

LATEST NEWS NOVEMBER 2024



CHRISTIAN ALLEN - U.S. Immigration Law Attorney

We are thrilled to have Christian Allen as our keynote speaker. Chris is a renowned expert in the field of US business immigration, and he will be sharing his insights on an important topic: "So, your best candidate is not from the US? Options to successfully sponsor professional foreign workers to fill your TA Gaps." □

This is a golden opportunity to learn how to navigate the US business immigration system, identify potential foreign worker candidates, and sponsor them for your key position openings. Not only will you gain practical knowledge on how to bridge your talent gaps, but you'll also get a deeper understanding of critical immigration concepts and terminology.

HORIZON'S CONFERENCE CENTER | 6200 STATE STREET, SAGINAW, MI | 11:15 AM - 1:15 PM | NETWORKING 11:20 - 11:40 | LUNCH 11:30 - Noon

READ PROGRAM INFORMATION

REGISTER FOR EVENT

Please note – registrations received after Thursday, November 7, will be subject to an additional \$10 late fee. ***The virtual version of this meeting will go live no later than 11:45 a.m.*** The virtual meeting link will be emailed to participants on Tuesday morning.



MESSAGE FROM THE PRESIDENT-Ricardo Resio, SHRM-SCP, SPHR

As we move into a season of gratitude, I want to thank each of you for your commitment to our profession and to VSHRM. The work you do has an incredible impact, not only within your organizations but in our community as well. As we honor Veterans Day this month, we're reminded of the values of resilience, leadership, and dedication that veterans bring—and that inspire us in our own work every day.

We're especially grateful to welcome Christian Allen, an expert in U.S. Immigration Law, as our keynote speaker this month. Chris will share insights on bridging talent gaps through international hiring—a timely topic as the U.S. approaches a projected talent shortage by 2030. This session is a great opportunity to explore strategies and legal considerations to meet your organization's needs.

Looking ahead, mark your calendars for January 14th, when we'll gather for our HR Development Day: "Unlocking the Magic of HR: Inspiring, Connecting, and Growing." With a lineup featuring former Disney talent, an author, and one of our local trainers, this day is all about blending learning with a bit of fun. The magic show tying HR themes into its act—and the up-close magic during social hour—promises to make this event truly memorable.

As we approach membership renewal season, we look forward to another year of delivering valuable resources and connections to help you thrive in HR. Our board is dedicated to your professional growth, and we're excited to build on what we've achieved together.

Congratulations to the CMU team we sponsored at MISHRM, who took home second place at the HR Games and the Callie Zipple Spirit of HR Award for the second year in a row!

With over two dozen members representing our chapter, this year's MISHRM conference was sold out! I'm incredibly appreciative of all our members who made it out, and especially grateful for the volunteers from our chapters and around the state who helped make this conference enjoyable for everyone. It was truly a fun and educational experience for all of us.

As you can see, this November newsletter is packed with updates, volunteer opportunities, as well as a legal update from board member David Bryce on the latest NLRB guidance on non-competes and "stay or pay" provisions.

Last, get out there and vote and be thankful for the opportunity to make our voices heard. I wish you all a season filled with gratitude, reflection, and connection with friends and family.

Working with you, -Ricardo



Call for Sponsors

VSHRM is excited to provide a half-day seminar called "Unlocking the Magic of HR: Inspiring, Connecting, and Growing" on January 14, 2025. This day-long event offers a unique opportunity for sponsors to connect with and support HR professionals in Mid-Michigan. With an exciting lineup of presenters and ample networking opportunities, we are dedicated to inspiring and developing HR professionals for a successful 2025. However, we rely on the support of our sponsors to make this happen.

We are offering limited event sponsorships for service providers and businesses to showcase their offerings while educating our HR community on the latest trends and best practices in managing people and culture.

All sponsors will receive the following: exhibition booth space, company logo featured in all marketing materials and social media announcements, company name, logo and offerings listed in the VSHRM newsletter, and recognition throughout the event.

••Gold Level - \$2,500 (Speaker Sponsorship)•• - 3 minutes to introduce your company's services, which may include a video or PowerPoint presentation. - Introduction of a speaker - Registration for 2 attendees. Four Gold Sponsors Available!

