



GSM SHRM

Greater Southeast Michigan
Society for Human Resource Management

The Beacon News

Volume 1, Issue 19
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Upcoming Meetings/ Events

- **November 17th, 8 a.m.– La-Z-Boy Center, Monroe County Community College- “Can You Hear Me Now?” Communication, Teamwork and You– presented by Dave Tippett, Director of Onsite Training and Consulting, Employers Association**
- **December 15th, Noon– GSM SHRM’s Annual Appreciation Celebration– Papperoni Grille, Monroe, MI**
- **January 1st, 2012, Membership Renewal’s due. Renewal slips being emailed in mid-December for all members.**

A Letter from the Desk of Patrick Lambrix, PHR

As we draw to the end of the 2011 calendar year, I would like to thank all of the volunteers within our chapter who through their dedication, passion and time made this year a successful and productive experience.

Some of the highlights for our chapter are:

- Silver Merit Award Recognition for 2010
- Super Star Status for 2010 for increased SHRM membership
- Strategic plan that aligns future initiatives and direction for our chapter
- Diversity presentation

that was opened to the community

- HR certification scholarship
- Community Partner with Goodwill Industries
- Timely and insightful topics and presenters that are accredited through HRCI.

As a Board, we expect to create awareness within in our community with a set of strategic initiatives: We will provide high-value resources to our membership; we will position ourselves in our local environment; & we will continue to be Advisors and Ad-

vocates by reaching out to our senior level HR executives, business leaders and non-HR professionals.

Our success is directly linked to the efforts of volunteers within our chapter. The volunteer experience helps develop leadership and organizational skills and offers an enriching network experience. I encourage all of you to consider a role in any capacity of serving your fellow HR professionals and community.



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Leadership Opportunities

GSM SHRM'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. 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 oppor-

tunities within our chapter contact a member of the leadership team or Patrick Lambrix @ 419-944-5986. Teamwork makes the dream work.

Remember: Give Back, Get Back

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.



GSMASHRM 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

Join Us on Facebook! "Like" Us on Facebook! Look for GSMASHRM!



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/Pages/default.aspx>

Employment Laws and Regulations: The gifts that just keep on giving all year long!

As the weather turns colder and the holidays approach, many HR professionals get caught up in end of year tasks, juggle the influx of requests for time off, and hopefully, take a bit of time off for a little of celebration. Many are also busy putting together shopping and wish lists in anticipation of the holidays. In order to insure a happy 2012, HR professionals should also consider making an action list for next year to get a jump start on your company's New Year's resolutions. Here are some employment and labor law gifts to give your business for a successful 2012:

- Deck the Walls (with new NLRB posters) – The NLRB has given all employers a gift: a new posting requirement that is applicable to almost all private employers, not just those who have bargaining unit employees. Make sure that you have your posting in place by January 31, 2012.
- Make your list, and check it twice, to ensure that your handbook is up to date regarding new employment laws. The past few of years have resulted in sweeping changes to the FMLA and ADA, the passage of the Genetic Information Nondiscrimination Act (GINA), and the recent NLRB decisions regarding social media in the workplace, just to name a few. Does your handbook include all of these changes? If not, the start of the

new year is the perfect time for a comprehensive review of your employment policies.

- Look after your elves- Have you conducted supervisor training lately? Many lawsuits originate from front line supervisors making careless mistakes, or even off handed comments. Take a look at your training history - has it been several years since you trained your supervisors on harassment, discrimination, or retaliation issues? What about how to handle ADA accommodation requests? Do your supervisors still think GINA is a woman who used to work in accounting? If so, it's time to start planning your 2012 training requirements.

- Go ahead, be a Grinch and analyze how technology usage impacts your company's compliance with wage and hour and other regulations. Adopt policies to insure that hourly employees are not performing off the clock work while using smart phones, laptops, remote access, or other devices, and that all employees refrain from distracted driving while using a cell phone.

- Replace your chorus of "Auld Lang Syne" with "It's Audit Time." Have you reviewed the actual job duties of your exempt employees to insure that they

still satisfy the minimum wage and overtime exemptions of the Fair Labor Standards Act? The reductions in force of recent years have required many employees to take on additional tasks as workforces shrink, so employees who may have been exempt before may no longer qualify. If you regularly use independent contractors, their duties should also be audited to make sure that the relevant tests are met.

- If you celebrate with a Yule log, replace it with a review of your OSHA 300 logs. Recordkeeping is a current emphasis program, so review your logs to make sure they are complete and up to date.

Taking these types of preventative measures now will not only provide you with peace of mind so that you can relax and enjoy the holiday season, but may also save your company significant amounts of money in legal defense costs. What better gift can you give your company in 2012?

Article courtesy of: **Lynn Luther, Esq. and Colleen Maloney, Esq.**
Eastman & Smith, Ltd.

October HR Connection Event Was A Success

Our chapter hosted our 2nd annual "GSMASHRM Wine Tasting" event at 129 Lounge on October 20th. The gathering served as a networking opportunity, membership drive initiative and fund raiser. 50 people attended the "tasting" which featured fine wines and Michigan brewed beer. Additionally, a silent auction and raffle helped raise money for our community partner Goodwill Indus-

tries and The SHRM Foundation.

Bev Lyell the executive director for Goodwill Industries gave a presentation on the mission and role of the organization within our communities and gratitude to our Chapter for sponsoring such an event.

Special thanks go to our chapter volunteers, Cindy Ellison, Jim Schubargo, Cheryl Harnica, and Monica

McGowan for their help in making this event a success. I personally would like to extend our appreciation to Chris Bica and his staff from 129 Lounge and Tom Bellino who served as wine consultant along with those who provided gifts for the auction and raffle, your efforts and generosity are very much appreciated.

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 GSMSHRM who is currently unemployed AND is an active or transitioning member of SHRM. Student members do not qualify for transitioning membership. If unemployed members have already paid their membership dues for 2012, those dues will not be refunded.

How do I apply for a transitioning membership in GSMSHRM?

Please contact our Director of Membership for 2012, Chris Chickeral at membership@gsmshrm.org



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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 Meeting

Can you Hear me Now?
Communication, Teamwork and You

The presentation will be made by
Dave Tippett,

Director, On-site
Training and Consulting
Employers' Association

HRCI approved 1.25 General Credit

November 17th
8 A.M.
La-Z-Boy Center
Monroe County
Community College



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



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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

SAVE THE DATE

December 15 lunch at the Pepperoni Grille for GSMSHRM's annual appreciation celebration. Please plan on attending and bringing a colleague to enjoy a lunch with friends and fellow HR associates. Questions can be addressed to Connie Carroll at 734-242-1331 or ccarroll@monroeuw.org.

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.

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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.

