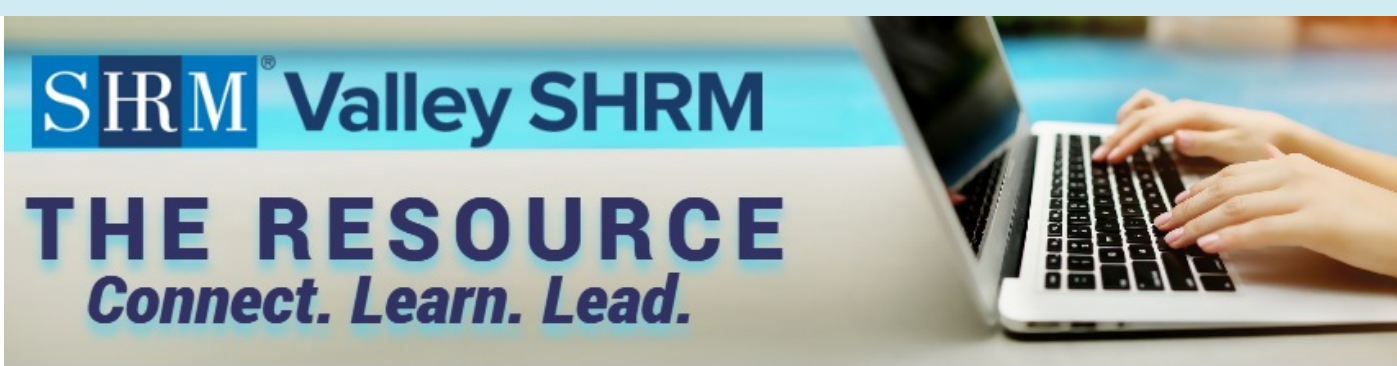




SEPTEMBER 2025

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.*

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 pals? Networking magic happens in person—plus we're testing this model for future events, so your presence literally shapes the future.

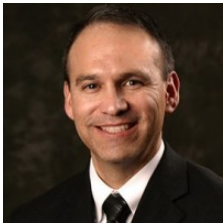
Pick your spot, grab your HR crew, and let's make learning a little more lively! See below for more details!

TUESDAY, SEPTEMBER 9 | 11:15 am - 1:15 pm

Intentional Impact: HR Leader Roundtable- Quick Wins & Strategic Initiatives for Success with Holly Reed & Ricardo Resio

We're kicking off September with an energizing roundtable event designed to address today's most pressing HR challenges.

In a time when workplace expectations are rapidly evolving, HR leaders face a critical opportunity: to shape cultures, retain talent, and create organizations where people thrive. This interactive session, led by Holly Reed (VSHRM President-Elect and Founder of HReed Consulting) and Ricardo Resio (VSHRM Past-President and EVP of Corporate Services at Morley Companies), goes beyond theory — offering both quick wins you can implement immediately and strategic initiatives for long-term success.



Together, we'll explore:

1. Building Positive Workplace Cultures
2. Recruiting Top Talent
3. Retaining Employees While Combating Burnout
4. Becoming More Strategic in HR
5. Making Employee Feedback Actionable
6. Creating Purpose and Meaning at Work

You'll collaborate with other HR professionals, exchange best practices, and leave with practical tools to inspire change. Plus, it's a great opportunity to connect with regional HR leaders — and remote participants are welcome! Join us for an engaging, thought-provoking session that will challenge your perspective and energize your HR leadership!

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://admin-vshrm.shrm.org/events/2025/09/september-2025-vshrm-luncheon-leader-roundtable-quick-wins>

☐ Bay City Watch & Engage Party

- Location: Horizons, 6200 State Street, Saginaw, MI 48603.
- 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 Taws, 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, September 4**. Registrations received after this date are subject to an additional \$10 late fee (Horizon's location only).

This meeting is part of the 2025-2026 Fast Pass! Purchase yours today and SAVE BIG on Valley SHRM's meetings! If you have VSHRM's Fast Pass and attending this meeting please register today!

SHRM[®] Valley SHRM

 **One Pass. All the Meetings. Big Savings.**

Make the most of the 2025–2026 VSHRM Fast Pass!
VSHRM members pay just **\$309**, while non-members can join in for **\$374**. Your Fast Pass includes access to **all monthly meetings and half-day seminars** from **September 2025 through August 2026**.

