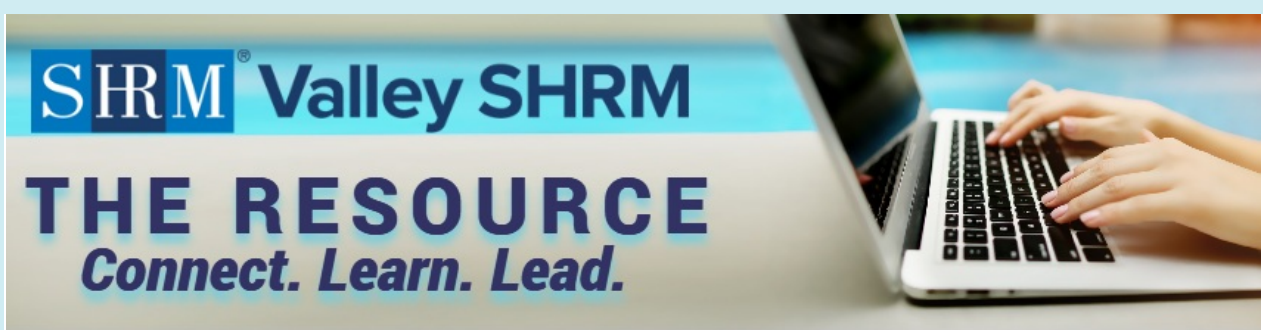




NOVEMBER 2025

Valley Society for Human Resource Management (VSHRM) serves the Great Lakes Bay Region and beyond, supporting HR professionals through education, networking, and leadership development. We're your local resource for HR knowledge, community, and growth. Learn more and get involved at <https://vshrm.shrm.org/>

Heads Up! This newsletter contains images that may be hidden by your email settings. Be sure to allow or download pictures for the best viewing experience! Or [CLICK HERE](#) to view on a web page.



Recognizing Our Veterans

As we observe this season of remembrance and gratitude, we take a moment to honor the veterans among us - individuals who have served with courage, integrity, and unwavering commitment. Their contributions to our nation and to our workplace exemplify the values of leadership, resilience, and service.

We extend our deepest appreciation to our veteran colleagues for their dedication, both in uniform and in their professional roles. Your presence enriches our organization, and we are proud to stand alongside you.

VSHRM Watch Parties Continue!

VSHRM is streaming our speakers live to four locations. **Saginaw** follows our usual monthly meeting format with a \$30 registration fee, including the full event experience and catered lunch. **Mt. Pleasant** at CMU, **East Tawas** at Michigan Works!, and **Flint** at the Gloria Coles Flint Public Library are free to attend—bring your own lunch. A virtual option is available for a small fee.

We have experienced technical challenges in recent months and are actively working through them. We are confident our November meeting will proceed smoothly at all locations. Select the location most convenient for you, and we look forward to seeing you there.

Tuesday, November 11 | 11:15 am - 1:15 pm

Legal Law Updates + Practical Tools for Managers

with David Bryce

This presentation will provide an update on recent labor and employment law developments that have taken place since the annual meeting in May 2025. Giving HR leaders practical tips and guidance for dealing with reasonable accommodation requests and internal investigations into claims of harassment or discrimination.

David Bryce is a partner with Masud Labor Law Group. He joined the firm in 2018. His practice is dedicated to representing employers in labor and employment law



matters. He has extensive experience successfully defending employers against lawsuits filed in both state and federal courts, in arbitrations, and in unfair labor practice matters. He is also an experienced negotiator of collective bargaining agreements. David is admitted to practice in Michigan and Texas. In Texas, he was twice selected by his peers as a Texas Super Layer "Rising Star" in litigation.

Valley SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP recertification activities.



MEETING & REGISTRATION INFORMATION:

REGISTER HERE:
<https://vshrm.shrm.org/events/2025/11/november-2025-vshrm-luncheon-legal-law-update-plus-practical>

☐Saginaw Watch Party

- Location: Horizon's Conference Center, 6200 State St., Saginaw, MI 48603
- Lunch provided.
- VSHRM members \$30 | non-members \$35
- Virtual Option Only: members \$15 | non-members \$20

☐Mt. Pleasant Watch Party

- Location: Grawn Hall, Room 279 (RICO Conference Room), CMU
- Seats: 10-15 people, Host is[Dr. Amy McGinnis](#)
- Bring your own lunch
- Registration is free
- Parking: Metered spots nearby or guest pass (\$5 recommended) for CMU Lots 1C or 2C off Douglas.
- Guest parking info: cmich.edu/guestpermit

☐East Tawas Watch Party

- Location: Michigan Works! 1230 US-23, East Taws, MI 48730
- Seats: 50+ people. Host is[Rena Sherman](#)
- Bring your own lunch; light snacks provided.
- Registration is free for this first session
- Parking is free.

