



OCTOBER 2025

Valley 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.*



World Mental Health Day, October 10, is a powerful reminder for HR professionals: while we dedicate ourselves to supporting others, building safe spaces, and nurturing workplace well-being, we must also extend that same care inward. In a role where empathy is our currency and people are our priority, taking time to recharge, reflect, and protect our own mental health isn't a luxury - it's a necessity. Self-care is not a break from our responsibilities - it's part of fulfilling them!

VSHRM Watch Parties Are Here! Join the Simulcast Fun

Get ready to party—*watch party*, that is! ☐ VSHRM is streaming our speakers live to four awesome locations. Bay City will follow our usual monthly meeting format with a \$30 registration fee, which includes the full event experience and a catered lunch. Mt. Pleasant at CMU, East Tawas at Michigan Works!, and Flint at the Gloria Coles Flint Public Library are all *free* to attend—just bring your own lunch and join fellow HR pros for a shared learning experience. Prefer to tune in solo? A virtual option is available for a small fee—but we'd love to see you in person!

Why watch alone when you can
connect, chat, and snack with your HR crew?

Join us for an in-person experience where networking meets community. We're

piloting this event format, and your presence helps shape what future gatherings look like. Pick your spot, invite your HR friends, and let's turn learning into connection!

See below for event details - we can't wait to see you there!

TUESDAY, October 14 | 11:15 am - 1:15 pm

The Importance of Engagement with Darby Settles

Key takeaways from this presentation will include:

- What is employee engagement?
- Why is it important?
- How is it measured?
- What are the key drivers?



Darby Settles is an Industrial-Organizational Psychologist and People Analytics Strategist. Darby holds his Ph.D. Industrial-Organizational Psychology from Wayne St. University. With over 20 years of experience in Human Resources as an HR leader and Consultant at General Motors and Rocket Family of Companies, Darby has expertise in informing people strategy through evidence-based data solutions. Currently, Darby is an Adjunct Professor at Industrial-Organizational Psychology graduate programs across Metro Detroit where he equips students with actionable frameworks for understanding organizational behavior, diagnosing challenges, and designing evidence-based interventions to improve workplace dynamics.

Valley SHRM is recognized by **SHRM** to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP recertification activities.



MEETING & REGISTRATION INFORMATION:

REGISTER HERE:

<https://vshrm.shrm.org/events/2025/10/october-2025-vshrm-luncheon>

☐ Bay City Watch & Engage Party

- Location: DoubleTree by Hilton, One Wenonah Park Place, Bay City, MI 48708
- Lunch provided.

- VSHRM members \$30 | non-members \$35
- Virtual Option Only: members \$15 | non-members \$20

☐ Mt. Pleasant Watch & Engage Party

- Location: Grawn Hall, Room 279 (RICO Conference Room), CMU
- Seats: 10-15 people, Host is [Dr. Amy McGinnis](#)
- Bring your own lunch
- 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

☐ East Tawas Watch & Engage Party

- Location: Michigan Works! 1230 US-23, East Tawas, MI 48730
- Seats: 50+ people. Host is [Rena Sherman](#)
- Bring your own lunch; light snacks provided.
- Registration is free for this first session
- Parking is free.

☐ Flint Watch & Engage Party

- Location: Gloria Coles Flint Public Library, Kommareddi Room, 1026 East Kearsley St
- Seats: 10+ people. Host is [Julie Bellamy](#)
- Bring your own lunch
- Registration is free
- Parking available on location

Please register by **Thursday, October 9th**. Registrations received after this date are subject to an additional \$10 late fee (DoubleTree by Hilton 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

Fall is always a season of momentum—whether it's cheering on the Lions as they fight for every yard or watching the Tigers build toward an even stronger future. That same spirit of resilience and drive is alive in VSHRM as we continue building on our progress together.



By now, you've heard about our **Dual Membership Release (DMR)** with SHRM National, officially launching **December 1, 2025**. This is a milestone for our chapter, and we'll continue sharing updates to make the transition smooth and beneficial for everyone. *One important change: your membership renewal date will now align with your SHRM renewal date, making it simpler than ever to stay current.*

And here's more good news: for a limited time, **new members** can join SHRM at 50% off—but only through local chapters like ours. If you know an HR colleague who's been waiting for the right time to join, this is it.

☐ **USE CODE: NewMembersOnly**

(case-sensitive; must be entered exactly as shown at checkout)

I encourage you to dive into this newsletter, mark your calendars for upcoming events, and look for ways to get involved. Whether you join a committee, attend a program, or simply connect with another HR professional, your engagement matters. Just like our hometown teams, we succeed when everyone shows up and gives their best.

