



GSM SHRM

Greater Southeast Michigan
Society for Human Resource Management

The Beacon News

Volume 1, Issue 7
02/29/2008

Upcoming Meetings/ Events:

- Bi-Monthly Meeting— March 20th @ 8:00 am. Monroe County Community College— Speaker—Fragomen.
- Bi-Monthly Networking Event—April 17th @ 8:00am. The SYGMA Network, Inc.— 600 Ternes Drive, Monroe.

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Message from the President - Melinda Buell, PHR



What an exciting time this is in the life of our chapter!! We have 87 current members* and just look at all of our accomplishments since our chartering ceremony in May of '07:

- 2007 Production & Trade Wage Survey
- 2008 Salary Survey
- PHR/SPHR Certification Study Course—9 students and 6 certified volunteer instructors from our membership!
- Creation of chapter website www.gsmshrm.org
- Publication & distribution of bi-monthly newsletter
- Receipt of three key sponsorships (at bottom left.)
- Conducted bi-monthly program meetings
- Unemployment Insurance*
- Strategic HR Management*
- Financial Plan for HR*
- Employment Law Update
- Hosted bi-monthly networking events (Ruby Tuesday, American Red Cross & Joe's French Italian.)
- Secured Mike Losey, SPHR (former SHRM President & CEO) to speak at our Chapter Anniversary event being held in July of 2008
- Submitted 2007 Chapter Achievement Plan in hopes

of qualifying for the 'SHRM Superior Award' *indicates approved for recertification credit by HRCI This list isn't all inclusive but, even so, I hope you find it to be impressive! There has been a tremendous amount of 'behind-the-scenes' work completed by an amazing group of chapter volunteers and for this I am truly thankful.

For our second year, the Board has opted to keep membership dues for SHRM national members at \$25, \$50 for non-SHRM members and student memberships will remain free. I trust you will agree that your \$25/\$50 investment has been money well spent!

In order for us to continue to provide the level of quality in programming and services, we need to be able to run the chapter as efficiently as is possible. To avoid the necessity of tracking membership renewals throughout the year and sending reminder notices, we'd like to implement a calendar year membership renewal process. **If you have not yet paid membership dues in calendar year 2008, please do so as soon as possible. You can renew online at www.gsmshrm.org or print the attached membership application and mail it along with your dues payment. All dues paid within calendar year 2008 will be for membership through December 31st, 2008.**

Attached, you will also find a copy of our bylaws for review. If you have any questions, comments, concerns or suggestions regarding these bylaws, please email me at president@gsmshrm.org before the end of March, 2008. **See you on March 20th!**

2008 KEY Sponsors

Fragomen

Leading the Way in
Global Corporate Immigration
Scott Cooper
(248)649-5404
scooper@fragomen.com
www.fragomen.com

T.E.A.M.

Total Employee Assistance
& Management
Career Transition, EAP,
Wellness, Ethics Hotline &
Human Effectiveness Training
Mike Stuber
(248) 273-6229
mstuber@team-eap.com
www.team-eap.com

Expanded FMLA Will Complicate Coordination of Leave - By Allen Smith

Coordination of compliance between federal and state leave mandates just became more complex because of the expansion of the Family and Medical Leave Act (FMLA) that was signed into law on Jan. 28, 2008.

New coordination-of-leave issues will arise mainly because of the FMLA's new leave mandate for family members of people who are on or about to go on active duty, according to Conrad Kee, a Jackson Lewis attorney and reservist who has served in Iraq. This mandate creates an entitlement for up to 12 weeks of leave for the spouse, son, daughter or parent of a person on or about to be on active military duty for any "qualifying exigency," a phrase that the U.S. Department of Labor (DOL) must clarify through rulemaking. In effect, the active duty leave mandate expands the types of family leave—as opposed to medical leave—available to these workers, as long as they have worked 1,250 hours in a 12-month period at a site with at least 50 employees within 75 miles. The new leave may be taken intermittently.

By contrast, the FMLA's new requirement for caregiver leave for wounded service members does not

raise the same coordination issues with state laws, Kee told *SHRM Online*. The new caregiver mandate grants an eligible employee who is the spouse, son, daughter, parent or *next of kin*—defined as the nearest blood relative—of a covered service member up to 26 workweeks of unpaid leave during *one* 12-month period to care for a wounded service member. A husband and wife who work for the same employer can use no more than 26 weeks combined for this new leave.