☐Flint Watch Party

- Location: Gloria Coles Flint Public Library, Kommareddi Room, 1026 East Kearsley St
- Seats: 10+ people. Host is[Julie Bellamy](#)
- Bring your own lunch
- Registration is free
- Parking available on location

Please register by **Thursday, November 6th**. Registrations received after this date are subject to an additional \$10 late fee (Horizon's Conference Center location only).

This meeting is part of the 2025-2026 Fast Pass! If you have VSHRM's Fast Pass and attending this meeting, please register today!

Register to Attend

Program Information & Speaker Bio

President's Message

As we observe **Veterans Day**, I'm reminded of the strength of our HR community — *professionals who lead with purpose and heart*. As HR leaders, we honor those who have served by creating workplaces that value their skills, support their transitions, and celebrate their contributions.



VSHRM had a tremendous showing at the **sold-out MISHRM State Conference!** It was inspiring to be among over 1,000 HR professionals from across Michigan, all dedicated

to growth and connection. A special congratulations to **Ricardo Resio**, nominated for the **HR Lifetime Achievement Award** — a well-deserved honor for his leadership and commitment to HR excellence. **Thank you** to the MISHRM Planning Committee, our VSHRM volunteers, and all participants who made this year’s conference such an exceptional event.

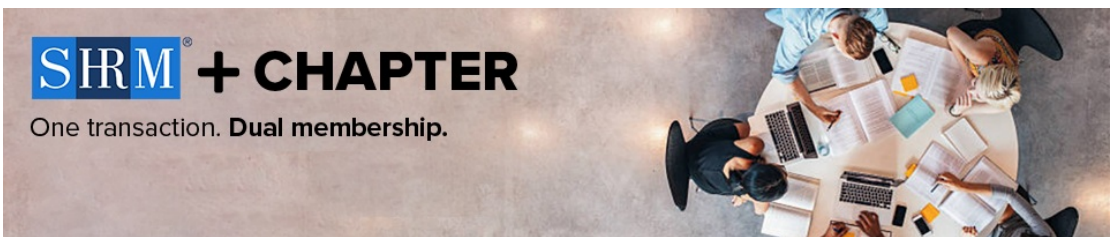
As we move toward our **Dual Membership Release (DMR)** transition on **December 8**, we'll continue sharing updates and answering questions. If you have any questions on how our transition to DMR impacts you, complete this form <https://www.surveymonkey.com/r/VSHRM-DMR> or reach out to me directly.

Our **December 9** meeting marks the start of our annual charity drive in Saginaw, and our **January 13, 2026**, seminar promises to be an *interactive, energizing start to the year* — *think movement, participation, and fun as we kick off the new year together.*

Our goal at VSHRM is to build a lasting legacy and continue serving as an invaluable resource to HR professionals throughout the Great Lakes Region and beyond. If you know an HR professional who isn't yet connected with Valley SHRM, please share our information and encourage them to reach out to any of our board members — we'd love to welcome them!

Thank you for all you do to strengthen our profession, our chapter, and our shared mission. Below is a picture of VSHRM members at the MISHRM event!

Wendy Yelsik, PHR, SHRM-CP
Human Resources Director | Fabiano Brothers, Inc.
President, **Valley SHRM**
☐ (989) 621-4819
☐ [LinkedIn](#)



VSHRM + SHRM Together: December 8, 2025!

If you haven't heard, we are transitioning to a Dual Membership Release (DMR) with Society of Human Resources Management (SHRM) effective December 8, 2025.

We will have a lot of information to share in the coming weeks and how our transition to DMR may impact you, or your membership, so we are working on some resources to keep you updated along the way!

As we get closer to our DMR transition (yay!), we will provide communication updates through our VSHRM website. Additionally, we will be providing a list of frequently asked questions (FAQs) that other chapters have

experienced, and how they apply to VSHRM!

