18.99	\$0.00	\$0.00	\$37.98
Board Recognition	\$0.00	\$0.00	\$0.00	\$72.49	\$110.23	\$0.00	\$182.72
board travel	\$0.00	\$0.00	\$0.00	\$1,395.20	\$439.46	\$0.00	\$1,834.66
Lunch Meeting	\$0.00	\$1,680.92	\$1,390.03	\$1,254.80	\$1,337.70	\$1,740.92	\$7,404.37
P.O. Box Renewal	\$0.00	\$82.00	\$0.00	\$0.00	\$0.00	\$0.00	\$82.00
PayPal Fee	\$0.00	\$167.16	\$39.55	\$33.75	\$75.53	\$59.19	\$375.18
SHRM Foundation	\$0.00	\$0.00	\$0.00	\$0.00	\$596.00	\$0.00	\$596.00
Speakers Fee	\$0.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$1,000.00
VSHRM Speaker Gifts Purchase	\$0.00	\$25.00	\$0.00	\$0.00	\$25.00	\$0.00	\$50.00
Website Fees	\$0.00	\$0.00	\$0.00	\$132.39	\$0.00	\$0.00	\$132.39
TOTAL EXPENSES	\$137.60	\$1,999.07	\$1,805.46	\$4,091.34	\$2,608.92	\$1,800.11	\$12,442.50
OVERALL TOTAL	\$2.40	\$5,425.93	-\$35.46	\$3,745.52	-\$193.92	\$619.89	\$9,564.36
Bank Balance as of 01/16/2019		\$33,840.19					
Trial Balance as of 01/16/2019		\$33,840.19					