All Not in the Family

Military family leave laws already exist in California, Illinois, Indiana, Maine, Minnesota, Nebraska and New York. The FMLA does not pre-empt these state laws.

Many of the state leave laws apply to small employers not covered by the FMLA, and some protect employees not covered by the federal law, though only one applies to the children of service members.

An assignment for HR and employers in the early part of 2008 will be "to figure out state by state when you can run these leaves concurrently and serially," Margaret Hart Edwards, an attorney with Littler Mendelson

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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.

FMLA (cont. from page 1)

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in San Francisco, told *SHRM Online*. If the leave under state law is similar to a "qualifying exigency," employers might be able to run them concurrently, except in California.

In California, leave mandated by state law is in addition to federal law, according to Susan Webman of FortneyScott in Washington, D.C., and the principal drafter of the Uniformed Services Employment and Reemployment Rights Act while she was the primary legal and policy advisor at the DOL.

California's law, which Gov. Arnold Schwarzenegger signed on Oct. 9, 2007, requires employers with more than 25 employees to provide up to 10 days of unpaid leave if a military spouse is on leave from deployment in a combat zone. In California, domestic partners would have the same legal rights as spouses, despite the military's "don't ask, don't tell" policy.

California's law was modeled on New York's law, the first of its kind when it was enacted in 2006, according to Edwards. The New York law also requires up to 10 days of unpaid leave for the spouse of a person on active duty in a combat zone, but, like the FMLA, does not grant the same rights to domestic partners as it does to spouses. Unlike the expanded FMLA, children and parents do not have the right to military family leave under the state law.

In Illinois, small employers (those with 15 to 50 employees) must provide up to 15 days of unpaid military family leave to the spouse or parent of a soldier called to military service. Larger employers have to provide up to 30 days of leave. Edwards said that Nebraska's military family leave law is almost "a carbon copy" of Illinois'.

Employers with 50 or more employees must provide active duty leave for up to 10 days under Indiana's law for employees who are grandparents, siblings, spouses or parents of individuals ordered to active duty. Grandparents and siblings are not covered by the FMLA's expanded active duty mandate, though they might be next of kin eligible for the FMLA's new caregiver leave for wounded service members.

Maine takes a different approach, mandating that employers with 15 or more employees provide 15 days of leave before, after or during deployment to the spouse, domestic partner or parent of someone called to active duty.

Of the state military family leave laws, only Minnesota mandates time off for the children of those on active duty. Minnesota's law mandates up to 10 days off if an employee is the parent, child, sibling or spouse of someone killed or injured on active military duty.

Qualifying What?

Until the DOL issues regulations clarifying the meaning of a "qualifying exigency," employers are in "a very awkward period," Edwards observed. The DOL already is on the verge of issuing revised **proposed FMLA regulations** and may take this opportunity to issue proposed regulations for the new military family leave requirements, according to Lisa Horn, manager of health care for the SHRM Government Affairs Department.

The DOL has stated on its web site that the new caregiver leave is effective as of Jan. 28, 2008, but that the active duty leave for family members "is not effective until the Secretary of Labor issues final regulations defining 'any qualifying exigency.'" The DOL noted that it "is expedi-

tiously preparing such regulations. In the interim, DOL encourages employers to provide this type of leave to qualifying employees."

Edwards remarked that if she were drafting the DOL regulations, "I would be collecting state laws and trying to develop a definition of 'qualifying exigency' that would swallow the reasons referred to in state laws." She said that this "would be a favor to employers." If the DOL provides a "good definition, hopefully it would provide some way to fit the state and federal laws together."

Sue Willman, SPHR, an attorney with Spencer Fane Britte & Browne LLP in Kansas City, Mo., noted that the phrase "qualifying exigency" is broad and could include shutting down a house for a service member, snow-blowing walks or mowing the lawn while a family member is on active duty.

It's understandable that an employee may want to take time off work to bond with a family member on the verge of going off to Iraq or elsewhere where the loved one faces the possibility of being killed or injured. Time away for family members to bond will be protected leave under the expanded FMLA, Willman said. She cautioned employers not to ask for documentation of the need for active duty leave until the DOL provides guidance.

