



GSM SHRM

Greater Southeast Michigan Society for Human Resource Management The Beacon News

Volume 1, Issue 9
05/12/2009

Upcoming Meetings/ Events:

- Bi-Monthly Meeting– May 21st @ 8:00 am. Monroe County Community College – Speaker–Karen Kirkpatrick from Infini-source– Topic– “COBRA”
- Bi-Monthly HR Connections Meeting- June 18th @ Noon– Joe’s French Italian– Guest Kathy Angerer
- Bi-Monthly Meeting– July 16th @ 8:00 am. Monroe County Community College – Speaker– Rick Goodrick from FRG Group
- Bi-Monthly HR Connection Meeting– August 20th– Watch the Website for more information!

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Message from the President - Chuck Coaker, PHR



Dear Fellow GSM SHRM Members,

Spring is a lovely time of the year, when we all get to feel rejuvenated and watch Mother Nature bring on colorfully flowers and warm weather. You can feel that change is in the air and that the long drawn out cold of winter has pasted. Like the change in the season GSM SHRM has put a spring into its step and is moving forward into another excellent year.

One of the most recent changes includes the appointment of Wade Gaston, from Charter One Bank, accepting the chair position for the SHRM Foundation. Wade has already made some suggestions to the chapter’s board of directors on possible projects that would more closely align the chapter with the SHRM Foundation and its worthwhile causes. Members will be hearing more on this program in the future. If you would like to become a chapter volunteer, like Wade, please contact me or any chapter board member - - we would welcome your enthusiasm.

You will also be please to hear that the chapter has received HRCI credit for the presentation given by David Deromedi, from Dickinson Wright, titled “The New ADA”. Members who at-

tended the March 19th meeting will be eligible for one recertification credit and should contact Monica McGowan by email, Monica.McGowan@twbcompany.com to receive their certificate.

I would also like to inform you that five of your fellow members have completed a 12 week course, sponsored by the chapter, to prepare members to take the national certification test to become a human resource professional. The final meeting of the group was on April 20th to conduct a review. This year HRCI will open their certification testing period in May 2009. Members completing the chapter’s prep course will be right on schedule to take the national exam. All of us in the chapter wish the attendees’ success in becoming certified.

Our President Elect, Pat Lambrix, recently made a valuable presentation to college students about the world of human resources. He made a two hour presentation to two college classes at MCCC on current SHRM related issues and trends e.g. new legislation trends and employment law as it applies to businesses and future HR professionals. He also conducted a Q&A session on HR issues that provided information about GSM SHRM, SHRM and human resource practices.

Another new initiative, approved by the chapter’s board of directors, will truly allow you to have “A Free Lunch”. That is to say - - any GSM SHRM member who, brings a guess to a chapter meeting and that guest later becomes a fully paid up GSM SHRM member will get a free paid lunch at the chapter’s next HR Connection Meeting. So, take some time to

invite a friend to a meeting. I am confident they will enjoy it and see that for a minimal cost their membership will provide them and their company with a wealth of resources, contacts and information that would otherwise be more costly and time consuming to obtain. Plus you will get a free lunch.

If you are not a member of national SHRM, but would like to be, but you’re still worried about costs, SHRM has a special new member offer running throughout May at a special reduced rate for a new member. Information on this program can be found on the flyer at the back of this month’s Beacon. It is a very cost effective way to get the many benefits of a SHRM membership.

As always, the chapter board members and chair persons look forward to serving you and improving the chapter. Please feel free to contact us if we can be of assistance.

Sincerely,

Chuck Coaker

Chuck Coaker, PHR

President GSM SHRM

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GSM SHRM



Legal Update

The SHRM Legal Issues website is a nice tool for staying current with what's going on with Employment Law. For 2009, we have already had changes to FMLA and the Ledbetter Fair Pay Act has been signed. The new I-9 has been implemented (finally!) and the 10th Circuit Court has upheld a ruling to allow legally owned firearms in a locked vehicle on Company property. With so many changes and challenges ahead in 2009, I encourage you to add the following link to your favorites: <http://www.shrm.org/Advocacy/GovernmentAffairsNews/Pages/default.aspx>

This page is dedicated to encouraging National SHRM Members to **MAXIMIZE YOUR MEMBERSHIP**. If you are not a SHRM National Member, you can join by visiting: <https://ecom.shrm.org/>
TimssSolutionSite2004_tprol
EBusinessDefault.aspx



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.