Coming Soon - Check Out:
VSHRM + DMR FAQs

Communications

- [DMR FAQ's \(coming soon\)](#)
- [Job Postings](#)
- [News](#)
- [Newsletters](#)



Ask Your Questions!

Frequent communication is important as we navigate through this journey together. In the meantime, please feel free to ask your questions through the "Ask Your Questions" button or by scanning the QR Code.

If you provide your contact information, a member of our Board will connect with you directly! All questions & responses will make their way to our VSHRM Communication page for **DMR FAQs**.

VSHRM Board of Directors

Learn More About
SHRM Benefits



THE SMARTEST MOVE YOU CAN MAKE FOR YOUR HR CAREER: BECOME A SHRM MEMBER.

GAIN THE TOOLS, COMMUNITY, AND INSIGHTS YOU NEED TO LEAD WITH CLARITY IN A FAST-CHANGING WORLD

97%

OF MEMBERS REPORT IMPROVED WORKPLACE READINESS, SKILLS, OR ABILITIES after 2+ years of SHRM Membership.

THE POWER YOU UNLOCK INSTANTLY

▶ SOLVE HR CHALLENGES WITH SPEED AND IMPACT

Members save 7.5k hours per month through SHRM benefits.

On-Demand HR Advisors

Call, chat, or email SHRM's certified HR knowledge advisors anytime with your toughest questions.

▶ MOST VALUED BENEFIT

Templates & Toolkits

Access ready-to-use HR forms, job descriptions, employment policies, checklists, and more.

All Learning & Resources

Stay ahead with guidance on how to lead AI transformations in your workplace.

Research & Benchmarking

Access member-only tools to stay on top of compensation, benefits, talent, and workplace trends, including:

- Human capital benchmarks.
- Talent access benchmarks.
- Benefits receipt & benchmarks.
- SHRM Compensation Data Center.

Join SHRM Today!

Subject Line: 50% Off SHRM Membership — New Members Only



YOUR COMPETITIVE EDGE STARTS HERE.

New members get 50% off SHRM Membership for limited time only.

Dear HR Professional,

You've moved beyond the basics — now you're shaping the future of work.

You're leading teams, influencing leadership, and navigating the curveballs of today's workplace. But even the best HR Pros can't do it all alone. That's where SHRM membership comes in.

For a limited time only, and exclusively through SHRM chapters, **new members get 50% off SHRM membership**, and gain instant access to resources, insights, and connections you can't get anywhere else.

USE CODE: `NewMembersOnly`

*Note: Promo code is case-sensitive. Please enter code exactly as displayed at checkout. And once you join, you'll have the support that keeps you leading through every challenge you face, such as:

EO Impact Zone: Real-time analysis and guidance on executive orders — helping you respond quickly and confidently to regulatory changes.

SHRM HR Knowledge Advisors: Immediate answers from SHRM-certified advisors to navigate complex employee relations, evolving compliance requirements, and your toughest HR challenges.

Interactive Tools & Benchmarking: Track and compare business metrics so your strategies can lead — not follow — industry trends.

Career Advancement: Members earn \$20K more on average, lead high-impact projects and gain leadership trust.

*Note: Promo code is case-sensitive. Please enter code exactly as displayed at checkout. Disclaimer: Promo code `NewMembersOnly` will apply a 50% discount (\$149 value) to a 1-year SHRM professional membership. This promo code is not combinable with other SHRM offers. Valid from 8/13/2025 - 12/31/2025. Exclusions apply.



□ Join us in welcoming our newest VSHRM members! □

We're thrilled to welcome these professionals into the VSHRM community:

- **Kari Peckham** – ServePro Team Miller
- **Dr. Shilpa Alamuri** – Central Michigan University
- **Emily Starke** – Covenant Healthcare

Your expertise and passion for HR make our network stronger, and we can't wait to collaborate, learn and grow together. Here's to building meaningful connections and driving positive impact - welcome aboard!

MONTHLY GIFT CARD WINNER!

The winner of the **October Gift Card** Drawing is...
(drum roll, please ☐) **Paramount rehabilitation**

Abby Kuch – Paramount Rehabilitation

Congratulations! ☐

Thank you to everyone who participated—your involvement makes these drawings exciting. Stay tuned for November's chance to win!

☐ To be eligible for the drawing, meeting attendees must respond to the survey and provide their name.