Willman suspects "that some states that have the leave laws may amend the laws to be consistent" with the expanded FMLA.

As for the FMLA amendments, she observed that they have "opened the door to FMLA expansion. Employers have to be more sensitive that it could be expanded in other ways." Reprinted with the permission of the Society for Human Resource Management (www.shrm.org), Alexandria, VA, publisher of *HR Magazine*.

SHRM Foundation 2008 Academic and Certification Scholarships—Generously underwritten by J.J. Keller Foundation

One hundred scholarships totaling \$100,000 will be awarded to SHRM members in 2008. The awards program is designed to assist working SHRM members in meeting their professional development goals. Individuals may apply for either a \$1375 education scholarship or a \$750 certification scholarship.

Application Deadline: July 15,

2008

Eligibility: National SHRM professional, general and associate members pursuing a college degree or working towards PHR, SPHR, GPHR or California certification are eligible to apply. SHRM student members and local-only members are *not* eligible for these awards. Chapters and state councils may also apply for

scholarship funds to support certification training programs.

Awards: 60 certification scholarships of \$750 each and 40 academic scholarships of \$1375 each will be awarded. Applications will be judged in the following five groups:

- Northeast Region
- Southeast Region (includes

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Website Update—Chuck Coaker

Three tabs on the Chapter's website were recently updated to provide you with more HR information or ways to obtain more in-depth HR information. The three areas which have been update are HR Certification, Conferences, and HR Information Link.

The HR Certification tab has been updated to provide you with the latest links to the 2008 testing dates and test site locations. It also will link you to other information about HRCI Certification or Recertification process. We highly encourage you to consider becoming a certified HR professional and preview this tab and its links to help you achieve certification.

The Conference tab lists all the major national HR related conferences being hosted by SHRM. All of these conferences (with the exception of two) have been linked to their individual websites so you can easily obtain information on each con-

ference. The remaining to conferences will be linked as soon as SHRM provides those links. The tab also has links to both of the state SHRM 2008 Conferences for Michigan and Ohio.

The HR Information Link tab was completely redesigned to provide four distinctive subgroup areas with informational links to sites that are typically the core areas of responsibilities assigned to HR personnel or departments. These areas include U.S. HR Information, International HR Information, Safety and Environmental, and Training. Each of these areas is further broken out into additional areas containing links to specific topics or agencies. As an example, your company has employees working in or living in Canada or Mexico. You can go to the International HR Information area choose Canada or Mexico and underneath these countries you will find numerous links to help you with international HR issues in those

countries.

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.

We sincerely hope you enjoy the website and that it proves to be a beneficial resource for you.

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Core Leadership Area (CLA) Update – Membership -- Becky Riley

Please join me in welcoming our newest members:

Marty Hill—Populus Group, LLC
Lisa Olvera—Corporate Intelligence Consultants
Joan Pisanti—The Employers' Association
Christine Toth—Guardian Industries
Laura Gross—Student
Christy Schultz—Kelly Services
Christy Collino—Manpower

Dale DeYoung—Guardian Industries
Teresa Keeler—Owens Corning
Norma LaValle—MMTC

We currently have 87 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.



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.

Networking Committee News—Chris Bodi

There were about 20 of us packed nicely into the side room at Joe's French Italia in February and the networking topic "Romance in the Workplace" brought a lot of very interesting conversation! Cheryl Harnica of Spiratex led the event and reminded mem-

bers that if there isn't a formal policy; there should be. Cheryl distributed SHRM guidelines for creating and implementing a policy that can help companies maneuver through this tricky issue. (You should have been there!) Our next networking opportunity

will be April 17th, 8:00 AM at SYGMA. President Melinda will give us the Executive Tour of her new facility on Ternes Drive in Monroe. Plan on a continental breakfast and wear your walking shoes. Details will appear on the website. (You should be there!)

CLA Update—Professional Certification—Cheryl Grissett

We have started our first chapter study group for the PHR/SPHR Certification Exams. We have nine HR Professionals that are taking the course and preparing to take the certification exam. The class is meeting on Monday nights at MCCC and will continue for 10 weeks. This is a great opportunity for these members that are studying for the exam as well as a great new step that our chapter is taking to support those wishing to certify their status in the profession.

