



## DECEMBER SPEAKER MEETING

### Communication Leadership In a New Economy Shawne Duperon, Networking, Gossip and Media Expert

TUESDAY, December 13, 2011

TIME: 11:30 a.m. - 1:30 p.m. Lunch Meeting

LOCATION: Weber's Inn, 3050 Jackson Road

Ann Arbor (between Wagner and Maple)

COST: \$20 Members / \$10 Students / \$40 Guests

\$20 Transition Program

REGISTER: Online at [www.gaashrm.org](http://www.gaashrm.org)

*Reservations must be received by 5:00 pm on Wednesday, December 7, 2011*

### November 15, 2011

### Volunteer Kickoff Meeting

5:30 - 7:30 pm at Arbor Hospice in Ann Arbor

If you are interested in learning more about any or all of the committees that are a part of GAASHRM, come talk to the Committee Chairs and Board Members about their roles. GAASHRM counts on volunteers to make our organization the best it can be. Come and join us to learn more and volunteer.

(See page 5 for more details.)

Visit [www.gaashrm.org](http://www.gaashrm.org) to register for this FREE event.



The December meeting is PENDING approval for 1 **general** recertification credit hour toward PHR, SPHR and GPHR recertification through the HR Certification Institute (HRCI). Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HRCI homepage at [www.hrci.org](http://www.hrci.org).

### ...Coming Up...

**November 15th** - Volunteer Kickoff from 5:30 - 7:30 pm at Arbor Hospice (see page 5 for more details)

**December 6th** - Joint event with HRAGD; more information at [www.gaashrm.org](http://www.gaashrm.org) (see the home page for details and to register)

**December 13th** - Monthly Meeting & Annual GAASHRM Silent Auction more details on page 6)

Monthly GAASHRM Meetings are generally held the 2nd Tuesday of each month from September through May of each year.

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## President's Corner

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Hello Everyone,

Wow what a fantastic summer. My hope is that everyone enjoyed the summer as much as I did. I continue to remember how much fun I had with my friends sailing, swimming, golfing, hiking, camping, kayaking and relaxing. Now I can't wait for the beautiful, fluffy snow to glide under my skis.

I just returned from representing our chapter at the Michigan SHRM State (MISHRM) conference. I learned about mental constipation, three sides of the coin, how to play a detective, how to remember the name of each person that I meet, changing culture in an organization and how fear can stop us in our tracks. If you haven't attended a MISHRM conference you should consider putting money in the budget for the 2012 MISHRM State Conference titled "The Difference is ...U" scheduled for October 10-12 in Novi. This is a great way to pick up the much needed HRCI recertification credits that you need to keep your SPHR, GPHR or PHR.

This fall will be busy with the election of the new president-elect and treasurer. We are always looking for volunteers to serve on committees, assist our student chapters and help out at our monthly meetings. Whether you have a half hour or can put together a professional presentation for our future HR professionals, your volunteer service is valuable to GAASHRM. Contact me or any of the board members for more information or join us at the November volunteer Kickoff.

I will see you at the November meeting.

Having fun getting it done,

Mary Gmeiner

[mgmeiner@wccnet.edu](mailto:mgmeiner@wccnet.edu)

734.973.3718

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## MISHRM Conference Review

*by Mary Gmeiner*

Thank you for allowing me to represent the chapter at the MISHRM Conference at the Grand Traverse Resort. One of my favorite memories was when Sue Rantz and I showcased our amateur acting skills in the murder mystery "who killed communication" and of course told everyone in the room that we were from GAASHRM (the best SHRM chapter in the state). Wow what a scream...I didn't know that Sue had it in her. GAASHRM was well represented in this session and with all of us working together we won the contest of the loudest side of the room.

My favorite session was "Shed or Your Dead" by Kathy Dempsey. Kathy, a very dynamic speaker, began her presentation by asking us to think what is the best thing we learned or the worst thing we learned and also to identify what we are thankful for. She had a fun analogy of using her lizard friend Lenny to help us remember that lizards like people need to shed or we will die. When is it time to shed an idea, a practice, or relationship? When it causes suffering, when it no longer promotes health or growth, no longer benefits the organization and the consequences of keeping it out weight the risk of change.

