



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.



May Member's Meeting

Please plan to join us for our half day seminar:

“Labor and Employment Legislative and Case Law Update”

May 14, 2019

11:00 AM - 4:00 PM

Soaring Eagle Casino & Resort

6800 Soaring Eagle Blvd

Mt. Pleasant, MI 48858



presented by
Joshua Leadford
Masud Labor Law Group

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. Josh Leadford 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.

Josh 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.

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.

We hope you join us for our half day seminar on May 14, 2019, starting at 11:30 am. This meeting has been awarded 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.

President Update Scott Reed



I hope everyone is enjoying the warm weather! The Loons season started, summer is soon to follow. The Spirit has a chance to win their League Championship! Things are looking good in the Great Lakes Bay Region. And to top it all off, our half day special event is right around the corner. I hope you are able to join us at the Legal Update held at the Soaring Eagle Casino on May 14th. Are you feeling lucky? Rumor is that Soaring Eagle has generously contributed to our raffle prizes . . .

A few important reminders

- Members will keep possession of their own VSHRM name tag, be sure to retrieve your badge from the board at the registration table.
- Please complete our post event survey! We need your feedback to continue improving our events.
- We are excited to announce that our Chapter will present a gift to all members achieving their HR certification beginning January 1, 2019. Let us know if you achieved your SHRM or HRCI certification.
- We are planning a social event this fall for all members. Food, drinks, networking and fun!
- Get \$20 off your SHRM membership by using the code "State20"

Board Elections in June!!!

The following Board positions will be up for election in May: President Elect, Treasurer, Membership Chair, Legislative Chair, and 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

We are also looking to add a Co-Chair position for RSVP Chair, Program Chair, and Treasurer!

VSHRM Board of Directors **SPOTLIGHT** RSVP Chair

Position Summary:

Responsibilities include pulling information from the website for members/guests who RSVP for monthly meetings. Updates website with meeting attendance; runs reports from website; responds to meeting inquiries. Work closely with treasurer to monitor payments for monthly meetings. Attend monthly membership and board of directors meetings.

Responsibilities:

- RSVP Chair monitors registrations and maintains communication with Program Chair regarding guest list to ensure appropriate count is provided to venue in a timely manner. Deadline for most venues is Friday before meeting.
- RSVP Chair runs attendance report from website using CSV Export and creates Excel spreadsheet for check in table.
- RSVP Chair and Treasurer manage the check in table, accurately record attendance including walk-ins and no-shows.
- Update attendance report in Excel after the meeting. Also update the website with attendance information for the meeting.

Resources Available:

- SHRM supplies the following resources for chapter web masters o Chapter Best Practices
- Chapter Position Descriptions
- Chapter Web Site Toolkit
- SHRM-Approved Graphics for Chapters
- SHRM Graphics Standards Manual for Affiliates
- Fundamentals of Chapter Operations
- And MUCH MORE...available online at www.shrm.org/vlrc

Mid Michigan Member Representative Amy McGinnis, SPHR, SHRM-SCP, Ed.D.



The Mid-Michigan Human Resources Endowed Scholarship committee has selected Ms. Lindsay McLaughlin to receive the MMHRA Endowed Scholarship award. Lindsay is an Honors student and an HR major at Central Michigan University. She will receive the \$1,000 scholarship as a senior, during the 2019-2020 academic year. Congratulations, Lindsay!

This endowed scholarship will be awarded every year and was established in 2017 by the former Mid-Michigan HR Association, now a Member Service Area of Valley Society for Human Resource Management (VSHRM), as a way to give back to the profession of HR and continue to support students committed to advancing the field of HR.

Pictured are: Dr. Amy McGinnis (MSA Rep, VSHRM & selection committee chair), Lindsay McLaughlin (2019-2020 scholarship recipient), Dr. Alix MacDougall (selection committee member), Dr. Luis Perez (selection committee member), and Dr. John Bunch (HR faculty member, VSHRM member). Not pictured: Ms. Cindy Borland, who also participated on the selection committee.

Workforce Readiness
Louann Lerche, SHRM-CP, PHR
Kathy Harris

The need for Workforce Readiness keeps growing – but we need help to meet the needs of our communities



Did you know you can earn certification credits for volunteering to help? When you assist with mock interviews, present to a group to train a group of people on employment skills, you can submit that time for certification credits.

We are really trying to grow our influence and presence in the communities we work and live in. Do you have a passion for helping people understand how to interview, write a resume, dress for success etc? Do you have a specific group you would like to work with? If you do, please come see Kathy Harris or Louann Lerche and let's see how to best support you in your efforts.

Let us know how much time you can volunteer – 1 hour? More? What days work best for you? We are willing to work with you.

New Veterans Certificate Program – no extra cost to you or your employer.

New certificate program being offered through SHRM. Veterans At Work Certificate program allows you to earn 10 professional development credits (at no charge).

If you are interested in helping the veteran population this would be a good way to become educated and then create a group to help support this. Kathy and Louann would happy to talk to you

Volunteer Events

Employer Panel

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

November 5th 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.

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!

Communications/College Relations Chair Jennie Wideman, SHRM-CP



Many SHRM Foundation scholarships are open now ([SHRM Foundation Scholarship link](#)). For a limited time, SHRM will donate \$20 to the SHRM Foundation for every new or renewed membership.

By using the promo code **DONATE20** SHRM will donate \$20 to the SHRM Foundation in your name. You are giving twice – once to yourself for your professional development and advancement and once to a foundation who offers scholarships to help you and others with their career goals.

Go to <https://shrm.co/FVdYCo> to renew or join.

Events You Don't Want to Miss!

