



# GSM SHRM

Greater Southeast Michigan  
Society for Human Resource Management  
**The Beacon News**

Volume 6, Issue 1  
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## Upcoming Meetings/ Events:

- GSM SHRM Holiday Social Gathering, December 13th – American Red Cross Building– North Dixie Hwy– 5:00 pm– Charge of \$5 at the door.
- Bi-Monthly Meeting– January 17th @ 8:00 am. Monroe County Community College– Speaker– Carrie Van-Daele, Financial Planning for HR.
- Bi-Monthly Networking Event–February 21st @ noon. Dolce Vita

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## Message from the President - Melinda Buell, PHR

Wow! What a wonderful experience the SHRM Leadership Conference was. The conference, held November 15th –17th in Arlington, Virginia, was superb!

One of the conference speakers, Simon T. Bailey, shared several thoughts that really resonated with me. I wrote some of them down to share with you. They are as follows:

- 1.) Brilliance is a process - not an event. Brilliance is a marathon—not a sprint.
- 2.) Failure is not final, it’s feedback and feedback is a gift.
- 3.) What would you do if you knew you couldn’t fail? Or alternately, What would you do if all jobs paid the same? Simon suggested that the answer to that question is where your passion resides and, if your current career isn’t your answer, you need to rectify the situation.
- 4.) Are you a vitamin or an aspirin? Are you celebrated or tolerated?
- 5.) Make an imprint versus an im-



- 6.) Change is my friend, not my foe. Change is a brilliant opportunity to grow.
- 7.) Discover your universal assignment. This is the “place” where your talents, skills, abilities and/or gifts intersect with the world around you. Once you’ve discovered it, imagine a future in which you are fulfilling your assignment. Imagine the future because the future is created in the present. We are all “being AND becoming” at the same time.
- 8.) Determine what you want to

get out of your time as a \_\_\_\_\_ (insert your current position)? And then make sure you accomplish it.

9.) Leadership involves understanding when your reach exceeds your grasp. Sometimes it is better to try to directly influence a few people because you may find that you indirectly influence hundreds.

10.) What you run from as a leader is the very thing you need to turn and face to achieve your potential.

Simon T. Bailey has authored many books including, “Release Your Brilliance”, “Success is an Inside Job” and “Brilliant Service is the Bottom Line.” We will have these books available to review at our January program meeting. I encourage you to review them and to purchase copies for yourself. Hearing Simon T. Bailey speak at the conference was a life-altering experience and his books are equally impressive.

## Employers Must Use New Form I-9 Starting Dec. 26

 By J.J. Smith

Employers will be required to use the new Employment Eligibility Verification Form I-9 starting Dec. 26, 2007, or risk fines and penalties, says U.S. Citizenship and Immigration Services (USCIS), which published details of the requirement in the Federal Register on Nov. 26, 2007.

On Nov. 8, USCIS told employers about the new Form I-9, which adds a document to the list of acceptable credentials that employers can use to verify the employment eligibility of new hires. The new form also removes five documents from the list of acceptable credentials.

In the Nov. 8 notice, employers were informed they could use the new Form I-9, but were not required to do so. In the new

Federal Register notice, USCIS is saying that it will allow a 30-day transition period before use of the new Form I-9 becomes mandatory. During the transition period, employers will not be subject to fines or penalties for using the old Form I-9, but once the transition period ends, employers who do not use the new Form I-9 could face fines or other penalties, as mandated by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, USCIS says.

The Illegal Immigration Reform and Immigrant Responsibility Act requires employers to use Form I-9 to verify the identity and work eligibility of all new employees (including U.S. citizens) at the time they are hired. Completed I-9 forms are to be maintained by the employer, in

hard-copy or electronic format, for three years after the employee’s date of hire or for a year after the date the employment is terminated, whichever is later, USCIS says. Completed forms are not to be submitted to the government but must be retained.

The revised Form I-9 removes five documents from “List A” that employers may accept from new hires. The revised List A—which is to “Establish Both Identity and Employment Eligibility”—adds one document to the index.

The documents employers can accept under List A on the new form I-9 are:

- \* U.S. passport.
- \* Permanent Resident Card or Alien Registration Receipt Card (Form I-551).

(cont. on page 2.)

# GSM SHRM



## Michigan: Supreme Court Says 'At-Will' Provisions Trump Continued Compensation

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](mailto:shrm@shrm.org).

The Michigan Supreme Court continued to strictly enforce at-will provisions in employment contracts by overturning a Court of Appeals decision that held that an employment contract is for-cause rather than at-will if it promises the employee full compensation for the contract's term.

The Board of Commissioners for Lansing's Board of Water and Light (BWL) appointed Joseph Pandy Jr. to the position of director and general manager. Pandy was to hold this position "for a period of five years commencing July 1, 1990, and continuing until June 30, 1995." The agreement was "at-will" and could be terminated "at any time, with or without cause, upon 90 days written notice by the board." The parties also agreed to the following provisions:

- If the board desires to terminate this agreement without cause prior to its term, it shall compensate Pandy for the salary and benefits through the completion of the full term of the agreement.
- If the board desires to terminate this agreement for cause, it shall compensate Pandy only for the remainder of the current BWL fiscal year.