The best new term was "mental constipation" meaning above the neck constipation where 93% of our thoughts are repetitive or useless. So the next time you need a mental health day I challenge you to call your boss and state that you are suffering from "mental constipation" and won't be in. What cures "mental constipation" a mental enema of course. The following steps will help you administer a mental enema. 1. Stop playing negative mental tapes 2. Rethink what is right 3. Avoid toxic people 4. The gas will pass and you will refocus your energy on positive thoughts and recover from "mental constipation."

Kathy explained that shed stands for the personality qualities of **S**tabilizer (caring good listener), **H**edger (order- ask why and dislike change), **E**nergizer (enthusiasm, likes change) and **D**river (will make things happen). Most of us utilize all of the qualities but favor two. What are your two natural qualities?

In closing we were left with the following thought "those who shed will inherit the earth, those who don't will die". I've decided to join the group of those who shall inherit the earth and begin shedding.



## NLRA Posting Notice Requirement Delayed Until January 31.

On October 5, the National Labor Relations Board (Board) postponed the November 14 implementation date for its new notice-posting rule in order to allow for enhanced education and outreach to employers, particularly those who operate small and medium sized businesses.

The new effective date of the rule is January 31, 2012.

The Board issued the proposed rule on December 22, 2010. The rule requires employers, including labor organizations in their capacity as employers, subject to the National Labor Relations Act (NLRA) to post notices informing their employees of their rights as employees under the NLRA. Informing employees of their statutory rights is central to advancing the NLRA's promise of freedom of association, self-organization, and designation of representatives of their own choosing.

It is the Board's belief that many employees protected by the NLRA are unaware of their rights under the statute and that the new notice-posting rule will increase knowledge of the NLRA among employees, in order to better enable the exercise of rights under the statute. Therefore, it was determined that the workplace itself is the most appropriate place for communicating with employees about their basic statutory rights.

The posting requirement applies to all private-sector employers within the Board's jurisdiction. This includes most private-sector employers, including labor unions, but excludes agricultural, railroad and airline employers, as well as very small employers that conduct an insufficient volume of business to have more than a slight effect on interstate commerce. Employers are required to post notices at workplaces in the U.S. and its territories. The notice should be posted in conspicuous places, where other workplace rights notices and company notices concerning personnel rules or policies are customarily posted. Employers who typically post personnel rules and policies on an internet or intranet site should also post the Notice of NLRA rights there, in addition to a physical posting.

A failure to post the notice would need to be brought to the Board's attention in the form of an unfair labor practice charge by employees, unions, or other persons. If an employer knowingly and willfully fails to post the notice, that failure may be considered evidence of unlawful motive in an unfair labor practice case involving other alleged violations of the NLRA.

NOTE: The poster is required to be 11 x 17 inches, in color or black-and-white and is available at no cost from the NLRB through its website at <http://www.nlrb.gov/poster>, either by downloading and printing or ordering a print by mail.



## Economic Statistics

### Economic Statistics

#### **U.S. Unemployment Rate (Seasonally Adjusted)**

September 2011 9.1%

#### **Michigan Unemployment Rate (Seasonally Adjusted)**

September 2011 11.1%  
Change Over Month -0.1%  
Change Over Year -0.8%

#### **Michigan Payroll Jobs (Seasonally Adjusted)**

September 2011 3,924,000  
Change Over Month -14,000  
Change Over Year +65,000

#### **Detroit Consumer Prices**

August 2011 213.9  
Change Over Year +4.1%

#### **Unemployment Rates (2011)**

Region	Aug.	Sept.
<b>(Seasonally adjusted)</b>		
United States	11.2%	11.1%
Michigan	9.1%	9.1%
<b>(Not seasonally adjusted)</b>		
Ann Arbor MSA	7.2%	6.6%
Battle Creek MSA	9.4%	8.6%
Detroit MSA	12.9%	11.7%
Flint MSA	11.4%	10.6%
Grand Rapids MSA	8.6%	7.9%
Jackson MSA	10.3%	9.5%
Kalamazoo MSA	8.9%	8.3%
Lansing-East Lansing MSA	8.4%	7.7%
Monroe MSA	10.2%	9.2%
Saginaw MSA	9.5%	9.1%

Source: Michigan Labor Market Information &

# Eastern Michigan University Student Chapter receives Superior Merit Award

**Congratulations!**

The Student Chapter at Eastern Michigan University achieved a Superior Merit Award designation from National SHRM for academic year, 2010 to 2011. This award indicates a very high level of performance by the student chapter.