Many great volunteers from the chapter came forward to teach this class so no chapter funds were needed to secure

instructors. Each class participant received a reduced rate through the chapter to purchase the course materials as well. Hopefully this will become an annual tradition for the chapter to help support our members in their certification efforts.

The next testing window for the PHR and SPHR exams is May 1 through June 30, 2008. You may contact me any time for more information on the certification process at cagriss@spiratex.com.

March Program Meeting – Buell

GSMSHRM Key Sponsor, Fragomen, will be providing a presentation at our March program meeting on I-9 Employment Eligibility Verification.

The presentation will be made by Scott Cooper who is a frequent lecturer on immigration law topics to human resource, legal and education groups and an Adjunct Professor of Law at Chicago-Kent College of Law.

Please mark your calendar to attend

this valuable presentation that will help you to understand the new regulation changes and best practices on managing I-9 documentation for newly hired employees.

www.Fragomen.com

Thursday, March 20th @ 8am
La-Z-Boy Center
Monroe County Community College

CALL FOR VOLUNTEER LEADERS

We are currently seeking a **Chairperson for our Workforce Development/Community Outreach Core Leadership Area**. The person in this position helps to coordinate chapter activities that support workforce development and community outreach.

We are also seeking an **Sponsorship Chairperson**. The person in this position will be the point-of-contact for sponsors and will help to coordinate sponsorship activities and advertising. This is a new position.

The individuals in these positions will participate in bi-monthly board meetings in order to keep the chapter leadership team informed. For more information, please send an email to president@gsmshrm

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

**MARK YOUR
 CALENDAR
 2008 MISHRM
 State Conference
 Dearborn, MI
 October 15-17
 Register online at
www.mishrm.org**

**2008 SHRM
 National Conference
 Chicago, IL
 June 22-25
 Register online at
www.shrm.org**

BOARD MEMBERS

Melinda Buell, PHR—President
 (734) 241-4140
mbuell@sygmanetwork.com

Chuck Coaker—President Elect
 (734) 289-6440
Chuck.Coaker@twbcompany.com

Lisa Leachman—Treasurer
 (734) 241-3935
lleachman@fedco-usa.com

Diana Anderson, PHR—Secretary
 (734) 947-5536
djanderson@ssallc.com

OPEN —Workforce Development/
 Community Outreach Chair
president@gsmshrm.org

Cheryl Grissett, SPHR—HRCI
 Certification Chair
cagriss@spiratex.com

Becky Riley—Membership Chair
 (734) 243-1882
Becky.riley@nationalgalvanizing.com

SHRM Foundation Scholarships —

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former Caribbean Atlantic Region)

- North Central Region
- Southwest Central Region
- Pacific West Region (includes former Asia Pacific Region)

Each group has a total of \$20,000 to distribute which guarantees that there will be 20 scholarship winners (12 certification awards and 8 academic awards) in each group.

How to Apply: Visit www.shrm.org/foundation and click on "Scholarships & Awards" to print out an application or learn more about the Regional Scholarship Program.

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.

Website Update

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The website committee will continue to periodically review its content and make changes to improve its image and upgrade its informational content. Suggestions on ways to improve the site or if you need additional information about the site can be provided or obtained by contacting Chuck Coaker (734) 289- 6440 or Jim Schubargo (734) 282-2252.

www.gsmshrm.org

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.



Please email your suggestions



Membership Application

First Name: _____ MI: _____ Last Name: _____

Jr., Sr., Ph.D., etc. : _____ Name Preferred on Nametag: _____

Certification: PHR SPHR Other _____

Title: _____ Company/Organization: _____

Preferred Mailing Address: Business Home Preferred Email Address: Business Home

Business Address: _____
Street City State ZIP

Business Phone: (____) _____ - _____ Business Fax Number (____) _____ - _____

Business Email Address: _____

Home Address: _____
Street City State ZIP

Home Phone: (____) _____ - _____ Home Fax Number: (____) _____ - _____

Home Email Address: _____

SHRM National Membership ID# _____ (To join SHRM National, please call 1-800-283-SHRM.)
If you recently applied for SHRM National Membership and have not yet received word of acceptance, indicate the date you mailed your application: _____

Designation of Primary Chapter: SHRM National recognizes & provides financial support to your primary chapter. Please check here to designate the Greater SE Michigan Society for Human Resource Management (GSM SHRM) as your primary chapter.