COLLEGE RELATIONS NEWS!

Celebrating Our Emerging HR Students!

Central Michigan University, hosted by our very own Dr. Amy McGinnis, took 3rd place at the MISHRM HR Games!!

Congrats to our CMU Students & in recognition of all those who attended - it was a fun & engaging experience.

Grand Valley State University - 1st Place
Northern MI University - 2nd Place
Eastern Michigan University - Callie Zipple Spirit Award

Special thanks to Julie Bellamy for judging in one of the Competition Rooms!



Seeking Sponsors for January!



The January seminar unites HR professionals and business partners across Mid-Michigan to advance employee wellness and workplace success. Featuring inspiring speakers and networking, it prepares HR leaders for 2026.

Limited sponsorships allow businesses to showcase their services, share insights, and gain visibility through booth space, marketing, newsletter, and event recognition. If interested in sponsoring Valley SHRM, please contact Alan Osburn via [email](#) or by phone at (989) 495-1830.

Going to Attend? Register [HERE!](#)



Did You Know? Post HR Jobs for FREE with VSHRM!

VSHRM offers free job postings for both members and non-members on our website and social media platforms. With a membership base spanning the Great Lakes Bay Region and beyond, your opening will reach a broad and engaged network of HR professionals.

Whether you're hiring an HR generalist or a VP of Talent, this is a great (and free!) way to connect with the right candidates.



It's easy! Just email your job details to:
communications@vshrm.org

Let us help you find your next great HR hire!

SHRM + Valley SHRM: Your HR Advantage, Every Day.

Stay ahead in an evolving HR landscape where AI, compliance shifts, and workplace expectations are constantly transforming. SHRM membership equips you with the tools and insights you need to lead with confidence and make an impact.

From Ask an Advisor and ready-to-use templates to compliance updates, certification prep, and a nationwide HR network, SHRM membership provides resources that save time and strengthen your work. Pair your SHRM membership with Valley SHRM to unlock even more local connections and support.

Trusted by 95% of the Fortune 500, SHRM empowers HR professionals to lead—not follow. At just \$0.82 a day, it's an investment in your career that pays dividends in value and expertise. Join nearly 340,000 members shaping the future of work.

☐ New Professional members save 50% off with code NewMembersOnly when joining SHRM + a local chapter. ****BE SURE TO SELECT VALLEY SHRM AS YOUR LOCAL CHAPTER****

If your membership has expired, **renewing today** ensures you'll continue to enjoy these valuable resources—and *stay connected to the tools and community that make HR easier.*

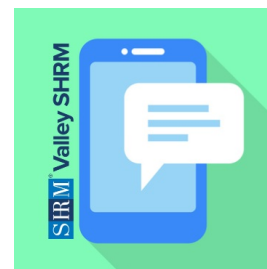
<https://www.shrm.org/shop/membership#membership>

☐ VSHRM Now Offers Text Updates!

Stay in the loop with the latest VSHRM news, events, and reminders—right on your phone!

Sign up for our text list here:

<https://lp.constantcontactpages.com/sl/amKEpE4>



After signing up, you'll receive an automated message from VSHRM asking you to confirm your subscription. Be sure to text back "YES" to complete the process and start receiving updates.

We're excited to keep you connected—fast, easy, and direct!



SHRM® Valley SHRM
LEGAL UPDATE

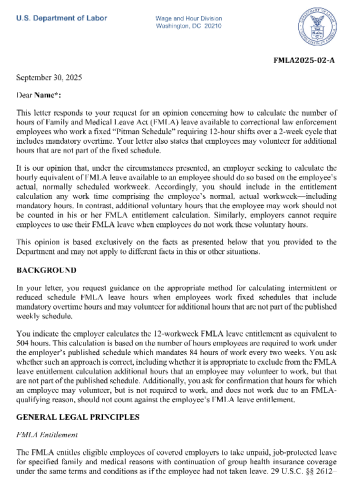
DOL Issues Opinion Letter Clarifying How to Calculate FMLA Leave

On September 30, 2025, the Department of Labor (“DOL”) released an opinion letter clarifying how an employer should calculate leave under the Family Medical Leave Act (“FMLA”) for employees whose schedules include mandatory overtime. DOL issued the letter in response to a request from an employer asking for clarification on how to calculate the 12-week FMLA leave entitlement for employees who were mandated to work 84 hours every two weeks.