Like the professional chapters, SHRM supplies a blue print for activities on running a student chapter. Points are gained by providing a variety of programs and workshops for students interested in the HR field throughout the school year.

Additional requirements include community involvement, implementing a mentoring program in conjunction with local chapter professionals, attending local professional HR chapter meetings, participating in other HR Events such as HR Day in Lansing and the MISHRM state conference, promoting the new assurance of learning exam for students, donations to the SHRM foundation and many other activities.

The EMU SHRM group is run by a talented group of student officers. Students put together program meetings every other week using HR professionals from the community. Students attend one hour sessions on various topics for these program meetings. The officers produce a newsletter each month and keep our social media networks up to date. (Visit us on Facebook at EMU/SHRM.)

## Get NOTICED! Get CERTIFIED!! Now is the time to set yourself apart!



Are you considering sitting for your PHR/SPHR/GPHR certification? Let GAASHRM help. We are now accepting applications for the Winter 2011 PHR/SPHR/GPHR Certification Scholarship. The scholarship winner will receive the PHR/SPHR/GPHR exam fee paid for by GAASHRM (reimbursed), when they sit for their exam during this year's December-January testing window. All active GAASHRM members are eligible to apply.

Applications must be postmarked (or e-mailed) no later than **December 1, 2011**, to be considered. Electronic applications are now available online at [www.gaashrm.org](http://www.gaashrm.org) under the scholarship tab. Any questions, contact Fraya Wagner-Marsh, SPHR, GPHR at [fwagnerm@emich.edu](mailto:fwagnerm@emich.edu).



## November 8th Meeting—Diversity Committee

GAASHRM was very excited about the November 8th meeting “Hear Me Now or See Me Later “with our expert presenters Attorneys Jack Bernard and Richard Bernstein. Their presentations answered the questions: What is the ADA? What is a disability? What is NOT a disability? What is a reasonable accommodation, with examples? What are concerns regarding disclosure about mental health? What is the perspective of supervisors and managers? What is the perspective of the employee regarding the accommodation? Where does liability come in? These were instructive and enlightening sessions with plenty of opportunity to ask questions and get the right answers. See the Diversity Committee if you have questions about the event.

## Job Shadow—Groundhog Day Event

Would you like to share your talents with HR Students? Here is your opportunity to share how HR looks and feels in your organization. Eastern Michigan University HR Students would like to know more about the daily life of an HR professional in the field.

Can you commit to allow a student or two to “shadow” you for a day on either Thursday, February 2, 2012 or Friday, February 3, 2012?

If you are able to participate, please e-mail any of the following contacts:

Fraya Wagner-Marsh, SPHR, GPHR, EMU SHRM Faculty Advisor - [fwagnerm@emich.edu](mailto:fwagnerm@emich.edu)

Toni Knechtges, SPHR, EMU SHRM Co-Faculty Advisor -[toni.knechtges@emich.edu](mailto:toni.knechtges@emich.edu)

Pam Christian EMU SHRM Chapter President, [Pam.christ8@emich.edu](mailto:Pam.christ8@emich.edu)



# 2011 Wage, Salary and Benefit Survey Available

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The 2011 Wage, Salary & Benefit Survey is now available for GAASHRM members to download from the website. Visit [www.gaashrm.org](http://www.gaashrm.org), log in using your user id and password, and go to the HR Resources Tab. **Only when you are logged in**, the HR Resources drop down menu will give an option for the 2011 Wage, Salary & Benefits Survey. Select that page and you will be able to download three (3) components of the survey results: **Compensation Document**, **Benefits Document** and the excel spreadsheet (pivot table) of **File of the Raw Data**. You must be logged into get to the 2011 Survey results. If you have trouble logging in, please use the Forgot Password link for assistance.

Congratulations to our winner **Sheila Gilbertson of Midwestern Consulting** who won a \$50 VISA Gift card for completing the annual GAASHRM survey as selected from all survey responses received by Friday, September 2, 2011! And congratulations to our “early bird” winner **Cheryl Grissett of The Spiratex Company** who won a \$50 VISA Gift card for completing the annual GAASHRM survey by our first deadline of Friday, July 22, 2011.

