

VSHRM'S 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.

Quick Links

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October Meeting Info**Date**

Tuesday
October 9, 2018

Location

Great Hall Banquet & Convention
Center
5121 Bay City Rd
Midland, MI 48642

Topic

Legal Hot Topics

Speaker

Steven Palazzolo, Senior Counsel
Warner Norcross & Judd

Time

Networking/Registration @ 11:30

Lunch

11:30-12:15

Program

11:30am - 1:15pm

Cost

Members: \$25 / **\$30 late**
Guests: \$35 / **\$40 late**
Students: \$20 / **\$25 late**

Register on or before

**President Update
Scott Reed**

Scott Reed
Valley Society for Human Resource Management
Great Lakes Region - President

We had a great start to our 2018-2019 year last month! I hope everyone enjoyed the presentation about the Top 15 HR Mistakes & How to Fix them. I am excited to announce that October's meeting covers one of our always highly anticipated Legal Hot Topics! Please remember our October meeting will take place at the Great Hall Banquet & Convention Center in Midland. Put a reminder in your calendar.

Reminder! The deadline to purchase your Fast Pass is September 30th which is fast approaching. The Fast Pass covers your registration fee the entire Luncheon Series as well as the ½ day seminar free of charge.

Volunteers wanted on October 16th and November 1st! October 16th is the Employer Panel. We need volunteers to help present what an employers looks for in an employee, tips for successful job performance, and advice on job searching. November 1st is the Mock Interview Day. You will help the candidates hone their interview skills. RSVP to workforcereadiness@vshrm.org if you can help.

**10/05/18 to avoid late
registration**

Please RSVP @ vshrm.shrm.org



I introduced the VSHRM Strategic Objectives at our August luncheon. To refresh your memory they are: 1) **Communication**, 2) **Member Engagement**, 3) **Programming**. The VSHRM Board and several individuals from the Membership Connections Committee established teams assigned to each of these objectives. I encourage you to ask your Board members about these initiatives and offer your ideas and suggestions if there are changes you believe will strengthen our Chapter. Remember you can be a part of making our Chapter better by volunteering on our Membership Connections Committee. If you are interested, please contact Annette.mast@ascension.org This is also a great way to learn more about the Board positions, several of which will need a successor this spring!

As part of our Board Spotlight effort, we are featuring the Program Chair position this month. As you may recall, we will feature one of our Board positions in each newsletter this year so you can get familiar with the Board roles and responsibilities. The Program Chair does have a vacant Co-Chair role that we would like to fill as soon as possible. Please contact Corrie Piotrowski, piotrowskicm@midlandps.org, if you are interested. A Co-Chair may exist for two reasons, 1) the responsibility of the role is large in scope and a second person is needed, and 2) for ease of succession planning and the transition of responsibilities.

VSHRM Board of Directors SPOTLIGHT

PROGRAM CHAIR

Position Summary:

Manage the activities of the program committee to provide monthly and satellite programs for the chapter membership.

Responsible To:

The members of the chapter
The chapter president

Responsibilities:

- Chair meetings of the program committee to select topics and speakers for monthly program and satellite meetings in order to provide information on topics of broad interest to chapter members.
- Recruit members to serve on program committee.
- Coordinate efforts with other members of the chapter board of directors to best serve the membership.
- Serve as resource to committee members in arranging monthly meetings.
- Contact potential speakers and make arrangements for selected meetings. Write articles for newsletters describing the programs.
- Provide information regarding programs and services to the administrative office, newsletter editor, members, and others through presentations, written communications, and personal contact.
- Review final preparations for meetings to assure that meetings run smoothly.
- Review program evaluations for feedback to be used in planning future events.
- Serve as liaison between the members of the program committee.
- 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 program chairs o Chapter Best Practices (including program ideas)
 - Chapter Position Descriptions
 - Guide to Hosting an SHRM Speaker
 - Fundamentals of Chapter Operations
 - SHRM Speakers Bureau
 - SHRM Chapter Speaker Program

And MUCH MORE...available online at www.shrm.org/vlrc

President-Elect/Certification Chair

Kari Back, PHR

Did You Know?