The parties executed a second agreement in 1992, which stated that:

"The board hereby employs Pandy commencing July 1, 1992, and continuing until June 30, 1997, provided, however, that if Pandy is employed on the first day of July in any subsequent year, the expiration date of this agreement shall be automatically extended to June 30 in the year five years following said first day of July. Pandy is hereby appointed to the position of general manager for the fiscal year beginning July 1, 1992, as provided in the board's administrative rules."

Ten years later, the board declared the employment contract invalid, terminated Pandy's employment without cause, and declined to pay severance on the contract. Pandy sued, alleging, among other things, breach of contract. The trial court denied BWL's motion for summary disposition, and BWL appealed.

The Court of Appeals held that the contract was not an at-will agreement and "[b]ecause the board had authority only to engage a director on an at-will basis, the contract as written was invalid, and BWL's motion for summary disposition on the breach of contract claim

should have been granted."

On appeal, the Supreme Court reversed the Court of Appeals' judgment, holding that the contract was a valid at-will agreement because it specifically stated that "the agreement could be terminated at any time during its term with or without cause." In response to the argument that the remaining provisions created a legitimate expectation of job security, the Supreme Court held that "[t]he remaining provisions governing plaintiff's termination define the severance pay owed to plaintiff." The provisions did not instill a legitimate expectation of job security. If anything, they instilled an expectation to be paid severance.

*Pandy v. Board of Water and Light*, Mich., No. 132891, Oct. 3, 2007.

**Professional Pointer:** If an employer seeks to enter into an at-will employment contract, it should clearly label the contract "at-will." If the employer and employee negotiate severance terms, the employer should label such terms as guaranteed severance payments.

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## 2008 Monroe County Salary Survey— (cont. on page 4)

It's SURVEY time again! GSM SHRM in conjunction with the American Society of Employers (ASE), is proud to present the 2008 Monroe County Salary Survey. We expressly thank the Monroe County Industrial Development Corporation for its sponsorship of this project.

The 2008 Monroe County Salary Survey represents 265 white collar positions in 12 job families, including Information Systems, Administration, Finance, Logistics, Banking, Medical, Human Resources, Sales, etc. Additional information reported in this survey includes turnover rates, variable pay information, barriers to

recruiting new employees, salary budget data and shift premiums. It has been nearly 10 years since a comprehensive salary survey such as this has been conducted in Monroe County. It is our goal to make this a valuable tool for Monroe County employers and the success of this project is dependant upon participation. We encourage you to take the time to complete the survey and for your commitment, GSM SHRM will provide each participating employer with a free hardcopy once the ASE has compiled the results. **GSM SHRM and ASE ensure that your sensitive information will be kept in the strictest of confidence.**

## Employers Must Use New Form I-9 Starting Dec. 26 (cont. from page 1)

- \* Unexpired foreign passport with a temporary I-551 stamp.
- \* Unexpired Employment Authorization Document that contains a photograph (Form I-766, I-688, I-688A or I-688B).
- \* Unexpired foreign passport with an unexpired "Arrival-Departure Record," Form I-94, bearing the same name as the passport and

containing an endorsement of the alien's nonimmigrant status, if that status authorizes the alien to work for the employer.

The documents removed from List A and no longer acceptable are:

- \* Certificate of U.S. Citizenship (Form N-560 or N-561).
- \* Certificate of Naturalization (Form N-550 or N-570).

- \* Alien Registration Receipt Card (I-151).

- \* Unexpired Reentry Permit (Form I-327).

- \* Unexpired Refugee Travel Document (Form I-571).

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## CHAPTER NEWS!! Key Sponsorship With FRAGOMEN, DEL RAY, BERNSEN, & LOEWY, LLP (FRAGOMEN)

GSMASHRM is proud to announce that Fragomen has graciously entered into a partnership with the chapter that provides on going support as a "Key Sponsor" for various events with the chapter for one year.

As part of the partnership Fragomen will be providing a presentation at the GSMASHRM March 2008 general membership meeting on the I-9 Employment Eligibility Verification. The presentation will be made by Scott Cooper; please mark your calendar to attend this valuable presentation in understanding the new regulator changes and best practices on managing I-9 documentation for newly hired employees.

Fragomen is the leading provider

of corporate legal immigration services and solutions. For three years running, Fragomen has been recognized as the global "Corporate Immigration Law Firm of the Year" by Who's Who Legal: The International Who's Who of Business Lawyers.

Founded in 1951, Fragomen has over 130 attorneys and over 1000 professional immigration specialists and staff located in more than 30 offices in the Americas, Asia Pacific, and Europe. Fragomen works in partnership with clients to facilitate the hiring and transfer of employees worldwide.

In 1991, the firm established a global immigration services group, now an affiliate, Fragomen Global

Immigration Services, "Fragomen Global". Fragomen Global provides information, guidance and assistance to clients on immigration matters for the international movement and relocation of employees and new hires to and between countries worldwide.

