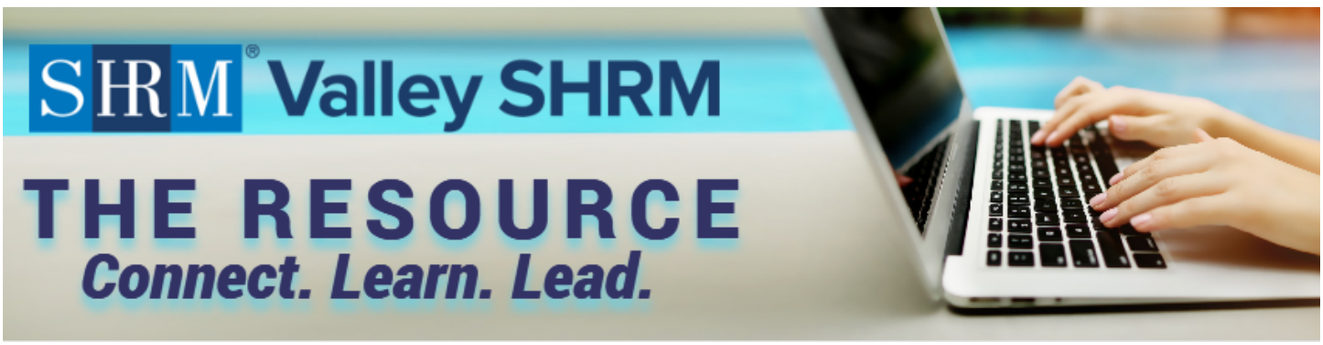


NOVEMBER 2026

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 are your local resource for HR knowledge, community, and growth. Learn more and get involved.



MEETING & REGISTRATION INFORMATION

In-Person or Virtual via Zoom | Horizons Conference Center
6200 State Street, Saginaw, MI 48603

SHRM/VSHRM Members $30 ($15 Virtual) | Non-Members/Guests $35 ($20 Virtual)
Students $10 (Free Virtual)

Please register by Thursday, November 5. After that date, a $10 late fee applies.

This meeting is part of the 2026-2027 Fast Pass.

REGISTER TO ATTEND | **PROGRAM INFORMATION & SPEAKER BIO**

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

INSIDE THIS ISSUE

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PRESIDENT'S MESSAGE



Great conversations, familiar faces, new connections, and a whole lot of laughs along the way—MISHRM delivered once again!

What a fantastic conference! Valley SHRM was well represented, and it was wonderful seeing so many of our members throughout the event. Thank you to everyone who jumped into our group photo—and to those who were there but managed to escape the camera!

A big shout-out to our VSHRM conference volunteers Ricardo Resio, Lindsey Barsaleau, Samantha Garvie, Amy McGinnis, and Raluca Chludil for sharing their time and talents. Congratulations to Raluca Chludil, whose Valley SHRM membership entered her in a drawing for a complimentary MISHRM conference registration—and she won! Thank you to MISHRM for sponsoring this great opportunity for our members.

As we head into November, let's take a moment to recognize Veterans Day and thank the men and women who have served our country. We appreciate your service, sacrifice, and the contributions you continue to make in our workplaces and communities.

The calendar may be winding down, but VSHRM certainly isn't! Our December meeting will include a charity drive, giving us a chance to spread a little holiday cheer while supporting those in need. Watch for details on how you can participate!

And speaking of things to get excited about... January 12 is a date you'll want on your calendar! Our HR Development Day, HR EmpowerMEent: Activate Your Voice. Amplify Your Impact. is coming together with four fantastic speakers, fresh ideas, great connections and plenty of fun. Registration is OPEN! Don't wait to reserve your spot for a day designed to inspire and empower HR professionals.

A special thank-you to our amazing VSHRM Resource Partners! Your support helps us bring great programming and opportunities to our HR community. Know an organization that would make a great Resource Partner? Send them our way! We're always excited to welcome new partners who want to connect with and support our chapter.

And, of course, none of this happens without our terrific Board of Directors, volunteers, and members. Thank you for bringing your ideas, enthusiasm, and commitment to VSHRM!

As Thanksgiving approaches, I hope you find time to relax, enjoy the people who matter most, and reflect on all the things that make life special. Wishing you and your families a wonderful Thanksgiving filled with good food, great company, and plenty of reasons to smile!

If you have questions or need assistance with anything VSHRM, please reach out to us by email or text.

Wendy Yelsik, PHR, SHRM-CP
Human Resources Director | Fabiano Brothers, Inc.
President, Valley SHRM | (989) 621-4819
LinkedIn | VSHRM Board of Directors | Join SHRM today!

Thank you, MISHRM!

Here are just a few of the hundreds of photos taken throughout the event.





RESOURCE PARTNERS



Our Resource Partners make so much of what we do possible. Their generosity supports our programming, strengthens our chapter, and connects our members to expertise and solutions that matter in the HR profession. We're grateful for their continued investment in Valley SHRM and in the HR community we serve together.

Please join us in thanking our 2026 Resource Partners:

Gold — Brown & Brown
Silver — ASE (American Society of Employers) and Marsh McLennan Agency
Bronze — Jovie Nannies + Sitters and Wildfire Credit Union

We encourage you to learn more about each partner and the value they bring to our members. Interested in becoming a Resource Partner? Please contact Ricardo Resio!