Designate the **Greater Southeast Michigan Society for Human Resource Management** as my primary chapter.

Annual Dues:
 Annual dues with a SHRM National Membership: \$25
 Annual dues without a SHRM National Membership: \$50
 Annual dues are waived for full-time Student Members (9 or more credit hours.)

How did you learn about GSM SHRM? _____

MEMBERSHIP PROFILE

Please use a "1" to indicate your primary areas of responsibility and a 2 to indicate your secondary areas:

_____ HR Generalist	_____ Benefits	_____ Organizational Development
_____ Employment	_____ HRIS	
_____ Training & Development	_____ International	_____ Other _____
_____ Compensation	_____ Employee/Labor Relations	

Please indicate the following:

Business & Industry Code

- | | |
|---|---|
| <input type="checkbox"/> Information Technology/Telecommunication | <input type="checkbox"/> Education |
| <input type="checkbox"/> Financial/Insurance/Real Estate | <input type="checkbox"/> Utilities |
| <input type="checkbox"/> Manufacturing | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Association | <input type="checkbox"/> Consulting |
| <input type="checkbox"/> Government | <input type="checkbox"/> Healthcare |
| <input type="checkbox"/> Hospitality/Travel | <input type="checkbox"/> Retail |
| <input type="checkbox"/> Professional Services | <input type="checkbox"/> High Tech |
| <input type="checkbox"/> Other: _____ | |

Company Size

- 0 - 100
- 100 - 499
- 500 - 1999
- 2000 - 4999
- 5000 and over

Organizational Level

- Plant/Branch
- Region
- Division
- Subsidiary Headquarters
- Corporate Headquarters
- Independent Contractor
- Consulting Firm
- Other _____

Experience

- Less than 1 year
- 1 - 5 years
- 6 - 10 years
- 10+ years
- Retired

Management Level

- Executive
- Manager
- Supervisor
- HR Professional Staff
- Other

Please indicate interest in chapter volunteer opportunities:

- Programs
- Professional Development
- Membership
- Communications
- Legislative Affairs
- Student/Community Liaison

I certify that the information provided above is true and correct. If accepted for member in The Greater SE Michigan SHRM I agree to abide by the By-Laws & the Code of Ethics of the Chapter.

Yes No

Signature

____/____/_____
Date

Applications are reviewed regularly and approved for membership by the procedures contained in the Chapter Bylaws and contingent upon payment of dues. Please make checks out to GSMSHRM and mail with this completed application to:

GSMSHRM
Attn: Membership
P.O. BOX 2207
Monroe, MI 48161

CHAPTER BYLAWS

Revised January 1, 2008

**ARTICLE 1
NAME, AFFILIATION & RELATIONSHIPS**

Section 1.1: Name.

The name of the Chapter is **Greater Southeast Michigan Society for Human Resource Management** (herein referred to as the "Chapter"). To avoid potential confusion, the Chapter will refer to itself as the **Greater Southeast Michigan Society for Human Resource Management** and not as SHRM or the Society for Human Resource Management.

Section 1.2: Affiliation. The Chapter is affiliated with the Society for Human Resource Management (herein referred to as "SHRM").

Section 1.3: Relationships. The Chapter is a separate legal entity from SHRM. It shall not be deemed to be an agency or instrumentality of SHRM or of a State Council, and SHRM shall not be deemed to be an agency or instrumentality of the Chapter. The Chapter shall not hold itself out to the public as an agent of SHRM without express written consent of SHRM. The Chapter shall not contract in the name of SHRM without the express written consent of SHRM.