For Members that are HRCI certified you can login to the HRCI website, click on recertification, recertification resources and then scroll down to free online credit activity. By just watching two YouTube videos, you can earn two business credits - pretty cool! It is so easy!

The screenshot shows the HRCI website interface. At the top, there's a navigation bar with links like 'Affiliate Network', 'Community', 'About HRCI', and 'Resources'. Below this is the HRCI logo and a search bar. The main content area is titled 'Recertification Resources' and includes a sidebar with links like 'Overview', 'Recertification Resources', 'Digital Badges', and 'Submit Recertification Application'. The main text explains that as an HR leader, you must remain vigilant about ongoing career learning and that recertification credits from HRCI are easier to access and earn. It also mentions that these credits are an integral part of maintaining your certification and demonstrating to the world that you stay on the cutting edge of human resource management practice. Below this, there's a section titled 'HRCI Recertification Resources' which lists several valuable resources to keep you on track, including the 'Recertification Handbook, Guides, and Fliers'.

Free Online Recertification Credit Activity

- [Difficult Conversations Webinar](#) (1 General HR Credit)
- [Essentials for Expatriate Payroll Webinar](#) (1 Global Credit)
- [HR's Critical Role in the Organization of the Future](#) (1 Business Credit)
- [Mastering the Changing Rules in the War for Top Talent](#) (1 General HR Credit)
- [Not Your Mother's Presentation on Millennials](#) (1 General HR Credit)
- [Show Me the Money HR as a Profit Center](#) (1 Business Credit)
- [The Future of Diversity and Inclusion](#) (1 General HR Credit)
- [Rise of HR eBook](#) (3 Business Credits)

Co-Program Chairs
Corrie Piotrowski, SHRM-CP
Upcoming Event

Legal Hot Topics

October 9, 2018, 11:30am - 1:15pm

REGISTER NOW! (Deadline: Friday, October 5th)

Great Hall Banquet & Convention Center
5121 Bay City Rd.
Midland, MI 48642

Please plan to join us for our October event **LEGAL HOT TOPICS: What's new in Labor and Employment Law.**



For this session, we welcome Steven A. Palazzo, Senior Counsel, Warner, Norcross and Judd. Steve Palazzolo counsels clients on employee issues, policy development, NLRB, ADA, FMLA, FLSA and international labor relations. His services extend to acquisitions, immigration, employee benefits, campaign finance, employment litigation and civil rights.

Pending legislation this November could have a significant impact on your company's assets, including Michigan's new Earned Sick Time Law and proposed changes to the State's minimum wage. This presentation will cover these recent developments in labor and employment law, as well as, the impact of legalized marijuana on the workplace.

We hope you join us for our luncheon meeting on October 9, 2018, 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) 923-5016 or piotrowskicm@midlandps.org.

UPCOMING MEETING TOPICS

November 13, 2018

Developing/Implementing Learning Objectives Linked to Strategic Objectives

December 11, 2018

ROI for Human Resource Professionals

For more information and registration visit: <https://vshrm.shrm.org/events>

MSA Representative

Dr. Amy McGinnis, SHRM-SCP, SPHR

The Mid-Michigan Human Resources Endowed Scholarship committee has selected Danira Ventura-Montes to receive the inaugural MMHRA Endowed Scholarship award. Danira (Danny) is an HR major heading in to her senior year at Central Michigan University in the fall. She will receive \$1000 for the 2018-2019 academic year. Congratulations, Danny!

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, as a way to give back to the profession of HR and continue to support students committed to advancing the field of HR.



Pictured left to right are: Dr. Kevin Love, Dr. Amy McGinnis (MSA Rep & selection committee chair), Danira Ventura-Montes, Dr. Alix MacDougall (selection committee member), Dr. Luis Perez (selection committee member). Not pictured: Ms. Cindy Borland, who also participated on the selection committee.