October also brings the **MISHRM State Conference**, where HR leaders from across Michigan gather to share ideas, sharpen skills, and fuel their passion for our profession. It's always a powerful reminder that we're part of something bigger—a statewide community committed to advancing HR and supporting one another.

Thank you for being part of this journey. We look forward to seeing you at an upcoming VSHRM meeting, at one of our simulcast events, or at MISHRM.

Go Lions, Go Tigers, and Go VSHRM!

Wendy Yelsik, PHR, SHRM-CP

Human Resources Director | Fabiano Brothers, Inc.

President, **Valley SHRM**

☐ (989) 621-4819

☐ **LinkedIn**

Exciting News: Our Chapter is Evolving!

We're thrilled to share some exciting news regarding the future of our chapter and the incredible benefits it will bring to each of you!

After careful consideration and collaboration, we are transitioning to a Dual Membership Release (DMR) with Society of Human Resources Management (SHRM) effective December 1, 2025. Here's how this transition will benefit you:

-
- **Simplified Membership:** One renewal covers both our chapter and SHRM national - keeping your local and global HR connections seamless.
 - **Enhanced Programming:** With fewer admin tasks, we can focus more on delivering impactful events, insights, and development opportunities.
 - **Expanded Resources:** Dual membership unlocks SHRM's full suite of tools, research, certifications, and a global HR network.
 - **Stronger Partnership:** This transition deepens our alignment with SHRM, amplifying our ability to serve you and elevate the HR profession locally.



Learn More About SHRM Benefits

THE SMARTEST MOVE YOU CAN MAKE FOR YOUR HR CAREER: BECOME A SHRM MEMBER.

GAIN THE TOOLS, COMMUNITY, AND INSIGHTS YOU NEED TO LEAD WITH CLARITY IN A FAST-CHANGING WORLD

97%

OF MEMBERS REPORT IMPROVED WORKPLACE READINESS, SKILLS, OR ABILITIES after 2+ years of SHRM Membership.

THE POWER YOU UNLOCK INSTANTLY

SOLVE HR CHALLENGES WITH SPEED AND IMPACT

Members save 7-10 hours per month through SHRM benefits.

On Demand HR Advisors
Call, chat, or email SHRM's certified HR knowledge Advisors anytime with your toughest questions.

Templates & Toolkits
Access ready-to-use HR forms, job descriptions, employment policies, checklists, and more.

AI Learning & Resources
Stay ahead with go-to guides on how to lead AI transformations in your workplace.

Research & Benchmarking
Access member-only tools to stay on top of compensation, benefits, talent, and workplace trends, including:

- Human capital benchmarks.
- Talent access benchmarks.
- Benefits report & benchmarks.
- SHRM Compensation Data Center.

Subject Line: 50% Off SHRM Membership — New Members Only



Dear HR Professional,

You've moved beyond the basics — now you're shaping the future of work.

You're leading teams, influencing leadership, and navigating the curveballs of today's workplace. But even the best HR Pros can't do it all alone. That's where SHRM membership comes in.

For a limited time only, and exclusively through SHRM chapters, new members get 50% off SHRM membership and gain instant access to resources, insights, and connections you can't get anywhere else.

USE CODE: **NewMembersOnly**

**Note: Promo code is case-sensitive. Please enter code exactly as displayed at checkout.*

And once you join, you'll have the support that keeps you leading through every challenge you face, such as:

EO Impact Zone: Real-time analysis and guidance on executive orders — helping you respond quickly and confidently to regulatory changes.

SHRM HR Knowledge Advisors: Immediate answers from SHRM-certified advisors to navigate complex employee relations, evolving compliance requirements, and your toughest HR challenges.

Interactive Tools & Benchmarking: Track and compare business metrics so your strategies can lead — not follow — industry trends.

Career Advancement: Members earn \$20K more on average, lead high-impact projects and gain leadership trust.

**Note: Promo code is case-sensitive. Please enter code exactly as displayed at checkout.*

Disclaimer: Promo code NewMembersOnly will apply a 50% discount (\$149 value) to a 1-year SHRM professional membership. This promo code is not combinable with other SHRM offers. Valid from 8/13/2025 - 12/31/2025. Exclusions apply.

Join SHRM Today!

What's Next?

We will be sharing more details about the specifics of this transition in the coming weeks, including information on how your current membership will transition.

Frequent communication is important as we navigate through this journey together. In the meantime, please feel free to reach out to any of our Board of Directors with your questions.

VSHRM Board of Directors

WELCOME! NEW MEMBERS

Join us in welcoming our newest VSHRM members!

