



GSM SHRM

Greater Southeast Michigan
Society for Human Resource Management
The Beacon News

Volume 1, Issue 18
08/12/2011

Upcoming Meetings/ Events

- **August 18– 7:30am– Mercy Memorial Hospital, 4th floor Meeting Room– Bi-Monthly HR Connection Meeting– An Interactive Guide to HR’s role in the Customer Experience**
- **September 15– Bi-Monthly Membership Meeting– La-Z-Boy Center– Chapter Elections! And an Employment Update – Lynn Luther, Eastman Smith**
- **October 9th– Goodwill/YMCA 4k Run– Downtown Monroe**
- **October HR Connection Meeting– Date TBD– Chapter Wine Tasting and Membership Drive! Watch for more information coming soon!**

A Letter from the Desk of Patrick Lambrix, PHR



“Treat Yourself to GSM SHRM”

August is here, which means school will be back in session real soon! I hope you are having a fun, carefree summer. However, it is time to gear up for the rest of the year as the Board has continued to plan and finalize the activities and programs for the remainder of 2011.

We have our HR Connection event scheduled this month at Mercy Memorial Hospital. The program begins with breakfast at 7:30 am and the featured

program at 8:00 am on Thursday August 18th hosted by and presented by the HR and Service Excellence Team of Mercy Memorial Hospital System. The topic is “An Interactive Guide to HR’s Role in the Customer Experience.” Please RSVP by first logging onto our website and registering.

September 15th is our scheduled programmed event “Employment Legal Update” presented by Lynn Luther from Eastman & Smith and our election of Board members for 2012. Two big events are just around the corner in October which is our 2nd annual GSM SHRM wine tasting

event and Goodwill Industries 5k walk & run.

Finally, be mindful of the opportunity to improve your HR and business knowledge. The Society for Human Resource Management is a great resource for HR related webinars, white papers, legal updates, publications, templates, tools... the list could go on forever! Some of these resources are available to non-members, but to take full advantage of all there is to offer, then you need to join SHRM. For more information about joining, visit them online at www.shrm.org.



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GSM SHRM is recognized for achieving Membership Superstar Status

.Our chapter was recognized by the Society for Human resource management Board of Directors for our achievement of attaining Membership Superstar status for 2010. We attained over 10% growth in SHRM members for 2010. Considering challenges faced due to the economy, this is an outstanding accomplishment. SHRM has recognized

that we had to really stretch our resources and be innovative in our approaches to attract and retain members.

Our goal for 2010 was 3% growth and remains the same for 2011. A big thanks goes to our Core Leadership Team that tirelessly promoted our chapter by leveraging our resources through a variety of networking

and programming events.



If you are a National SHRM Member, you can update your address, phone number or e-mail online 24-hours a day, 7 days a week. Name changes must be made by a SHRM Customer Service Representative at 1-800-283-SHRM, 703-548-3440 or shrm@shrm.org.



GSM SHRM BITS

The Chapter would like you to know...that there IS a free lunch!! Here's how you can qualify: ...if you bring in a new member! Bring a colleague or two and allow them to see the benefits of our meetings and networking opportunities

We Need You! Chapter Community Outreach Update!

We are excited to announce that this year we are collaborating with Goodwill Industries & the YMCA in a 4k Race.

The race will take place on Sunday, October 9th and begin at 3:00 p.m. The route will begin and take you throughout historic downtown Monroe.

The event will be raising money for Goodwill Industries which helps with training and job development opportunities for people facing barriers to the traditional job market.

Mercy Memorial Hospital has offered to provide 3 First Aid Volunteers. Things that are still needed for the race are:

- Sponsors for T-Shirts

- Medals & Trophies
- Vehicle for First Aid
- Food for after the race (Bagels, Fruit, Coffee, etc.)
- Door Prizes
- Volunteers to work 2-3 hours to help with a variety of tasks

Registration forms will be available soon!

If you are willing to help with any of the above or for more information, please contact Jim Schubargo at 734-282-2397 or by email:

jim.schubargo@dalymeritt.com



Legal Update

The SHRM Legal Issues website is a nice tool for staying current with what's going on with Employment Law. For 2011, we have many pending issues that will be being addressed in both the State and Federal congresses. With so many changes and challenges ahead in 2010, I encourage you to add the following link to your favorites: <http://www.shrm.org/Advocacy/GovernmentAffairsNews/>

Join Us on Facebook! "Like" Us on Facebook! Look for GSM SHRM!



WorkSafe Reduces Back Injuries

WorkSafe—a free back safety & ergonomic training program—targets Michigan industries that have the highest risk for back injury.