☒ 9 Monthly Meetings (join in person or virtually)

☒ Two (2) Half Day Seminars

That's up to \$199 in savings — like getting 1 half-day seminar plus 2 in-person meetings for FREE.

Even if you can't join all the regular **in-person** regular meetings, you can always participate **virtually** — and with a Fast Pass, virtual attendance is still a big savings over paying per event.
Offer ends on 9/30/2025- <https://vshrm.shrm.org/events/2025/08/2025-2026-vshrm-fast-pass>



President's Message

As we head into fall, **Labor Day** is always a good reminder of why we do what we do. First recognized back in 1894, the holiday honors the contributions of American workers who helped shape our nation’s strength and prosperity. *For those of us in HR, it’s also a time to pause and appreciate the role we play in elevating the profession and building better workplaces where people and organizations can thrive*



We’ve had some exciting momentum this summer! Our **August Watch Parties** were a **huge success, with 63 people attending across our area**—a strong sign of the value of bringing HR professionals together in ways that are both accessible and engaging. Building on that, our **September program will be a Watch & ENGAGE Party, facilitated by our very own Ricardo Resio and Holly Reed**. This program is designed to be interactive at all locations, giving everyone the chance to connect, participate, and share ideas—not just watch. If you haven’t grabbed your Fast Pass yet, now is the perfect time to lock in savings for all our upcoming meetings. And don’t forget—**September 26 is HR Professionals Day**, a great chance to thank a colleague or teammate for the impact they make every day. Valley SHRM is also always on the lookout for sponsors, whose support helps us keep costs low and expand the opportunities we can provide.

Looking ahead, the **MISHRM Conference in October** will be an excellent opportunity to learn, network, and share best practices with HR professionals from across the state. We’re also preparing for SHRM'S **Dual Membership Release (DMR)** transition, which will make it easier than ever to stay connected and get the most out of your membership. Thank you for being part of **Valley SHRM—I’m grateful for each of you and excited for everything ahead**.

And since fall also means fun in Michigan sports... here’s hoping the **Tigers** stay strong at the top of the American League Central and with **Lions football back**—let’s hope this is our year! ☐☐☐☐

Wendy Yelsik, PHR, SHRM-CP
Human Resources Director | Fabiano Brothers, Inc.
President, **Valley SHRM**
☐ (989) 621-4819
☐ **LinkedIn**

☐ **VSHRM 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://lp.constantcontactpages.com/sl/amKEpE4>



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!

WELCOME! NEW MEMBERS

☐ **Join us in welcoming our newest VSHRM members!**

We're so excited to have these awesome professionals join the VSHRM community:

- **Carolyn Beiser** – Yeo & Yeo
- **Cara Petoskey** – Hausbeck Pickle Company

Welcome aboard—we’re glad you’re here!

MONTHLY GIFT CARD WINNER!

The winner of the August Gift Card Drawing is... (drum roll, please 🎵)...

Sue Adams – Unique Benefits
Congratulations! 🎉

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

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



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.

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>

COLLEGE RELATIONS NEWS!

☐ **Spotlight on HR Students**
Curious how the next generation of HR leaders can grow their careers?

Listen in as VSHRM’s very own Amy McGinnis. joins Reeve Katt to share opportunities through **SHRM, SHRM Michigan, student chapters, and local chapters like Valley SHRM**—and why getting involved now can make all the difference for future HR professionals.

☐ Watch the conversation below and be sure to share it with an HR student or student chapter who should hear this!



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!](#)

COMPLIANCE OVERVIEW

Key HSA Features—2026 Compliance

Health savings accounts (HSAs) are a popular type of tax-advantaged medical savings account available to individuals enrolled in high-deductible health plans (HDHPs). Individuals can use their HSAs to pay for expenses covered under an HDHP until their deductible has been met, or they can use their HSAs to pay for qualified medical expenses that are not covered under the HDHP, such as dental or vision expenses.