**ARTICLE 2
PURPOSE**

Section 2.1: The purposes of this Chapter, as a non-profit organization, are:

- i. to provide a forum for the personal and professional development of our members;
- ii. to provide an opportunity to develop leadership, managerial, public speaking and group decision-making skills;
- iii. to provide an arena for the development of trust relationships where common problems can be discussed and deliberated;
- iv. to provide an opportunity to focus on current human resource management issues of importance to our members;
- v. to provide a focus for legislative attention to state and national human resource management issues;
- vi. to provide valuable information gathering and dissemination channels;
- vii. to provide a pool of human resource management leaders for perpetuation of the Chapter and of SHRM;
- viii. to serve as an important vehicle for introducing human resource management professionals to SHRM;
- ix. to serve as a source of new members for SHRM; and
- x. to serve as part of the two-way channel of communications between SHRM and the individual members.

Section 2.2: The Chapter supports the purposes of SHRM, which are to promote the use of sound and ethical human resource management practices in the profession and:

- i. to be a recognized world leader in human resource management;
- ii. to provide high-quality, dynamic and responsive programs and service to our customers with interests in human resource management;
- iii. to be the voice of the profession on human resource management issues;
- iv. to facilitate the development and guide the direction of the human resource profession; and
- v. to establish, monitor and update standards for the profession.

**ARTICLE 3
FISCAL YEAR**

The fiscal year of the Chapter shall be the calendar year.

**ARTICLE 4
MEMBERSHIP**

Section 4.1: Qualifications for Membership. The qualifications for membership in the Chapter shall be as stated in Sections 4.2, 4.3, 4.4, and 4.5 of this Article. To achieve the mission of the Chapter there shall be no discrimination in individual memberships because of race, religion, sex, age, national origin, disability, veteran's status, or any other legally protected class.

Section 4.2: Non-transferability of Membership. Membership in the Chapter is neither transferable nor assignable.

Section 4.3: Individual Membership. Membership in the Chapter is held in the individual's name, not an organization with which the member is affiliated.

Section 4.4: Members. Membership shall be limited to those individuals who are employed or have responsibility for any area of human resources. **The chapter will also consider for membership Human Resource professionals who are in transition or "between" jobs.**

Section 4.5: Student Members. Individuals who are (a) enrolled either as full-time or part-time students, at freshman standing or higher; (b) able to provide verification of a demonstrated emphasis in human resource management subjects, and (e) able to provide verification of the college or university's human resources or related degree program. Student members may not vote or hold office in the Chapter.

Section 4.6: Application for Membership. Application for membership shall be on the Chapter application form or submitted through the chapter's website application process. All applications shall be reviewed by the President or the President's designee and approved by the Board of Directors or their designee. New members shall be afforded full membership rights from the date of application approval by the Board of Directors or their designee.

Section 4.7: Voting. Each Professional member of the Chapter shall have the right to cast one vote on each matter brought before a vote of the members. Student Members are not eligible to vote. Votes shall be tallied by an Ad Hoc Committee appointed by the Board of Directors.

Section 4.9: Dues. Annual membership dues shall be established for the next year by the Board of Directors prior to the mailing of renewal notices.

ARTICLE 5 MEMBER MEETINGS

Section 5.1: Program Meetings. Program meetings of the members shall be held on the third Thursday of January, March, May, July, & November or as otherwise determined by the Board of Directors.

***Section 5.2: Networking Meetings.* Meetings for the purpose of networking with other GSMSHRM members will be held on the third Thursday of February, April, June, August & October and on the second Thursday of December.**

Section 5.3: Annual Meetings. The annual meeting of the members for electing Directors and Officers, and conducting other appropriate business shall be held in September or at such other time as determined by the Board of Directors.

Section 5.4: Special Meetings. Special meetings of members shall be held on call of the President, the Board of Directors or by members having one-twentieth of the votes entitled to be cast at such meeting.

Section 5.5: Notice of Meetings. Notice of all special and annual meetings shall be given to all members at least ten days prior to the meetings. Notice of regular meetings shall be given to all members at least seven days prior to the meeting.

Section 5.6: Quorum. Members holding one-tenth of the votes entitled to be cast, represented in person or by conference call, shall constitute a quorum. The vote of a majority of the members present at any meeting at which there is a quorum, either in person or by conference call, shall be necessary for the adoption of any matter voted on by the members, except to the extent that applicable state law may require a greater number.

ARTICLE 6 BOARD OF DIRECTORS

Section 6.1: Power and Duties. The Board of Directors (also referred to as the "Board") shall manage and control the property, business and affairs of the Chapter and in general exercise all powers of the Chapter.