WorkSafe is free and made possible through a State of Michigan safety grant.

The program is open to businesses with 100 employees or less in the fields of:

- Manufacturing
- Nursing Home & Residential Care
- Warehousing & Storage
- Wholesalers of Non-durable Goods

Landscaping
A WorkSafe Facilitator conducts the one-hour training and uses a multimedia classroom-style for the workers specific to that industry. Employees are given free back safety & ergonomic booklets and a quiz is used to ensure worker comprehension.

The goal of WorkSafe is for employees to learn to take personal responsibility in preventing back injuries using the techniques provided.

To schedule WorkSafe at your facility, go to www.MACWorkSafe.com.

**Unemployment Insurance Agency
2011 Employer Seminars**

The Unemployment Insurance Agency (UIA) is offering free seminars to acquaint employers with the unemployment insurance system in Michigan and recent changes with the UIA.

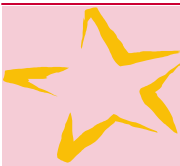
Seminar Topics Include:

- How UI Benefits are Calculated & Charged to an Employer's Account
- Working Part-Time and Collecting Unemployment Benefits (Underemployment)
- State & Federal Extensions
- How to Properly Read UIA Benefit & Tax Related Forms
- Appeals Process / Mock Hearing
- Information about UIA Audits
- FUTA Credit Reduction / State Tax Credit

Each seminar will begin promptly at 8:30am and conclude at 4:30pm with a one hour lunch break (which is on your own). To register, please register online by selecting one of the locations listed below. For questions about the seminar, please call Employer Customer Relations at (800) 638-3994 or email EmployerLiaison@michigan.gov.

Please register early as sessions are expected to fill quickly.

APRIL		
April 26	Marquette	Michigan Works! Marquette Service Center 1498 O'Dovero Drive http://marquetteemployersseminar.eventbrite.com
April 27	Houghton	Michigan Tech 101 Memorial Union – Isle Royale Ballroom B 1400 Townsend Drive http://houghtonemployersseminar.eventbrite.com
April 29	Sault Ste. Marie	Sault Ste. Marie Inn 3290 I-75 Business Spur http://saultemployersseminar.eventbrite.com
MAY		
May 18	Detroit	State of Michigan – Cadillac Place 3024 W. Grand Blvd. (L-150) http://detroitemployersseminar.eventbrite.com
May 24	Alpena	Alpena Community College, Center Building 665 Johnson St., Room 106 http://alpenaemployersseminar.eventbrite.com
May 25	Gaylord	Treetops Resort 3602 Wilkinson Road http://gaylordemployersseminar.eventbrite.com
May 26	Traverse City	The Hagerby Center 715 E. Front Street http://traversescityemployersseminar.eventbrite.com
JUNE		
June 2	Flint	Insight Institute of Neurosurgery & Neuroscience 4800 S. Saginaw (Auditorium) http://flintemployersseminar.eventbrite.com
JUNE		
June 14	Benton Harbor	Michigan Works! Berrien Cass Van Buren 499 W. Main Street (Anchor Room) http://bentonharboremployersseminar.eventbrite.com



Congrats to GSM SHRM for Achieving SUPERSTAR Membership Status for the year of 2010 in the NorthCentral Region! Superstar Status requires a 10% or greater

increase in SHRM Membership over the prior year. GSM SHRM went from 38 SHRM members in December 2009 to 43 SHRM members in December 2010- a 13.2% increase!

MEMBERSHIP

If you are not are NOT a GSMSHRM member, you may join by completing the application located on our website at www.gsmshrm.org. Dues are \$25/year for national SHRM members and \$50/year for non-SHRM members. Membership meetings are scheduled from 8-9:30 am on the 3rd Thursday of every other month (beginning with January). Meetings are held in the La-Z-Boy Center of Monroe County Community College on Raisinville Rd. in Monroe.

For additional information you may contact any of the Board Members listed on the back of this publication.

GSMSHRM MEMBERS IN TRANSITION

What is a transitioning membership in GSMSHRM?

GSMSHRM will provide active members with a one-time opportunity to waive their membership dues through the end of the calendar year.

Who qualifies for transitioning membership in GSMSHRM?

An active member of our chapter who is currently unemployed. If unemployed members have already paid their membership dues for 2010, those dues will not be refunded.

How do I apply for a transitioning membership in GSMSHRM?

Please contact our Director of Membership, Diana Anderson at djanderson@speedway.com

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The American Society of Employers, Michigan's leading resource for HR services, provides critical support that employers can't go without in a tough economy. From training and support to focused research on salaries, employment and other key business metrics, ASE is an invaluable resource.