MISHRM Sponsors event at National SHRM Convention in New Orleans

So you say, "I don't believe in Ghosts" or you think you might have previously had a "Ghostly Experience" - - will you can confirm all of those thoughts if you attend the SHRM National Conference, New Orleans. You may not know this, but New Orleans is known as the most haunted city in the United States.

This fact compelled Michigan's State SHRM chapter and SHRM to host a Ghost Tour of the French Quarter in New Orleans for all Michigan SHRM members attending the con-

vention. This entertaining walking tour will take you to locations associated with ghosts, paranormal activity and the supernatural. The event is 2 hours long and a total walking distance of less than a mile. The tour will depart Sunday, June 27th from the convention center at 6:30 pm and begin the tour in the French Quarter at 7 pm.

If you are interested in attending please RSVP via this link prior to June 5th.

<http://michshrm.org.master.com/>

texis/master/search/+form/New%20Orleans%20Ghost%20Tour.html

Payment can be made by check to MISHRM for \$35/person and mailed to:

MISHRM National Conference Event, 2041 Woodwind Ct., Holland, MI 49424

To learn more about the tour go to www.neworleansghosttour.com

Guests are welcome too!!

Join SHRM for the 61st Annual Conference and Exposition!

June 28th-July 1st- New Orleans, LA

"HR Leadership for the New Economy"

Passport Changes for Canada, Mexico, Bermuda & Carribean on June 1, 2009

U.S. citizens currently must show proof of identity and proof of U.S. citizenship when entering the United States from Canada, Mexico, Bermuda, and other countries of the Caribbean by land or sea. Those who do not have a single document, such as a U.S. Passport, to verify identity and citizenship must present both an identification and citizenship document; for example, a Driver's License and a copy of a Birth Certificate or Naturalization certificate.

However, on June 1, 2009, the U.S. government requirements will change for U.S. citizens reentering the United States at sea or land ports. Beginning on that day all U.S. citizens must have a U.S.

Passport or a U.S. Passport Card to enter the U.S.

To avoid travel delays, be sure to have your passport with you when leaving or re-entering the United States. For additional information on this new requirements as well as applying for a Passport or Passport Card, please go to http://travel.state.gov/travel/cbpmc/cbpmc_2223.html. As of Monday, April 13, 2009, routine applications were being processed in approximately 4 - 6 weeks from the time of application. Expedited services (will cost more to process your application), which also includes overnight delivery to and from the Passport Agency, has an approximate processing time of 2 - 3 weeks.

If you currently have a U.S. Passport, double check the following items so you will be ready for your next trip:

- Is available not damaged
 - Was issued when you were age 16 or older
 - Was issued within the last 15 years
 - Was issued in your current name (or you can legally document your name change)
- Is not due to expire in the next few months

SHRM Foundation News: Research on Human Capital Challenges

The SHRM Foundation recently released a study that concluded that "finding and retaining the best talent" is the most critical challenge facing America's chief executives and their organizations. The results of this study are being used by the SHRM Foundation to help or-

ganizations address many of the future challenges that research participants identified. The research revealed that the five most significant future challenges facing companies (regardless of size, location, or industry) were: 1) succession planning; 2) recruiting and selecting talented employees;

3) engaging and retaining talented employees; 4) providing leaders with skills to be successful; and 5) rising health care costs. Visit the SHRM Foundation website to read the full report (www.shrm.org/foundation/07chro.pdf).

Workplace Development News: GSMSHRM to Hold Clothing Drive!

GSMSHRM is pleased to report that we will be holding a professional clothing drive to help the displaced workers in our community by giving them an opportunity to “dress for success” as they step into a brighter future.