HSAs provide a triple tax advantage: Contributions, interest or earnings, and amounts distributed for qualified medical expenses are all exempt from federal income tax, Social Security/Medicare tax and most state income taxes. Due to an HSA's potential tax savings, federal tax law includes strict rules for HSAs, including limits on annual contributions and HDHP cost sharing.

HSAs are individually owned accounts, which means that individuals keep their HSAs even if they switch jobs or change their health plan coverage. Also, since there is no deadline for spending HSA money, individuals can use HSAs to save for future medical expenses.

This Compliance Overview summarizes key features for HSAs for 2026.

LINKS AND RESOURCES

- [IRS Publication 969](#), "Health Savings Accounts and Other Tax-Favored Health Plans"
- [IRS Reg. Code, 2025-15](#), which includes the inflation-adjusted HSA limits for 2026

Provided to you by 44_NORTH

Annual Limits

- The 2026 contribution limit is \$4,400 for individuals with self-only HDHP coverage and \$5,750 for individuals with family HDHP coverage.
- Individuals who are age 55 or older may make an additional \$1,000 "catch-up" contribution.
- For 2026 plan years, the minimum deductible is \$1,200 for self-only HDHP coverage and \$1,400 for family HDHP coverage.

HSA Advantages

- HSAs have three levels of tax savings: Contributions, interest or earnings, and distributions for medical expenses are all tax-free.
- Individuals keep their HSAs even if they change jobs, change medical coverage or make other life changes.
- There is no deadline for using HSA funds, which allows individuals to save for future expenses.

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!](#)

COMPLIANCE BULLETIN

Medicare Part D Notices Are Due Before Oct. 15, 2025

Each year, Medicare Part D requires group health plan sponsors to disclose to individuals who are eligible for Medicare Part D and to the Centers for Medicare and Medicaid Services (CMS) whether the health plan's prescription drug coverage is creditable.

Plan sponsors must provide the annual disclosure notice to Medicare-eligible individuals **before Oct. 15, 2025**—the start date of the annual enrollment period for Medicare Part D. CMS has provided [model disclosure notices](#) for employers to use.

This notice is important because Medicare beneficiaries who are not covered by creditable prescription drug coverage and do not enroll in Medicare Part D when first eligible will likely pay higher premiums if they enroll at a later date. Although there are no specific penalties associated with this notice requirement, failing to provide the notice may be detrimental to employees.

Action Steps

Employers should confirm whether their health plan's prescription drug coverage is creditable or non-creditable and prepare to send their Medicare Part D disclosure notices before Oct. 15, 2025. To make the process easier, employers often include Medicare Part D notices in open enrollment packets they send out prior to Oct. 15.

Provided to you by 44_NORTH

Highlights

- Medicare Part D imposes disclosure requirements on employers with group health plans that provide prescription drug coverage to Medicare-eligible individuals.
- Plan sponsors must provide the annual Medicare Part D creditable coverage disclosure notices to individuals before Oct. 15, 2025.
- Model notices are available for employers to use.

Important Date

Oct. 15, 2025
Group health plan sponsors must provide the annual Medicare Part D notices to Medicare-eligible individuals before this deadline.

FINANCIALS - Submitted by Patty Alfano, VSHRM Treasurer

SHRM[®]

Valley SHRM

7/1/2025 through 8/30/2025

Category	Jul-25	Aug-25	Total
Income			
Meeting Receipts	\$30.00	\$695.00	\$725.00
Membership Dues - Renewals	\$45.00	\$155.00	\$200.00
SHRM Rebate	\$495.00	\$0.00	\$495.00
Silent Auction Income	\$743.00	\$0.00	\$743.00
TOTAL Income	\$1,313.00	\$850.00	\$2,163.00
Expenses			
PayPal Fee	\$0.00	\$42.91	\$42.91
SHRM Foundation	\$800.00	\$0.00	\$800.00
TOTAL EXPENSES	\$800.00	\$42.91	\$842.91
OVERALL TOTAL	\$513.00	\$807.09	\$1,320.09

DOWNLOAD PDF VERSION



Valley Society for Human Resource Management | PO 5448 Local chapter of SHRM | Saginaw, MI 48603 US

[Unsubscribe](#) | [Constant Contact Data Notice](#)



Try email & social marketing for free!