



GSMSHRM

Greater Southeast Michigan
Society for Human Resource Management
The Beacon News

Volume 4, Issue 1
08/20/2007

Upcoming Meetings/ Events:

- Bi-Monthly Meeting—September 20th @ 8:00 am. Monroe County Community College. Legal Panel Discussion
- September 24th—26th—MISHRM 2007 State Conference—Kalamazoo
- October 18th @ noon. Lunch meeting—topic and location to be determined—informal gathering for networking purposes
- November 15th—GSMSHRM Bi-monthly Program Meeting—Unemployment Insurance

Inside this issue:

Mileage Rate Increase Request	2
Volunteer Opportunity	2
HRCI Update	2
New Members	2
Wage Survey Update	3
Committee Updates (Website & Workforce Development/Community Outreach)	3
Future Issues of The Beacon News	4

Message from the President - Melinda Buell, PHR

It's hard to believe that summer is nearly over! Many of you are likely beginning the planning process for your benefits open-enrollments (I know I am!). I realize that schedules fill up quickly this time of year and I'd like to take this opportunity to remind you to place our September meeting on your calendar.

The September meeting will provide you with FREE access to labor attorneys and an open-forum in which to seek clarification for your legal questions. I have included biographical information below for the two attorneys who will be joining us. I hope to see you at 8:00 am on September 20th at the La-Z-Boy Center of MCCC for this meeting. You now have the ability to RSVP on our website—if you have not yet accessed the new chapter website, I encourage you to do so—it is a nice resource for you and is included with your GSMSHRM membership. You will find additional information elsewhere in this newsletter.

Rhonda Armstrong, ESQ.

Rhonda H. Armstrong has represented management exclusively in labor and employment issues since 1997. Ms. Armstrong concentrates her practice in advising and counseling employers on



how to remain union-free, including assisting employers in promoting positive employee relations, training managers on how to recognize union organizing efforts at early stages, and training managers on how to legally and successfully respond to union organizing drives at both the pre-petition and post-petition stages. Through the use of creative and innovative strategies, she has assisted numerous employers, ranging from as few as 3 unit employees to as many as 700 unit employees, in successfully defeating union organizing efforts. Ms. Armstrong is also experienced in advising employers on how to handle strikers and picketers on the job-site, in assisting employers in negotiating collective bargaining agreements, and in handling the many complicated labor relations issues that arise in these situations.

Ms. Armstrong also devotes much of her practice to advising employers and human resource professionals on how to handle

employment issues that arise in conducting business, including advising employers on how to handle discrimination and harassment issues, leave issues, and pay and benefit issues that arise under State and Federal employment laws, including the ADA, FMLA, COBRA, FLSA and their State counter-parts.

Ms. Armstrong is a member of the State Bar of Michigan, the American Bar Association, and the Oakland County Bar Association.

Daniel G. Cohen concentrates his practice representing employers exclusively in the areas of labor law and employment litigation. He has practiced in this area since 1988. A large part of his practice involves the assistance of human resource professionals with the administration of workplace policies and procedures with an emphasis on the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), workplace violence, sex harassment, substance abuse, and employee benefits.

Daniel G. Cohen, ESQ.

Mr. Cohen has written and lectured extensively on various employment law issues. He is a contributing editor for the Workplace Violence Prevention Re-

Chapter NEWS!- Chapter to Hold Meetings Monthly

Over the past few months, many of our members have expressed concern about the frequency of our meetings. Many of you felt that only having meetings every other month was limiting our ability to get to know one another and network effectively. We are pleased to announce that we have heard your pleas and we will now hold more informal meetings on our "off" months.

The first of these meetings was held on August 16th at Panera Bread on Telegraph Rd. The meeting was held from 8-9 am and our State Senator, Randy Richardville, spoke with us about many issues that are currently being discussed in the State Legislature. The meeting was followed by a brief Q&A session.

Future meetings will be on the third Thursday's of October and

December. October's meeting will be a lunch meeting and December will be a Holiday Cocktail Party. Places and possible topics are TBD. Watch for information online at www.gsmshrm.org.