We are asking our membership to bring unwanted professional clothing to the **May 21st** and **June 18th**

chapter meetings.

We have partnered with two local non-profit organizations to help us in our community outreach: Michigan Works and The Monroe Thrift Shop. Michigan Works will identify deserving candidates and provide them with a voucher to visit the Monroe Thrift Shop. The Thrift Shop will then assist the candidates

with the donated clothing selections.

We are extremely excited about this program and our intention is to hold another drive in the fall.

Thank you in advance for your participation in the clothing drive.

Please contact Jim Schubargo with questions.



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.

Membership News– Important Renewal Information

Currently our Chapter has grown to 110Members! GSMSHRM welcomes our newest members:

Nicole Flynn, Lynn Luther, Dr. Phyllis Richards, David Tippet, Kristi Wynne-Jones, and Howard Zuckerman.

But we need your HELP! We still have 30 members that have not yet renewed their memberships for 2009. If you know that someone has moved or will not be renewing, please let us know. If you still have not had a chance to renew your membership, you may do so by contacting Lisa Leachman or Barry

Kinsey or you may do so online at www.gsmshrm.org

Do you know anyone that could benefit from becoming a Member? Contact Barry Kinsey at (734) 384-4124 or email

bkkinsey@monroeccc.edu

HRCI Certification News- Employers Confirm HR Certifications Online

The HR Certification Institute is making a change this year to support companies looking for certified HR professionals. HRCI will be establishing an Online Certificant Directory of all HRCI certified members. As a result, employers will be able to search for certifiants and verify their certification status more quickly. Listed within the directory will be:

- Certificant’s full name.
- City, state and country certifi-

cant resides in.

- Certification/designation held by the certificant.

Date that certificant became certified (Certified Since).

All HRCI members will be automatically included in the Online Certificant Directory unless they opt out of the listing. Individuals may opt out by going to your [online profile](#) and select “No, do not include my certification status in the Online Certificant Directory.” However, if you opt out

you will not be listed as being certified if someone uses the system as searchable tool to confirm your certification.

With the Online Certificant Directory, HRCI has helped employers streamline the their recruiting and selection processes by providing online verification of certification status so that job offers can be made more expeditiously to candidates. Should you have questions about the new directory, contact the HR Certification Institute at info@hric.org or call 866-898-4724.

Call For Volunteer Leaders! -Patrick Lambrix– President Elect

Dear Members:

GSMSHRM’s volunteer leaders are critical to the chapter’s success and to the overall advancement of the human resource profession. Volunteerism offers opportunities to advance you professionally along with developing leadership skills. Consider the opportunity to serve our chapter, members and profession in the following roles: President Elect, Secretary, Treasurer and Core Leadership Areas (CLA) such as: membership chair & legislative chair.

We could not be successful without the effort and support of volunteer leaders. Your leadership as a volunteer will help our chapter realize our goals as a professional society devoted to the interests of those who manage the human assets of local businesses, organizations, and agencies.

Those interested in finding more about volunteer opportunities within our chapter contact a member of the leadership team or contact Patrick Lambrix @ 419-944-5986. **Teamwork makes the dream work.**

GSMSHRM BITS

Dear Members,

Our membership has been given a general invitation from GAASAHRM to attend a golf outing. Any member desiring to participate is welcome. The outing will give you an excellent opportunity to meet members from other SHRM chapters, network and enjoy some golf. Have fun!

Chuck



Human Resources Golf Outing

"Join HRAGD, GAASHRM, LAHRA & GSMSHRM for a Day of Golf"

HRAGD joins forces with the Greater Ann Arbor SHRM (GAASHRM), Livingston Area HRA (LAHRA) and the Greater Southeast Michigan SHRM (GSMSHRM) as we converge on Fox Hills Golf Course.

A hot dog lunch will be followed by 18 holes of golf, beverages on the course and dinner at the clubhouse including an open bar.