Section 6.2: Officers. The following shall be members of the Board of Directors and shall be Officers of the Chapter: President, President-Elect, Treasurer, and Secretary.

Section 6.3: Composition of the Board of Directors. Along with the Officers listed in Section 6.2 of this Article, the Board of Directors shall also include the Past President.

Section 6.4: Qualifications. All candidates for the Board of Directors must be members of the chapter in good standing at the time of nomination or appointment and for their complete term of office. Per SHRM Bylaws, the President must be a current member in good standing of SHRM throughout the duration of his/her term of office. The chapter also requires that each Board member be a current member in good standing of SHRM throughout the duration of his/her term of office.

Section 6.5: Election - Term of Office. Officers and Directors shall be elected by the members at the annual meeting of the membership from the proposed slate of the nominating committee appointed by the Board of Directors at the beginning of each election year. **In the Chapter's first year, each elected Officer and Director shall assume office on January 1st following his/her election and shall hold office for two years or until his/her successor is elected and takes office. Thereafter, each Officer and Director shall hold office for one year or until his/her successor is elected and takes office.** Officers and Directors may not be elected to serve more than two (2) consecutive terms (2 years) in the same position.

Section 6.6: Vacancies. Any vacancy in the Board may be filled for the unexpired term by appointment of the President with the consent of the Board of Directors.

Section 6.7: Quorum. A simple majority of the total Board of Directors shall constitute a quorum for the transaction of business. The act of a majority of the Board of Directors present at any meeting at which there is a quorum, either in person or by conference call, shall be the act of the Governing Body, except to the extent that applicable state law may require a greater number. In addition, the Board may act by unanimous written consent of all voting members.

Section 6.8: Board of Directors' Responsibilities. The Board of Directors shall transact all business of the Chapter except as prescribed otherwise in these Bylaws or other governing instruments of the Chapter. A member in good standing may request the President to place on the agenda of the next regular Board of Directors meeting any action for consideration by the Board of Directors.

Section 6.9: Removal of Director and Officer. Any Officer or Director may be removed from office, with cause, upon an affirmative vote of two-thirds of the entire Board of Directors at a duly constituted Board of Directors meeting. The Officer or Director shall be entitled to a due process hearing prior to any termination action being imposed.

ARTICLE 7 DUTIES AND RESPONSIBILITIES

The responsibilities of each member of the Board of Directors shall be as outlined in the position descriptions maintained by the Secretary and distributed to the Chapter Board. The position descriptions are subject to change as deemed necessary by the President and/or the Chapter Board.

Section 7.1: The President. The President shall preside at the meetings of the members and of the Board. He/she shall direct the Chapter and have charge and supervision of the affairs and business of the Chapter, subject to the ultimate management authority of the Board of Directors. He/she shall maintain liaison and be a current member in good standing of SHRM throughout the duration of his/her term of office.

Section 7.2: The President-Elect. The President-Elect, at the request of the President or in his/her absence or disability, may perform any of the duties of the President. He/she shall have such other powers and perform such other liaison duties as the Board or the President may determine. **He/she shall assume responsibility for the program schedule.** This responsibility includes programs conducted at all regular meetings of the members, social functions, and any workshops and/or seminars sponsored by the Chapter as determined by the President and the Board. He/she shall have the authority to appoint sub-committees to plan and implement the activities associated with the program year. The president-elect is encouraged to attend the annual SHRM Leadership Conference. The chapter requires the president-elect to be a current member in good standing of SHRM throughout the duration of his/her term of office.

Section 7.3: The Treasurer. The Treasurer shall be responsible for the financial affairs of the Chapter, including all required filings. These responsibilities shall include financial reports to the Board and coordinating arrangements for the annual examination audit of the accounts as may be required by the Board. He/she shall be responsible for membership billing and shall be responsible for coordinating joint membership billing with SHRM. He/she shall also

perform such other duties as the President may determine. The chapter requires the Treasurer to be a current member in good standing of SHRM throughout the duration of his/her term of office.

Section 7.4: The Secretary. The Secretary shall be responsible for recording the minutes of all meetings of the Chapter, shall be responsible for making all members aware of such meetings, and shall be responsible for coordinating the activities related to the Chapter's newsletter. The chapter requires the Secretary to be a current member in good standing of SHRM throughout the duration of his/her term of office.