VSHRM Members are cordially invited to attend:

2019 Southeast Michigan Fiduciary Summit presented by Xponential Growth Solutions.

Join industry professionals as they discuss fiduciary issues impacting plan sponsors.

When: 8:00am – 12:30pm (Breakfast included) on Wednesday, May 8th

Where: Walsh College, 3838 Livernois Rd, Troy, MI 48083

Topics of Discussion:

- What You Need to Know As a Fiduciary for 2019
- How to Evaluate the Reasonableness of Plan Fees
- How to Maximize Participant Outcomes & Successful Plan Design
- Recent Lawsuits & Legal Update
- Plan Benchmarking and RFP Best Practices
- Financial Wellness Programs – Do They Work? How Can We Measure?
- Evolution of Target Date Funds
- Cyber-Security Today – What You Need to Know

Who Should Attend?

- Human Resource, Benefit, and Finance executives
- Business owners and Fiduciaries
- Plan sponsors with 401(k), 403(b), 457 or DB Pension Plans

****The intended audience is exclusively retirement plan sponsors and these guests will receive first priority for attendance***

Certified For 3 hours of:

- HRC/SPHR/PHR/GPHR
- SHRM PDC's
- CEBS Credit eligible
- CPA/CPE

Cost: Free for members of VSHRM – Enter "VSHRM19" in Comment Box to waive your \$150 registration fee.

Click the link here to Register: <https://www.xgrowthsolutions.com/events/2019-southeast-michigan-fiduciary-summit>



**WEB CHAIR
TOM BARNIKOW, SHRM-SCP**

"Don't forget to continue checking VSHRM's website for the latest HR job

postings under the 'Communications' tab. If you or someone you know is looking for a job in HR, there are always postings to scan through. Do you have an HR opening at your organization? Forward your job description to communications@vshrm.org, and we will gladly upload it to our website for all VSHRM members to see."

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

Treasurer Patty Alfano, PHR, SHRM-CP



Valley Society for Human Resource Management
Great Lakes Bay Region - Michigan

Income/Expense by Category

8/1/2018 through 4/25/2019

Category	Aug-19	Sep-18	18-Oct	18-Nov	18-Dec	19-Jan	19-Feb	19-Mar	19-Apr	OVERALL TOTAL
Income										
Conference Income	\$0.00	\$0.00	\$0.00	\$5,505.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,505.86
fast pass	\$0.00	\$4,725.00	\$450.00	\$450.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,625.00
Income	\$0.00	\$0.00	\$0.00	\$596.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$596.00
may seminar2019	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$900.00	\$900.00
Meeting Receipts	\$85.00	\$1,970.00	\$1,195.00	\$1,035.00	\$965.00	\$1,245.00	\$1,615.00	\$915.00	\$1,115.00	\$10,140.00
Membership Dues - Renewals	\$55.00	\$180.00	\$125.00	\$250.00	\$1,450.00	\$1,175.00	\$1,855.00	\$195.00	\$585.00	\$5,870.00
SHRM Rebate	\$0.00	\$550.00	\$0.00	\$0.00	\$0.00	\$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	\$3,470.00	\$1,110.00	\$2,600.00	\$29,186.86
EXPENSES										
Advertising	\$25.00	\$25.00	\$0.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$0.00	\$175.00
Annual Membership Fee	\$0.00	\$0.00	\$300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$300.00
Board Expense	\$112.60	\$0.00	\$75.88	\$158.72	\$0.00	\$0.00	\$0.00	\$0.00	\$272.81	\$620.01
Board Meeting	\$0.00	\$18.99	\$0.00	\$18.99	\$0.00	\$0.00	\$0.00	\$18.99	\$0.00	\$56.97
Board Recognition	\$0.00	\$0.00	\$0.00	\$72.49	\$110.23	\$0.00	\$0.00	\$0.00	\$0.00	\$182.72
board travel	\$0.00	\$0.00	\$0.00	\$1,395.20	\$439.46	\$0.00	\$0.00	\$0.00	\$0.00	\$1,834.66
Lunch Meeting	\$0.00	\$1,680.92	\$1,390.03	\$1,254.80	\$1,337.70	\$1,740.92	\$2,534.52	\$1,910.10	\$1,639.16	\$13,488.15
P.O. Box Renewal	\$0.00	\$82.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$82.00
PayPal Fee	\$0.00	\$167.16	\$39.55	\$33.75	\$75.53	\$59.19	\$108.05	\$35.22	\$78.04	\$596.49
SHRM Foundation	\$0.00	\$0.00	\$0.00	\$0.00	\$596.00	\$0.00	\$0.00	\$0.00	\$0.00	\$596.00
Speakers Fee	\$0.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00
VSHRM Speaker Gifts Purchased	\$0.00	\$25.00	\$0.00	\$0.00	\$25.00	\$0.00	\$50.00	\$0.00	\$22.12	\$122.12
Website Fees	\$0.00	\$0.00	\$0.00	\$132.39	\$0.00	\$0.00	\$336.00	\$0.00	\$0.00	\$468.39
TOTAL EXPENSES	\$137.60	\$1,999.07	\$1,805.46	\$4,091.34	\$2,608.92	\$1,825.11	\$3,053.57	\$1,989.31	\$2,012.13	\$19,522.51
OVERALL TOTAL	\$2.40	\$5,425.93	-\$35.46	\$3,745.52	-\$193.92	\$594.89	\$416.43	-\$879.31	\$587.87	\$9,664.35
Bank Balance as of 04/25/2019		\$33,940.18								
Trial Balance as of 04/25/2019		\$33,940.18								



SRM
Foundation
2018 CHAPTER CHAMPION