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

- **Gary Holik** – Michigan Rehabilitation Services
- **Christina King** – Fabiano Brothers
- **Heather Resmer** – Chapman Foundation for Caring Communities

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 September Gift Card Drawing is...
(drum roll, please ☐)

Christina King – Fabiano Brothers
Congratulations! ☐

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

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



STATE CONFERENCE 2025
MISHRM
MICHIGAN COUNCIL OF SHRM



Join fellow VSHRM members on October 15th - October 17th at DeVos Place in Grand Rapids, MI, for the 2025 MISHRM State Conference.

In 2025, the focus is on how authenticity drives true leadership, engagement, and transformation in HR. This year's theme emphasizes bringing your true self into every aspect of your professional life. We encourage attendees to explore and implement authentic approaches that inspire change and foster connection.

COLLEGE RELATIONS NEWS!



Attending the MISHRM Conference in October? Be on the lookout for some student chapter leaders who will compete in HR Games on October 15th. HR Games will be a fun and spirited competition between **Central Michigan University, Northern Michigan University, Grand Valley State University, and Eastern Michigan University**. The jeopardy-style tournament begins at 9:00 am and concludes around 1:45 pm. Students will be recognized for their HR expertise in the Grand Ballroom as part of the opening remarks to the conference.

We hope to see you there!

Let the Games
Begin!

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!

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>



MI ESTA Expands to Small Employers

The Michigan Department of Labor and Economic Opportunity has issued updated FAQs on the Earned Sick Time Act, providing important guidance for employers ahead of the law's expansion on October 1, 2025.

Read more about how Honigman's Labor and Employment team is monitoring these developments here: [Honigman Labor & Employment Alert](#)



HR Leaders & AI Decisions

Managers are increasingly using Artificial Intelligence (AI) to make decisions about promotions, raises, and even terminations—often without formal training. Experts warn that human judgment, oversight, and critical thinking are still essential to ensure fairness and accountability. Discover how organizations are balancing AI's power with people-first leadership

Click here for the full article - [What HR Leaders Need to Know About AI Decisions](#)



Key HSA Features- 2026 Compliance provided by Acrisure / 44North

Employers that sponsor high deductible health plans (HDHPs) should be aware of key health savings account (HSA) features for 2026, including employee eligibility rules, annual contribution limits, distribution rules and potential tax benefits.

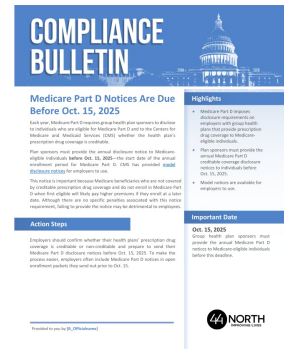
Click here for the full article - [View Alert!](#)



Medicare Part D Notices are Due Before Oct. 15 provided by Acrisure / 44North

Group health plan sponsors must provide the annual Medicare Part D creditable coverage disclosure notices to Medicare-eligible individuals before Oct. 15, 2025—the start date of the annual enrollment period for Medicare Part D. This Compliance Bulletin summarizes the requirement to provide Medicare Part D notices, including the upcoming deadline, the availability of model notices and permissible ways to deliver the notices.

Click here for the full article - [View Alert!](#)



FINANCIALS - Submitted by Patty Alfano, VSHRM Treasurer

SHRM[®] Valley SHRM

7/1/2025 through 9/12/2025

Category	Jul-25	Aug-25	Sep-25	Total
Income				
Fast Pass	\$0.00	\$0.00	\$4,944.00	\$4,944.00
Meeting Receipts	\$30.00	\$695.00	\$205.00	\$930.00
Membership Dues - Renewals	\$45.00	\$155.00	\$155.00	\$355.00
SHRM Rebate	\$495.00	\$0.00	\$0.00	\$495.00
SHRM Action Office	\$743.00	\$0.00	\$0.00	\$743.00
TOTAL Income	\$1,313.00	\$850.00	\$5,304.00	\$7,467.00
EXPENSES				
Board Expense	\$0.00	\$0.00	\$30.00	\$30.00
Lunch Meeting	\$0.00	\$1,727.72	\$0.00	\$1,727.72
PayPal Fee	\$0.00	\$42.91	\$198.77	\$241.68
SHRM Foundation	\$800.00	\$0.00	\$0.00	\$800.00
TOTAL EXPENSES	\$800.00	\$1,770.63	\$228.77	\$2,799.40
OVERALL TOTAL	\$513.00	-\$920.63	\$5,075.23	\$4,667.60

☐ **VS HRM 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://ip.constantcontactpages.com/sl/askRep4>

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!

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