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THE SOLUTION IS SHRM.

In my 20 years as an HR professional, I've had to constantly adapt and adjust to ever-changing laws, policies, and trends. The HR profession never stops growing, and HR professionals need to work hard just to keep up. I managed to have a successful career because I rely on SHRM to remain current, informed and aware. The leadership of SHRM combined with the support of my local chapter has allowed me to develop my skills, add to my experience and move into a bigger role. I want to serve as an example to my peers and show them that with SHRM they will have all the tools they need to develop professionally. From the webcasts to the conferences, to the HR Knowledge Center, I can always count on SHRM to get the most current, dependable and relevant information. Find out how SHRM can help advance your career at SHRM.SOLUTIONS.ONLINE.PROVIDEY

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GSMSHRM MERCY MEMORIAL HOSPITAL SYSTEM

A GSMSHRM Networking Event

Mercy Memorial Hospital System

718 N. Macomb St. Monroe, MI 48162

4th Floor Meeting Room

An Interactive Guide to HR's Role in the Customer Experience

Thursday, August 18, 2011

Breakfast 7:30AM
Program 8:00AM

Hosted and Presented by the Human Resources and Service Excellence Team of Mercy Memorial Hospital System

200 WAYS TO IMPROVE YOUR CAREER

Because the next two years will be so vital to the recovery of our nation's workforce, we have taken additional measures to select the very best educational programs for local members such as yourself. These courses will feature the largest number of practitioners, business management sessions and health care sessions ever—plus the opportunity to network with a much larger group. For HR professionals such as yourself, we don't intend to provide courses that are just interesting. Instead, we want to educate you local chapter

Sir Richard Branson, Michael J. Fox, Tony Hawk and Barry Bond

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<http://annual.shrm.org/chapters>

SHRM 2011 ANNUAL CONFERENCE & EXPOSITION
June 26-29, 2011
Las Vegas, Nevada

As long as you have people, you need ASE – the American Society of Employers

The American Society of Employers (ASE) provides programs and services that enable member organizations to address their most challenging human resources issues. As a member, you'll bring to your company the power of professionals who specialize in the most effective people strategies. You'll benefit from survey information, research access, legislative updates, a 24/7 virtual library exclusive to ASE members, interactive roundtables, extensive networking opportunities, and reliable information sent in a timely fashion on the full spectrum of professional people issues.

Attention National SHRM Members!

Did you know?? The Society for Human Resource Management (SHRM) provides active members who are unemployed at the time of their membership renewal, a one time opportunity to extend their membership for an additional year—FREE. For further information visit www.shrm.org/members/transitioning

Chapter Elections To Be Held in September!

Be sure to make plans to attend our September meeting where we will be holding elections for our 2012 officers! You will have a chance to meet the candidates and place your votes. If you are interested in running for any of our open positions, please contact : patrick.lambrix@twbcompany.com

Online Event

Registration

Please remember to register online at www.gsmshrm.org for the chapter events you plan to attend.

Registration is quick and easy and taking a few seconds to complete the registration process makes it much easier for us to plan for adequate meeting space and a better experience for participants.

BOARD MEMBERS

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Greater SE Michigan SHRM

The Greater SE Michigan Society for Human Resource Management (GSM SHRM) encourages the exchange of ideas, discussion of problems, and the dissemination of information in the field of human resources.

Founded in 2007 it is our goal to continue to expand our membership and to become the premier organization for Human Resource Professionals in the Monroe County/Downriver Area. GSM SHRM is an official chapter of the Society for Human Resource Management (SHRM).

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 210,000 individual members, the Society's mission is to serve the needs of HR professionals by providing the most essential and comprehensive resources available. As an influential voice, the Society's mission is also to advance the human resource profession to ensure that HR is recognized as an essential partner in developing and executing organizational strategy. Founded in 1948, SHRM currently has more than 550 affiliated chapters within the United States and members in more than 100 countries. Visit SHRM Online at www.shrm.org



GSM SHRM

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YOUR HELP IS NEEDED FOR FUTURE ISSUES OF "THE BEACON NEWS"!

Your Board is very interested in making this newsletter a useful tool for members. To that end, we are hoping to receive some suggestions for future content.

We would like to include the following pieces of information in each edition:

- Meeting notices
- Project status reports
- Information on future projects
- Summary of previous meeting
- SHRM news of significance
- Outstanding achievements of members
- Introduction of new members
- Summaries of available SHRM workshops/seminars
- Legislative Reports
- Regional SHRM News
- Pictures of newsworthy events
- Committee news

Please email your suggestions for additional content and your ideas for quarterly newsletter articles to djanderson@speedway.com.