Fragomen's comprehensive U.S. immigration and visa services include preparation of all temporary visa petitions and applications for permanent residence, immigration policy guidance, strategic planning advice, program support and counseling on compliance issues including Form I-9 and H-1B Labor Condition Application documentation. The firm also provides export control compliance guidance and services.



### MEMBERSHIP

If you are receiving this newsletter by U.S. Mail and are NOT a GSMASHRM 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— Membership— Becky Riley

Please join me in welcoming our newest members:

- Tony Balavitch – Daly Merritt**
- Deborah Duke– DMA Leadership**
- Shavonne Stewart – Student**
- Mike Stuber – T.E.A.M.**
- Joyce Zelenak – T.E.A.M.**

**Maureen Henson—Mercy Memorial Hospital**

We currently have 78 members!

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](mailto:becky.riley@nationalgalvanizing.com).

## Social Committee News—Chris Bodi

Here's a great opportunity to meet and network with other GSMASHRM members: All are invited to attend a fairly informal gathering on Thursday, December 13, 2007 beginning at 5:00 pm at the American Red Cross Building on North Dixie Highway, Monroe. We will introduce ourselves and then participate in round table topics of interest. You can move from group to group while en-

joying appetizers and soft drinks. You can also expect a little laughter.

There's a nominal charge of \$5, payable at the door so register online today!

If you are interested in assisting with this committee, please contact Chris Bodi at 734-242-1321 or Cheryl Harnica at 734-289-4800.

## Core Leadership Area Update—Professional Certification—Cheryl Grissett

I recently received an announcement about changes from HRCI. Programs that have been pre-approved will have a new seal on the completion certificate. The seal will now say "Pre-Approved" instead of the current "Approved for Credit." There will also be some accompanying language from HRCI: "The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be pre-approved

for recertification credit." Starting January 2, 2008 the new seal and disclaimer will be on all certificates from pre-approved events and programs. Please always remember to sign in at our chapter events as this signature along with your completion certificate serves as the documentation that you are eligible for the recertification credit.

If you are currently studying to take the PHR/SPRH, we are looking for anyone interested in joining a

study group in the Monroe area to prepare for the certification exams as a group. The camaraderie of a study group as well as the combined knowledge of multiple HR practitioners can only make the task of preparation easier for all. Contact me by email [cagriss@spiratex.com](mailto:cagriss@spiratex.com) and I will put you in touch with other interested members. Please feel free to contact me with any of your questions on certification or preparing for the certification tests.

## January Program Meeting – Carrie VanDaele

### The Financial Plan for HR

This program will include Human Resource accounting linked to profits. How does HR reposition itself to get involved in the bottom line?

- Innovation Strategy,
- Quality-Enhancement Strategy,
- Cost-Reduction Strategy, and

- Speed Strategy. Learn how you can become a Financial Business Consultant supporting the strategic plan for your company.

Thursday, January 17th, 2008  
8:00 a.m.

La-Z-Boy Center  
Monroe County Community College  
Register online at [www.gsmshrm.org](http://www.gsmshrm.org)

## CALL FOR PARTICIPANTS

We are currently assessing interest in the creation of a PHR/SPHR Instructor-led study course to be conducted at Monroe County Community College.

A survey is being distributed the week of December 10th. If you do not receive the survey, you may participate by visiting the 'HR Surveys' area of [www.gsmshrm.org](http://www.gsmshrm.org).

Persons studying for this course in the past have either taken an online course or traveled to another educational institute outside of the county. If there is enough interest, the MCCC course would be more convenient for most of our members.

## Greater SE Michigan SHRM

The Greater SE Michigan Society for Human Resource Management (GSMSHRM) 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. GSMSHRM 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](http://www.shrm.org)**

**MARK YOUR  
 CALENDAR  
 2008 MISHRM  
 State Conference  
 Dearborn, MI  
 October 15-17  
 Register online at  
[www.mishrm.org](http://www.mishrm.org)**

**2008 SHRM  
 National Conference  
 Chicago, IL  
 June 22-25  
 Register online at  
[www.shrm.org](http://www.shrm.org)**

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### 2008 Monroe County Salary Survey — (cont. from page 2)

Instructions regarding the completion of the 2008 Monroe County Salary Survey were emailed on December 11th. Additionally, contained in the email were job descriptions for the positions included in the survey.

If you did not receive the email, you may access the survey at the link provided below. **After you link to the survey and complete it, you must save it to your hard drive and then email it to [surveys@aseonline.org](mailto:surveys@aseonline.org). If you do not email it, the survey data will not be recorded.**

You may complete the survey electronically at the following ASE link (please be certain that you read the instructions before beginning the survey):

Data Effective Date: **December 1, 2007**

Survey Deadline: **January 9<sup>th</sup>, 2008**

Survey Release Date: **March 18<sup>th</sup>**

Link to the survey: (Specific to GSMSHRM Participants):

<http://www.aseonline.org/qsal08M.xls>

### Online Event Registration

Please remember to register online at [www.gsmshrm.org](http://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.

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

We are 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

for additional content and your ideas for monthly newsletter articles to

[djanderson@ssallc.com](mailto:djanderson@ssallc.com).



Please email your suggestions