Workforce Readiness Kathy Harris and Louann Lerche



Volunteers needed for Employer Panel and Mock Interviews @ the Saginaw Rescue Mission:

Employer Panel: 2:00 pm to 3:00 pm
October 16th

Mock Interviews: 3:00 pm to 5:00 pm
November 1st

Please watch VSHRM.org for event dates for future volunteer opportunities!!!

Louann Lerche
llerche@duperon.com

Kathy Harris
kathy.harris@modis.com

Diversity & Legislative Chair
Joshua J. Leadford

ASK THE LAWYER

Sensitive Sue filed an internal complaint with HR, alleging Mean Manager "harassed" her. Mean Manager found out about the complaint during the investigation process (which found no proof of illegal harassment). A week later, Sensitive Sue felt a "cold vibe" from Mean Manager. Sensitive Sue ran back to HR and claimed she was being "retaliated" against.

What's HR to do when confronted with such a nebulous and subjective allegation of retaliation?

My immediate reaction to Sensitive Sue's claim as to how she "felt" is "so what." I do not really care what the employee's subjective feelings are. Rather, I care how a reasonable person would feel in the same circumstances.

For this reason, I would meet with Sensitive Sue and ask for the facts and just the facts. The meeting would focus on the five W's - who, what, when, where, and why. I would ask the employee to identify every time she felt a "cold vibe." Flush out all the factual details, including "why" she felt a cold vibe - but from a factual standpoint. Did the manager not look her in the eye when speaking to her, did he not look up from his computer when she asked a question, did he buzz her on the phone instead of speaking to her in person, or did he not tell her about his super cool Saturday night like he did another employee?

Put the facts in writing and have Sensitive Sue sign confirming two key points: (1) HR's factual summary of events is accurate and (2) those facts comprise the totality of the employee's allegations.

From this point, HR's analysis becomes legal in nature. This employee was not

terminated, demoted, and her objective terms and conditions of employment were not otherwise adversely affected. Thus, the claim is really that Mean Manager created a hostile work environment because Sensitive Sue tattled on him. So, HR needs to weigh the facts and determine whether, considering all the factual allegations as a whole, a hostile work environment was created. Probably not in this circumstance.

If HR determines there is no evidence of a hostile work environment, the employee should be informed that the investigation is completed and of that conclusion. The employee should also be reminded that the employer would not tolerate a hostile work environment, takes these issues seriously, will talk with Mean Manager, and that if she has any future issues, they should be reported immediately.

As for Mean Manager, we all know this person and can assume he/she is not acting with perfect decorum and is not totally innocent. HR needs to roll up a newspaper and swat him/her on the side of the head with an order to behave moving forward. If similar issues continue, HR should deal with Mean Manager from a performance and/or disciplinary perspective. Any such actions should be documented to memorialize the employer took reasonable steps to maintain a lawful work environment.

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 9/20/2018

Category	Aug-18	Sep-18	OVERALL TOTAL
Income			
fast pass	\$0.00	\$4,725.00	\$4,725.00
Meeting Receipts	\$85.00	\$1,970.00	\$2,055.00
Membership Dues - Renewals	\$55.00	\$180.00	\$235.00
SHRM Rebate	\$0.00	\$550.00	\$550.00
TOTAL Income	\$140.00	\$7,425.00	\$7,565.00
EXPENSES			
Advertising	\$25.00	\$0.00	\$25.00
Board Expense	\$112.60	\$0.00	\$112.60
Lunch Meeting	\$0.00	\$1,680.92	\$1,680.92
PayPal Fee	\$0.00	\$167.16	\$167.16
VSHRM Speaker Gifts Purchased	\$0.00	\$25.00	\$25.00
TOTAL EXPENSES	\$137.60	\$1,873.08	\$2,010.68
OVERALL TOTAL	\$2.40	\$5,551.92	\$5,554.32
Bank Balance as of 09/21/2018	\$29,855.15		
Trial Balance as of 09/21/2018	\$29,830.15		

#CommunicationChairUpdate

Tom Barnikow, SPHR, SHRM-SCP



VSHRM FACEBOOK

-Join our group on LinkedIn



[VSHRM LinkedIn](#)