Date: Monday, June 1, 2009

Time: 12:00 p.m. Registration, 1:00 p.m. Shot gun start

Cost: \$80 per person

Location:

Fox Hills Golf & Banquet Center
8768 North Territorial Road
Plymouth, MI 48170
(734) 453-7272

For more information please visit our website at <http://www.golfdigestplanner.com/11596-HRAGD-AASHRMGolfEvent/>

or contact Roger Roley at rroley@aseonline.org or (248) 223-8005

GSMSHRM

Americans with Disabilities Update (ADA) - Monica McGowan

On March 19th, guest speaker David Deromedi, ESQ, from Dickinson Wright PLLC law firm spoke to the GSMSHRM group on the Updates in the ADA Laws. David is a graduate of the University of Michigan law school and specializes in counseling and advising clients on wage and hour compliance, employment law and OSHA legal issues. In his presentation, David talked about the New Amendments to the ADA, what employers may expect from the changes, and what employers should consider doing in response to the Amendments.

Some of the new ADA Regulations are:

- The EEOC has authority to issue binding regulations and interpretive guidance regarding the changes to the ADA.
- New Regulations are not yet approved for release by the Equal Employment Opportu-

nity Commission (EEOC) but are expected to be approved in 2009.

- The Human Resource Community should use a conservative approach in addressing ADA issues.
- The new changes in the statute will expand ADA coverage. This is likely to bring increased litigation over ADA issues as new provisions are tested and interpreted.

What should you, as a Human Resource Professional do?

- Familiarize yourself and the company's management staff with the ADA changes.
- Review your existing procedures to evaluate whether they are compliant with the changes to ADA.
- Implement a process for regu-

larly reviewing, updating, and validating job descriptions so that they illustrate a clear picture of the essential functions of each position.

- Consider adding ADA related training for your managers as part of your regular diversity, harassment/discrimination training.

To contact David Deromedi directly at Dickinson Wright PLLC, you can contact his office at 313-223-3048 or email him at

dderomedi@dickinsonwright.com

This presentation has been HRCI approved for 1.25 credits. If you attended the presentation and would like information to register for your credits, please contact Monica McGowan for the information at monica.mcgowan@twbcompany.com

HR Connection News— Chris Bodi

On Thursday, June 18th, from Noon to 1 pm, Let's lunch and laugh at Joe's French Italian Inn on North Dixie Highway in Monroe!

(for those of us who met at Joe's in early 2008, please be assured that we will have much more space to enjoy our meal and conversation. Although, if you remember, we certainly enjoyed ourselves!)

Please be there, it will be an "Oreo" opportunity for self realization! You will just have to come to see what that means!

State Representative, Kathy Angerer will be joining us for lunch. As the House Majority Floor Leader, she will be able to bring many insights to us as to the State of the

State. Please be sure to RSVP on the website at www.gsmshrm.org

If you have any additional questions or need more information, contact Chris Bodi at 734-299-1446 or email chris_bodi@hotmail.com

We look forward to seeing you there!

Membership Meeting News!- COBRA Administration and Changes with ARRA

- Guest Speaker: Karen L. Kirkpatrick, National Sales Manager for Infinisource
- Monroe County Community College – La-Z-Boy Center
- Thursday, May 21st @ 8:00-9:30 am
- HRCI Credits: 1.25 (Pre-Approved)

Karen Kirkpatrick has worked for Infinisource for over eleven years and has a national reputation for being one of the foremost experts

on COBRA, HIPAA, FMLA and Consumer Driven Health Plan Options. InfiniSource is a Professional Employer Organization (PEO) which enables clients to cost-effectively outsource the management of human resources, employee benefits, payroll and workers compensation.

Karen will speak to the GSMSHRM Chapter highlighting COBRA Changes in ARRA with regards to the Health Coverage Tax Credit

(HCTC), Plan enrollment options, notice requirements, HIPAA, the payroll tax offset and many other Cobra relevant issues.

Don't miss this **free and pre-approved for HRCI credit** timely seminar! This seminar is open to guests as well. You can RSVP for the seminar on the GSMSHRM website at www.gsmshrm.org or contact Monica McGowan for additional information monica.mcgowan@twbcompany.com

“Need HR Help NOW?!”



What is Live Help?