GSM SHRM



The SHRM Government Affairs website is a nice tool for staying current with what's going on in the legislature. I encourage you to add the following link to your favorites: <http://www.shrm.org/government/>

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 <http://www.shrm.org/application/>.



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.

Union Asks IRS to Raise Mileage Reimbursement Rate

The leader of the nation's largest independent union of federal employees has called on the IRS to make a mid-year adjustment to increase the mileage reimbursement rate of business travel.

The request comes as gas prices of more than \$3 per gallon show signs of a continued upward spiral. The current reimbursement rate for business travel is 48.5 cents per mile, the same as in 2005.

High gas prices are placing "an especially high burden on those

who must drive to perform their work, including many employees of the IRS and other agencies of the federal government," National Treasury Employees Union (NTEU) President Colleen M. Kelly said in a letter to the acting IRS commissioner.

The General Services Administration establishes the reimbursement rate for federal workers, but that rate cannot exceed the maximum the IRS allows as a business expense deduction.

Kelley noted that the IRS made

a mid-year adjustment in 2005 in the face of then-skyrocketing fuel costs, and a letter from her at that time helped encourage an increase of 8 cents a mile in the rate, according to a press release from the NTEU.

The NTEU represents more than 150,000 employees in 31 agencies and departments.

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Volunteer Opportunity—Advancing the Profession

A Sienna Heights University instructor for a Human Resource Management course being held at MCCC is seeking guest speakers for various HR topics. I realize that you all have very busy schedules but

if you are even remotely interested in this opportunity, please contact Melinda Buell at (734) 241-4140 extension '1' for a list of dates and topics. This is an excellent volunteer opportunity for our membership.

Core Leadership Area Update – What is HRCI? - Cheryl Grissett

A PHR or SPHR certification distinguishes you among your peers and highlights your commitment to your career as an HR professional. One of the pathways to professional HR certification is through an excellent program called the SHRM Learning System. The SHRM system offers several learning options to choose from including a self-study program, a corporate training program, three-day

seminars or a College or University sponsored program.

The SHRM learning system includes 6 printed modules based on the 2007 body of knowledge, CD-ROM review questions, a pre-test to gauge present knowledge, a glossary of terms, a 100 question post test that mirrors the HRCI exam-format, flashcards, a final review test, and online resource

center access.

Whether you use this learning system as a self study guide or participate in one of the other training programs the information is presented and organized well and is excellent preparation for the certification exam. For more information visit www.shrm.org/learning call (800) 444-5006 or contact me at cagriss@spiratex.com.

Core Leadership Area Update – Membership - Becky Riley

Please join me in welcoming our newest members:

Elena Bahn – Mac Steel

Jamie Barczewski – New Horizons Rehabilitation Services

Korina Kasperek – DTE Energy

We are currently at 62 members and still growing. If you know of any prospective members, please let me know and I will send them membership information. I can be reached at (734) 243-1882 or becky.riley@nationalgalvanizing.com.

If you are new to GSM SHRM, or would like more information on the benefits of being a member, please plan on attending a new member orientation session directly following the September 20th meeting that will be held at the La-Z-Boy Center.

Message from the President—continued from Page 1

porter published by STP – Specialty Technical Publishers. He has spoken to Congressional staff members through the American Bar Association on the topic of Federal employment and labor legislation, and has addressed the ABA National Meetings on the FMLA and its interplay with the Americans With Disabilities Act. Mr. Cohen has conducted a number of management training courses for organizations including the American Bar Association, Public Risk Management Association ("PRIMA"), the Michigan Department of

Transportation, the Michigan Forensic Center, the Ann Arbor Board of Education, the American Society of Industrial Security, the Michigan Chamber of Commerce, the Council on Education, the Michigan Auto Dealers Self Insured Fund and the Michigan Plastic Processor Association.

Mr. Cohen is also a co-founder of Creative HR Solutions, LLC™, a Human Resources consulting firm that provides innovative tools to assist businesses and HR professionals.

Wage/Salary Survey Committee Update

The 2007 Production, Service and Trade Wage and Salary Survey for Monroe County has been completed and the compiled results have been received.