Special thanks to Eric Brown and Kevin Marrs at ASE for all their help and expertise this year and my own personal thanks goes out to the GAASHRM Wage, Salary, and Benefit Survey Committee members for their hard work this year:

Darcy A. Hall, CEBS, PHR, Chair, Julie K. Carter, Molly Coats, GBA, Amy Grier, PHR Dawn W. Milz, PHR, Kim Sherman, PHR

## Volunteer Kickoff Event - November 15th

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Come join us as we start planning for the 2012 year and recruit more people on our committees to support GAASHRM.

The volunteer kickoff will be held on **November 15, 2011 from 5:30 pm – 7:30 pm** at Arbor Hospice (2366 Oak Valley Drive, Ann Arbor, 48103). There will be food and soft drinks, as well.

Here is some general information about the committees, so you can start thinking about which group you'd like to join (and you can join more than one committee, too!!):

**Communications** – responsible for the Insight Newsletters, writing articles, taking photos at events, drafting and editing member communications, the GAASHRM website and other communication pieces for the members.

**Diversity** – leads HR professionals in communicating the value of diversity in the workplace by providing tools, training, and resources.

**Membership** - responsible for developing and improving methods of GAASHRM membership recruitment and retention.



**Mentoring** - responsible for bringing together seasoned HR professionals and new HR professionals, as well as established HR professionals, to help shape and guide their careers. The committee is also responsible for developing and guiding students involved in the local student chapters.

**Programs** - responsible for providing educational programs at monthly meetings on current HR topics to GAASHRM members.

**Survey** - responsible for organizing and distributing our annual Wage and Salary Survey. This survey is done in conjunction with the American Society of Employers (ASE) and is a comprehensive guide to salary information from our member companies.

# Holiday Traditions from Around the World - 6th Annual Silent Auction to Benefit the SHRM Foundation

**COME ONE, COME ALL TO SHARE IN THE FESTIVITIES OF THE HOLIDAY SEASON WHILE SUPPORTING THE SHRM FOUNDATION!**

As in previous years, GAASHRM conducts a Silent Auction in December at our regular monthly meeting, to benefit the **SHRM Foundation**, a non-profit entity that funds human resources research and provides educational scholarships for human resources students and those taking the PHR/SPHR/GPHR certification exams.

We had such success with last year's auction, we decided to do it again! This year's auction will again highlight the wonderful diversity of our group and our holiday traditions. Whether you celebrate Hanukkah, Kwanza, Muharram 1, Ashura, Christmas (or any other holiday), we are asking for donations that show off one of your traditions – perhaps it's a special food item, an ornament or something else that's special to you. Along with the donation, share the story behind your donation and the recipe if it's a food item on a 4 x 6 card. In this way, we can further 2 great causes – the SHRM Foundation and our Diversity and Inclusion agenda!

## ***What items sell best?***

We found in previous auctions that smaller items and gift items sell really well - bringing in a selling price that's close to, and sometimes higher, than the retail value of the item. We're encouraging items that are in the \$5 – \$25 range but, of course, will gladly accept higher value items. If your Company wants to donate more than \$25 – that's okay, we will happily accept multiple donations. Here are some examples...

- Holiday items from any holiday tradition – towels, ornaments, a special food item;
- Gift cards, event tickets, movie tickets
- Children's items – a toy or book; and
- Gift baskets, books, jewelry or other gift items.



*Remember...Auction item donations are considered tax-deductible.*

## ***What if I/my Company doesn't want to share a holiday tradition or has a tradition of donating a specific item?***

NO PROBLEM – we will gladly accept whatever generosity you or your Company want to extend to the SHRM Foundation.

***When is it?*** This year, the auction will take place during the December lunch program at Weber's Inn on December 13 from 11:30 – 12:30. Holiday elves will be working during the presentation to make checkout quick and easy.

## ***How can you get into the fun?***

Donate one or more items! Please contact Pat McGraw at 734.645.8894 or [pmcgraw@zingermans.com](mailto:pmcgraw@zingermans.com) if you would like to donate an auction item. You can bring your donated item right to the December meeting!

Bring cash or your checkbook to the December meeting so you can bid on some of the exciting items that are sure to be available.