••Silver Level - \$1,500 (Food/Break/Social Hour Sponsorship)•• - Recognition via signage during meals, breaks, or social hours - Registration for 2 attendees. Three Silver Sponsors Available!

••Bronze Level - \$500 (Participant Gift/Tech Support Sponsorship)•• - Recognition via signage - Registration for 1 attendee. One Bronze Sponsor Available!

Please confirm sponsorship by December 1, 2024, with payments due by January 5, 2025. Interested sponsorship partners should contact VSHRM at communications@vshrm.org or Alan Osburn at 989-463-4971.

VSHRM WELCOMES NEW MEMBERS!

- ★ Samantha Crowl- McDonalds
- ★ Ashley Hensley- Hausbeck Pickle Company
- ★ Evan Wilcox-Amigo Mobility
- ★ April Holmes- Outdoor Adventures
- ★ Amanda Lainen- Powell

VSHRM ALMOST MEMBERSHIP RENEWAL TIME

We invite you to log into the "MEMBERS ONLY" section of the VSHRM website now to ensure your contact information is up to date. Keep an eye out for an important email from communications@vshrm.org in mid-November, as it will contain everything you need for your membership renewal and to maintain your connection with your local SHRM chapter! If you have any questions, don't hesitate to reach out to membership@vshrm.org. Click here to access the membership page!

VSHRM GIFT CARD WINNER!

CONGRATULATIONS!
SHERYL BIVINS
A & D Health Care Professionals

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



2024 HR GAMES COMPETITION

Submitted by Dr. Amy McGinnis, SPHR, SHRM-SCP

Congratulations to the CMU team of HR undergraduates who participated in the 2024 HR Games competition on Wednesday, October 23rd. CMU battled and came in 2nd after many rounds of testing their understanding of the body of applied HR knowledge and skills.

A special congratulations to the CMU team receiving the Callie Zipple Spirit of HR AWARD - which is voted on by their peers, advisors, and volunteers at the Games.

Lilly Obert, Hanna Reedy, Madi Yonkman, and Reeve Katt participated in the CMU HR Games team. They would like to thank VSHRM for sponsoring their participation at the Games and the MISHRM24 conference.

VSHRM's Workforce Readiness Committee is looking for volunteers to assist by reviewing student resumes. Your expertise in evaluating resumes will provide invaluable insights to students as they prepare to enter the workforce or pursue further education. This is a great opportunity to connect with potential future talent and contribute to their professional development and earn recertification credits if needed! Your participation will involve reviewing resumes and providing feedback to students. *There are four days to chose from, you can do one or you can do them all!*

- Tuesday, December 3- Building Construction, Law & Public Safety, Graphic Arts, Welding, Entrepreneurship Academy
- Wednesday, December 4- Information Technology & Cybersecurity, HVAC, Automotive Collision, Automotive Technology
- Tuesday, December 10- Medical Careers, Physical Therapy & Sports Medicine, Engineering, Careers in Education, Animal Science
- Monday, January 27- Culinary, Hospitality and Tourism, Nursing, Medical Academy



Morning Session- 8-10am
 Afternoon Session- noon-2pm
 Contact: Dawn@mannorgroup.com
 with your available date and session time.



HR JOB Postings through VSHRM

Did you know... you can post any HR-related job openings on the VSHRM website free of charge? With a membership base covering the entire Great Lakes Bay Region and beyond, you can cast your net to a larger talent pool. It is a great FREE way to find the right HR professional you have been looking for.

Are you currently seeking your next HR opportunity? Be sure to check it out at <https://vshrm.shrm.org/job-postings>. There are two active jobs!

✉ your job posting to communications@vshrm.org

VSHRM Financials
 Patricia Alfano, PHR, SHRM-CP
 VSHRM Board of Directors, Treasurer