Participants will receive a copy at the September 20th membership meeting. Participants not

attending the meeting will receive a copy via U.S. mail.

Participation wasn't as high as we had hoped it would be but was respectable for our first survey.

Keep your eyes & ears open for additional information on our website and in the Beacon News re-

garding the upcoming Monroe County Salary Survey.

If you did not participate in the survey but would like a copy, they are available for a fee. Contact Melinda Buell at (734) 241-4140 option '1' or by email at president@gsmshrm.org.



Website Creation Committee Update

Join in the celebration and take a look at the chapter's new website. Kudos are definitely in order for the committee for meeting the challenge of having the site up and running by the go live date of July 19th. The site is very user friendly, provides a wide variety of information and gives HR professionals a quick single source for assistance.

The website can be accessed at www.gsmshrm.org and allows chapter members to logon and view the areas that are reserved for members only. You can logon by clicking on the words "logon" in the upper right corner of the home page. Once the logon page appears, enter your username and password, then press the button marked register. Your username is your email address (please keep in mind that the username area is case sensitive to upper and lower case letters). The temporary password is gsmshrm (lower

case); you may change the password to another word of your choice. Once you have completed this administrative function you can access the full website.

The GSM SHRM Website has 19 information tabs containing a significant amount of HR information or ways to obtain more in-depth HR information. A sample of the tabs includes: Calendar/Events, Membership Directory, Career Center, the Chap-

ter (Habitat for Humanity, United Way, etc).

In addition the new site has an area that provides opportunity for other organizations to sponsor GSM SHRM events. This area allows the sponsor to be directly connected to the chapter and meet the membership at various chapter functions. Sponsors can choose from being a Key GSM SHRM Sponsor (a year long association) for \$700, or sponsor a general membership meeting for \$150, or a chapter social event for \$200.

We hope that you enjoy the new website and that it proves to be a beneficial resource to you. The committee will be reviewing the website over the course of the next few months and making some changes to improve its image and to upgrade selected information. Should anyone like to make a suggestion about the website or need additional information about the site, please contact Chuck Coaker (734) 289- 6440 or Jim Schubarco (734) 282-2252.

www.gsmshrm.org

News Letter (The Beacon), Legal Updates and HR Links; just to name a few.

The website also allows for vendors to place advertising with GSM SHRM. Costs to vendors, to advertise, will be \$300 quarterly or \$1000 annually to have information displayed on the site. We will also offer a limited number of free ads for community outreach purposes - to help organizations

MEMBERSHIP

If you are receiving this newsletter by U.S. Mail and are NOT a GSM SHRM member, you may join by completing the enclosed membership application and forwarding it to the address provided.

Dues are \$25/year for national SHRM members and \$50/year for non-SHRM members.

Membership meetings are scheduled from 8-9 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 Road in Monroe.

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

Core Leadership Area Update- Workforce Readiness- Rocky Buehler



The Workforce Readiness committee has been making contact with local organizations in an effort to partner with them and provide assistance and support to the development of county students and residents.

Currently the Chair, Rocky Buehler, has been in discussions with the Boy

Scouts of America while Barry Kinsey, committee member, is working with the Monroe County 4-H, and Doug Kuras, committee member, is working with the Monroe County ISD.

GSM SHRM will also be supporting the Monroe County Michigan WORKS! office by posting their training schedule on the website under the Workforce Readiness committee area.

In the near future, as we begin to set up activities in the community, we will be asking members to assist us with presentations. If you have any suggestions or would like to join our committee please contact Rocky at rockster53@aol.com or 734-740-1878.

Greater SE Michigan SHRM

AFFILIATE OF



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). Visit GSM SHRM at www.gsmshrm.org.

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



BOARD MEMBERS

Melinda Buell, PHR—President
(734) 241-4140
president@gsmshrm.org

Chuck Coaker—President Elect
(734) 289-6440
presidenelect@gsmshrm.org

Lisa Leachman—Treasurer
(734) 241-3935
treasurer@gsmshrm.org

Diana Anderson, PHR—Secretary
(734) 947-5536
secretary@gsmshrm.org

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 monthly newsletter articles to djanderson@ssallc.com.