In the letter, the DOL specified that leave entitlement under the FMLA is based on an employee’s actual scheduled weekly hours, or, in cases where an employee’s schedule varies from week to week, the weekly average of hours scheduled over the 12 months prior to the beginning of the leave period. The letter provides the following examples: “where an employee otherwise would work 30 hours per workweek, the employee is entitled to 360 hours of leave per leave year (30 hours per workweek multiplied by 12 workweeks) . . . an employee who works 60 hours per workweek will be entitled to 720 hours (60 hours per workweek multiplied by 12 workweeks).”

The letter confirms that if an employee is regularly scheduled to work mandatory overtime hours, those hours are to be taken into account when calculating FMLA leave entitlement. Thus, employees regularly scheduled to work 84 hours every two weeks were entitled to 504 hours of FMLA leave (i.e., the employee’s 12 workweeks of leave in a 12-month period were equivalent to 504 hours). By comparison, hours an employee is not required to work (but may volunteer to work) are not included when calculating leave entitled under the FMLA.

In addition to clarifying that regularly scheduled overtime is included when determining the number of hours of FMLA leave available to an employee, the DOL’s recent letter provides helpful guidance to employers for calculating available FMLA leave hours. **Letter included above - provided by Masud Law’s, David Bryce.**



Chapman Foundation for Caring Communities (CFCC) is a national family foundation dedicated to strengthening relationships, improving workplaces, and building stronger communities.

Whether it’s a parent learning to connect more deeply with their child, a team member navigating workplace dynamics, or a community leader working to foster trust across neighborhoods, CFCC meets people where they are. CFCC equips them with the skills to lead with empathy, communicate clearly, and build meaningful relationships. CFCC believes that human flourishing happens when people feel seen, valued, and heard at home, at work, and in the community.

Want More Training?

If you are looking for a collaborative in-person training experience, check out these local series available with Chapman Foundation for Caring Communities, [HERE!](#)

Connect with Dennis Beson to learn more: [Connect on LinkedIn](#)



Michigan Career Educator & Employer Alliance (MCEE EA) promotes and maximizes career potential and the advancement of internship, cooperative education, and employment within the state of Michigan through collaborative relationships among employers, colleges and universities.

If you would like to learn more about MCEE EA's partnership and resources available to you, check out their Holiday Mixer in Frankenmuth, December 4 - 5, 2025. Thursday, December 4, from 5:30PM - 7:30PM is a Networking Event, while Friday, December 5, fills your day with more - plus food from the Bavarian Inn Lodge (yum!). You can register [HERE!](#)

One of our newest members, Dr. Shilpa Alamuri, is the guest speaker on Friday, December 5, 2025, from 12:00PM - 1:30PM

Dr. Shilpa Alamuri will be presenting:
"It's the Climb They Remember: Why Your Hiring Process Matters More Than You Think".



FINANCIALS - Submitted by Patty Alfano, VSHRM Treasurer

SHRM [®] Valley SHRM				
Income/Expense by Category				
8/1/2025 through 10/19/2025				
Category	Aug-25	Sep-25	Oct-25	OVERALL TOTAL
Income				
fast pass	\$0.00	\$5,253.00	\$309.00	\$5,562.00
Meeting Receipts	\$695.00	\$245.00	\$370.00	\$1,310.00
Membership Dues - Renewals	\$155.00	\$200.00	\$240.00	\$595.00
TOTAL Income	\$850.00	\$5,698.00	\$919.00	\$7,467.00
EXPENSES				
Board Expense	\$0.00	\$199.49	\$93.98	\$293.47
Lunch Meeting	\$1,727.72	\$1,033.57	\$0.00	\$2,761.29
P.O. Box Renewal	\$0.00	\$0.00	\$192.00	\$192.00
PayPal Fee	\$42.91	\$198.77	\$41.39	\$283.07
Travel	\$0.00	\$0.00	\$1,954.87	\$1,954.87
TOTAL EXPENSES	\$1,770.63	\$1,431.83	\$2,282.24	\$5,484.70
OVERALL TOTAL	-\$920.63	\$4,266.17	-\$1,363.24	\$1,982.30

DOWNLOAD PDF



Valley Society for Human Resource Management | PO 5448 Local chapter of SHRM | Saginaw, MI 48603 US

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