8/1/2024 through 10/11/2024

Category	Aug-24	Sep-24	Oct-24	OVERALL TOTAL
INCOME				
Fast pass	\$0.00	\$2,911.00	\$2,232.00	\$4,743.00
Meeting Receipts	\$1,180.00	\$0.00	\$505.00	\$2,215.00
Membership Dues - New	\$0.00	\$0.00	\$45.00	\$45.00
Membership Dues - Renewals	\$290.00	\$225.00	\$0.00	\$515.00
Monthly Sponsorships	\$0.00	\$300.00	\$0.00	\$300.00
SHRM Rebate	\$0.00	\$435.00	\$0.00	\$435.00
Silent Auction Income	\$0.00	\$37.00	\$0.00	\$37.00
TOTAL INCOME	\$1,420.00	\$4,088.00	\$2,802.00	\$8,310.00
EXPENSES				
Advertising	\$29.00	\$29.00	\$29.00	\$87.00
Audit	\$3,890.00	\$0.00	\$0.00	\$3,890.00
Bank Charge-checks	\$0.00	\$0.00	\$102.24	\$102.24
Board Expense	\$120.00	\$0.00	\$189.37	\$309.37
Lunches	\$1,971.23	\$1,048.24	\$0.00	\$3,019.47
PayPal Fee	\$66.64	\$122.70	\$111.05	\$300.39
SHRM Foundation	\$750.00	\$0.00	\$0.00	\$750.00
Sponsorship - Students	\$0.00	\$0.00	\$1,500.00	\$1,500.00
TOTAL EXPENSES	\$6,426.87	\$1,799.94	\$1,931.66	\$10,158.47
OVERALL TOTAL	\$5,006.87	\$2,288.06	\$870.34	-\$1,848.47



General Counsel for National Labor Relations Board Issues Memorandum Detailing Potential Remedies for Unlawful Non-Competes and Addressing the Legality of "Stay or Pay" Provisions
 David V. Bryce, Masud Labor Law Group

On October 7, The General Counsel for the National Labor Relations Board ("NLRB"), Jennifer Abruzzo, issued a memorandum addressing (1) remedies for non-compete provisions that are found unlawful under the National Labor Relations Act (the "Act"), and (2) the legality of "stay or pay" provisions under the Act.

For context, the NLRB's Office of General Counsel is tasked with, among other things, prosecuting unfair labor practice complaints. Memoranda issued by the General Counsel do not by themselves have the force of law, but they do provide instruction to NLRB attorneys in regional offices on the types of unfair labor practices they should pursue and the remedies they should seek. General Counsel memoranda therefore provide a window into the priorities and agendas of the NLRB.

The General Counsel has previously taken the position that, with limited exceptions, non-compete provisions violate the Act. In her October 7 memo, the General Counsel identified potential remedies in cases involving unlawful non-competes. In addition to rescission of the non-compete, these potential remedies include monetary make-whole relief for employees who can show (1) a vacancy for a job that offered better compensation, (2) that they were qualified for the job, and (3) that they were discouraged from applying for or accepting the job because of the unlawful non-compete. Monetary make-whole remedies may include relocation costs, the difference in pay between respective jobs, retraining costs, and lost pay. The General Counsel also recommends in her memorandum that if an unlawful non-compete is found, an employer be required to provide notice to current and former employees that they may be entitled to compensation if they were affected by the non-compete.

The October 7 memorandum also takes the position that "stay or pay" provisions violate the Act unless an employer can satisfy a four-prong test. "Stay or pay" provisions are defined in the memorandum as those that require an employee to repay a bonus or benefit if they do not stay with their employer for a specific duration.

The four-prong test set out in the memorandum provides that a "stay or pay" provision is unlawful unless an employer can show that the provision was: (1) voluntarily entered into in an exchange for a benefit; (2) has a reasonable, specific repayment amount; (3) has a reasonable stay period; and (4) does not require repayment if the affected employee is terminated without cause. Remedies for unlawful "stay or pay" provisions may include recession and monetary make-whole relief.

Fortunately for employers, the General Counsel cannot make law. The October 7 memorandum, however, does indicate that the regional offices of the NLRB may begin to more aggressively seek broad remedies for non-competes and seek to challenge the legality of "stay or pay" provisions under the Act. There will almost certainly be legal challenges to the enforceability of the memorandum (and prior challenges to earlier memorandum issued by the General Counsel remain pending). In addition, the outcome of the election in November could affect the direction of the NLRB. Nevertheless, employers should be aware that as currently comprised, the NLRB's Office of General Counsel is advocating for broad remedies with respect to unlawful non-competes and is challenging the legality of "stay or pay" provisions under the Act. Accordingly, in light of the October 7 memorandum, employers who make use of them may wish to review their non-competes and "stay or pay" provisions.



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