Live Help is an interactive, one-to-one chat feature that connects you directly to an SHRM staff member for quick real-time assistance. It is provided for both customer service inquiries and quick answers to HR questions and is accessible during regular SHRM business hours (Monday through Friday, 8:30 am to 5 pm ET). The link for instructions to use this service can be found at <http://www.shrm.org/help/whatis.asp>.

How does it work?

Click the live help button and answer a few quick questions so SHRM can direct you to the appropriate department. You will then be greeted by a staff person and can submit your question. You will receive a response within seconds and may be able to get an immediate answer during your brief chat. If no one is available at that moment to respond, you will be given the option of sending an email instead.

Who are the "live persons" on the other end of Live Help?

Live Help is brought to you by the Information Center and the Customer Service Departments -- the same SHRM Staff who answer your questions via the SHRM phone and email services. Many staff take turns on Live Help, so different people may be "on" at different times of the day. The staff of the SHRM Information Center provides the "Answers to HR questions" section of Live Help. The Customer Service Representatives, experts on SHRM membership benefits, conferences and seminars, provide Live Help for many non-

HR questions.

Can I get a record of the discussion I have?

Yes. At the conclusion of your chat you may choose to provide an email address where a transcript of your session will be sent within seconds.

What if I have a follow-up question?

If it is necessary for you to be in touch with the same staff member you chatted with previously, and that individual is no longer available on chat, your request will be directed to them via email for a separate response. Complex issues are best addressed by phone or email in most cases. If your question takes more than a few lines to type, or you have several questions about an issue, it is probably best to ask it through email or the telephone. Live Help is best suited to one quick question.

Why does it sometimes take several seconds for a response?

There may be a brief delay before you see a response for many reasons, one of which is that they may be chatting with up to three visitors at one time. In addition staff may be pulling up a link to provide you or another member with a response to a question. They respond as quickly as possible, but complicated HR-related questions or those requiring system research may result in delays of a few seconds. Live Help is busiest late in the day when more individuals tend to be on the SHRM website conducting Internet research. You might want to try it again at a less busy time of day.

GSM SHRM CALL FOR VOLUNTEERS!

We are currently looking for individuals that would be interested in assisting with the following:

- Webmaster or Website Chairperson
- Governmental Affairs Chairperson
- Assisting or Chairing the Chapter's Quarterly Newsletter

- Persons interested in assisting with future Resume Workshops or Certification Class Instruction.

For more information, or to volunteer, please send an email to President@GSM SHRM.org or secretary@GSM SHRM.org.



Get a discount on your first year of membership and a complimentary tote bag when you join SHRM by May 31, 2009.*

Special offer rate \$145 (\$15 savings) Use promo code 0418T

SHRM member benefits and discounts include:

- Access to breaking HR news and legislation
- Sample documents
- In-depth research reports
- Award-winning publications, including *HR Magazine*
- Webcasts and podcasts
- HR Talk discussion forums
- SHRM conferences
- SHRMStore® products
- SHRM Learning System® for certification preparation

View the complete list of member benefits at www.shrm.org/infokit.

Remember this offer expires May 31, 2009. Complete your application at www.shrm.org/join.

Questions?
(800) 283-7476 option 3 (U.S. only)
+1 (703) 548-3440 option 3 (Int'l)
+1 (703) 548-6999 TTY/TDD



* If you belong to an affiliated local SHRM chapter, you are eligible for \$15 off the professional member rate. Use promotion code 0418T and include your chapter name on the application. Individuals residing outside the United States can join before May 31, 2009, and receive a special rate of U.S. \$75 when using the online application at www.shrm.org/join.

Diversity Committee News!– Chris Bodi

During this year, our Chapter has begun the serious task of addressing specific needs of Chapter Development. One area is Diversity and we need to develop an Advisory Council.

SHRM has provided guidelines for Chapters and...I cordially invite any of our membership to join me in this venture. Please call my cell 734-299-1446 or send a note to my

home email address: chris-bodi@hotmail.com I'm sure this entails a lunch meeting! I look forward to hearing from you!



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.

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

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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@ssallc.com.