***GAASHRM is looking forward to sharing the wonderful spirit of the holiday season with our colleagues on December 13 – all for the benefit of the SHRM Foundation!***

## **Congratulations new PHR Certified GAASHRM Members**

Congratulations to the following GAASHRM members that passed the HRCI exam Dec-Jan 2011: Deborah Wright, PHR with University of Michigan, Michelle Hosmer, PHR with NSK Corporation and Julie Lynch, PHR with Kaydon Corporation. The national pass rate for Dec-Jan 2011 was 57%, so it was not an easy accomplishment. Kudos to all three! If anyone else passed the HRCI exam recently, please contact Fraya Wagner-Marsh, SPHR, GPHR at [fwagnerm@emich.edu](mailto:fwagnerm@emich.edu) and let us know so we can update our GAASHRM records.

# GAASHRM 2010-2011 Board of Directors & Advisors

## Executive Board

### President

**Mary Gmeiner, SPHR**  
 Washtenaw Community College  
 Phone: 734.973.3497  
 Email: mgmeiner@wccnet.edu

### President-Elect

**Anathea Collar, SPHR**  
 Arbor Hospice  
 Phone: 734.794.5131  
 E-mail: acollar@arborhospice.org

### Secretary

**Tammy Nipper**  
 The University of Michigan School of Ed  
 Phone: 734.615.3438  
 E-mail: tammyh@umich.edu

### Treasurer

**Sue Rantz, SPHR**  
 McNaughton & Gunn, Inc.  
 Phone: 734.429.8706  
 Email: susanr@mcnaughton-gunn.com

### Immediate Past-President

**Michele Ruppal**  
 HR Strategies & Solutions  
 Phone: 734.455.1185  
 Email: mruppal@yourhrteam.net

## GAASHRM Board / Committee Chairpersons

### Communications Committee

**Donna Tompkin, PHR, Chair**  
 Scherer & Trier, USA  
 Phone: 248.563.1289  
 Email: dmtompkin@aol.com

### Diversity Committee

**Gerald Hoff, Chair**  
 University of Michigan Health System  
 Phone: 734.368.6823  
 Email: ghoff@umich.edu

### Membership Committee

**Debra Buckson, SPHR, Chair**  
 PMA Consultants  
 Phone: 734.769.0613 ext. 3126  
 Email: dbuckson@pmaconsultants.com

### Mentoring Committee

**Stephanie Hesson, SPHR, Chair**  
 Administrative Controls Management, Inc.  
 Phone: 734.995.9640  
 Email: slh@acmpm.com

### Program Committee

**Anathea Collar, SPHR, Chair**  
 Arbor Hospice  
 Phone: 734.794.5131  
 E-mail: acollar@arborhospice.org

### Survey Committee

**Darcy Hall, PHR, Chair**  
 Cambium Learning Group  
 Phone: 888-399-1995 x 3219  
 Email: dhall@cambiumlearning.com

### Workforce Readiness Committee

**Robin Baun, SPHR, Chair**  
 Variant Partners  
 Phone: 734.926.2184  
 Email: robin.baun@vpartners.com

*Please contact any of these individuals if you are interested in learning more about volunteering on a GAASHRM committee.*

## Core Leadership Areas

### College Relations

**Mike Kestly**  
 Kestly Development  
 Phone: 734.483.6453  
 Email: mike@kestlydevelopment.com

### Legislative Affairs

**Theresa Mull**  
 Thomson Reuters  
 Phone: 734.277.3547  
 Email: theresa.mull@thomsonreuters.com

### SHRM Foundation

**Pat McGraw, SPHR**  
 Zingerman's  
 Phone: 734.645.8894  
 Email: pmcgraw@zingermans.com

### HR Certification Institute

**Dr. Fraya Wagner-Marsh, SPHR, GPHR**  
 Eastern Michigan University  
 Phone: 734.487.3240  
 Email: fwagnerm@emich.edu

*Please contact any of these individuals for additional information on Core Leadership*

**A special thank you to this month's contributors to the newsletter: Editor:** Donna Tompkin, PHR; **Contributors:** Anathea Collar, SPHR, Mary Gmeiner, SPHR, Darcy Hall, PHR, Gerald Hoff, Toni Knechtges, Pat McGraw, SPHR, Theresa Mull, Tammy Nipper, Michele Ruppal, Jodi Simpson, PHR, Wendy Treppa, SPHR, Dr. Fraya Wagner-Marsh, SPHR, GPHR.

You can help GAASHRM best serve your professional development needs by letting us know what you want to learn more about. Please contact Mary Gmeiner at 734.973.3497. GAASHRM appreciates your assistance in helping to continuously improve and increase the scope of our programs.