Section 7.5: Past President. The Past President shall serve as an advisor to the President, and fulfill such duties as requested by the President and/or Board of Directors. The chapter requires the Past President to be a current member in good standing of SHRM throughout the duration of his/her term of office.

ARTICLE 8 COMMITTEES

Section 8.1: Committees. The establishment of both standing and ad-hoc committees (if necessary) shall be the right of the Board of Directors.

Section 8.2: Committee Organization. Committees in addition to the Nominating Committee are established by resolution of the Board of Directors.

Section 8.3: Committee Chairpersons. Appointment of Chairpersons to committees is the sole responsibility of the President. The Chairperson and the President will seek interested members to participate in committee activities. Special Committees or task forces may be organized by the President to meet particular Chapter needs.

Section 8.4: Committee Activity. Committees are established to provide the Chapter with special ongoing services, such as Membership, Programs, Professional Development, Communications, Marketing/Public Relations, etc.

ARTICLE 9 ELECTRONIC VOTING

Hardcopy ballots personally delivered, mailed, scanned or faxed can be used for the election of Directors. Emails can not be considered as official ballots cast.

ARTICLE 10 STATEMENT OF ETHICS

The Chapter adopts SHRM's Code of Ethical and Professional Standards in Human Resource Management for members of the Association in order to promote and maintain the highest standards among our members. Each member shall honor, respect and support the purposes of this Chapter and of SHRM.

The Chapter shall not be represented as advocating or endorsing any issue unless approved by the Board of Directors.

No member shall actively solicit business from another member at Association meetings or through the use of information provided to him/her as a member of the Chapter without the approval from the Board of Directors.

ARTICLE 12 AMENDMENT OF BYLAWS

The Bylaws may be amended by a majority vote of the members present at any meeting at which a quorum exists and in which required notice has been met, provided that no such amendment shall be effective unless and until approved by the SHRM President/CEO or his/her designee as being in furtherance of the purposes of the SHRM and not in conflict with SHRM bylaws. Any motion to amend the bylaws shall clearly state that it is not effective unless and until approved by the SHRM President/CEO or his/her designee.

ARTICLE 13 CHAPTER DISSOLUTION

In the event of the chapter's dissolution, the remaining monies in the Treasury, after chapter expenses have been paid, will be contributed to an organization decided upon by the Board of Directors at the time of dissolution (e.g.

the SHRM Foundation, a local student chapter, the State Council, an HR degree program, or other such organization or charity with purposes consistent with those of the Chapter).

**ARTICLE 14
WITHDRAWAL OF AFFILIATED CHAPTER STATUS**

Affiliated chapter status may be withdrawn by the President/CEO of SHRM or his/her designee as a representative of the SHRM Board of Directors upon finding that the activities of the Chapter are inconsistent with or contrary to the best interests of SHRM. Prior to withdrawal of such status, the Chapter shall have an opportunity to review a written statement of the reasons for such proposed withdrawal and an opportunity to provide the SHRM Board of Directors with a written response to such a proposal within a thirty (30) day period. In addition, when the Chapter fails to maintain the required affiliation standards as set forth by the SHRM Board of Directors, it is subject to immediate disaffiliation by SHRM. After withdrawal of Chapter status, the SHRM Board of Directors may cause a new Chapter to be created, or, with the consent of the President/CEO of SHRM and the consent of the body which has had Chapter status withdrawn, may re-confer Chapter status upon such body.

**ARTICLE 15
TERMS USED**

As used in these Bylaws, feminine or neuter pronouns shall be substituted for those of the masculine form, and the plurals shall be substituted for the singular number in any place where the context may require such substitution or substitutions. Note* These revised bylaws are not effective until approved and signed by SHRM CEO or designee

**ARTICLE 16
ROBERT'S RULES OF ORDER**

For all matters not sufficiently addressed by these bylaws the chapter shall default to Robert's Rules of Order for resolution of the issue.

Ratified by the Membership of Chapter and signed by:

Chapter President _____

Date ____/____/_____

Approved by:

SHRM President/CEO or President/CEO Designee _____

Date ____/____/_____