HR DEVELOPMENT DAY



CLICK TO LEARN MORE ABOUT VSHRM'S HR DEVELOPMENT DAY

SHRM + VSHRM DUAL MEMBERSHIP



GET MORE FROM YOUR SHRM MEMBERSHIP - LOG IN THROUGH VSHRM

Your SHRM membership gives you access to valuable HR resources, timely information, and personalized tools. An easy way to access these benefits is by logging in through the VSHRM website.

Visit the VSHRM SHRM affiliate page and click **Log In**. Use the email address and password associated with your SHRM account. Once logged in, go to **My Account** and explore your profile. Two features you'll want to check out are:

Newsletters
Choose from SHRM newsletters to stay current on HR news, workplace trends, leadership insights, and topics that matter to you.

Bookmarks
Save SHRM articles and resources you want to reference later, then easily find them again from your account.

Taking a few minutes to explore My Account can help you personalize your SHRM experience and make it easier to find the information you need. **Log in through VSHRM, visit My Account, and make the most of your SHRM membership!**

SURVEY GIFT CARD WINNER



Congratulations to the October Monthly Meeting Survey gift card drawing!

Libby Towns - Congratulations!

A special thank-you to Reward Builder for generously supporting our survey! For every 25 completed surveys, Reward Builder is donating one $25 gift card—up to five gift cards total. That means the more responses we receive, the more winners we can celebrate!

rewardbuilder
appreciate. motivate. celebrate.

ACTIVE JOB POSTINGS



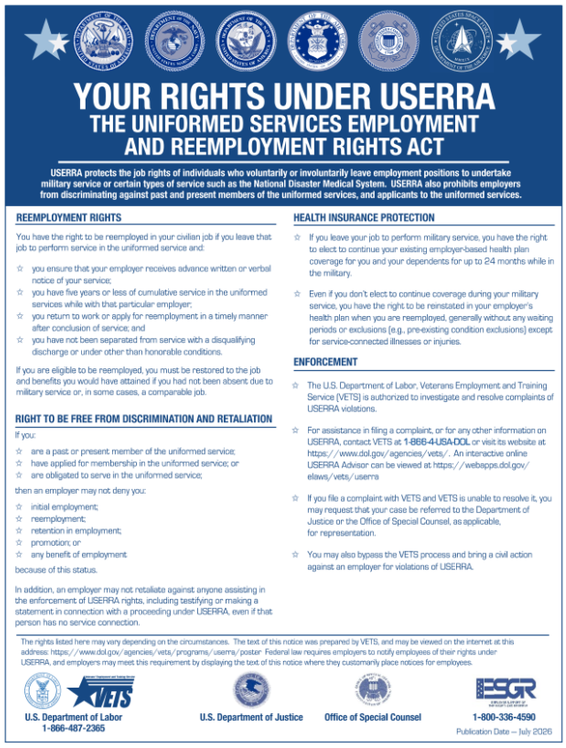
VIEW ACTIVE JOB POSTINGS

HR LEGAL UPDATE



Labor Law Poster Updates

Select any poster below to view the corresponding official government resource.



YOUR RIGHTS UNDER USERRA
THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service such as the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

- you ensure that your employer receives advance written or verbal notice of your service;
- you have five years or less of cumulative service in the uniformed services while with that particular employer;
- you return to work or apply for reemployment in a timely manner after conclusion of service; and
- you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you:

- are a past or present member of the uniformed service;
- have applied for membership in the uniformed service; or
- are obligated to serve in the uniformed service;

then an employer may not deny you:

- initial employment;
- reemployment;
- retention in employment;
- promotion; or
- any benefit of employment

because of this status.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

HEALTH INSURANCE PROTECTION

- If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.
- Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

ENFORCEMENT

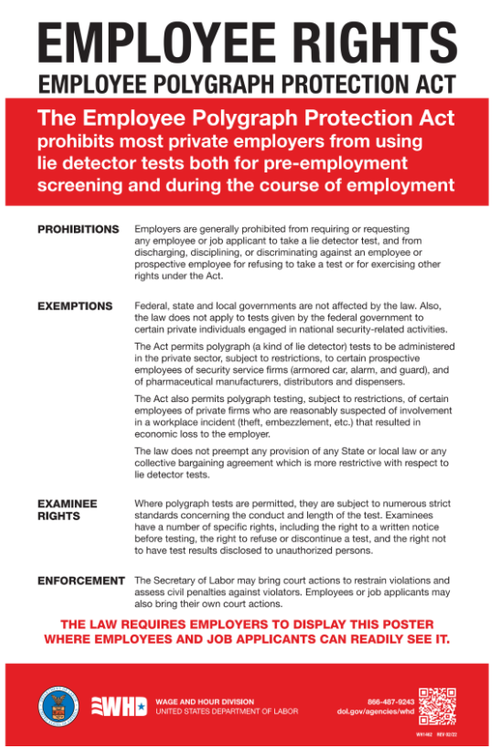
- The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.
- For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra
- If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation.
- You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

U.S. Department of Labor 1-866-487-2365 | U.S. Department of Justice | Office of Special Counsel | 1-800-336-4590

Publication Date – July 2026

USERRA updated website for employees to visit



EMPLOYEE RIGHTS
EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests both for pre-employment screening and during the course of employment

PROHIBITIONS Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

EXEMPTIONS Federal, state and local governments are not affected by the law. Also, the law does not apply to tests given by the federal government to certain private individuals engaged in national security-related activities.

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

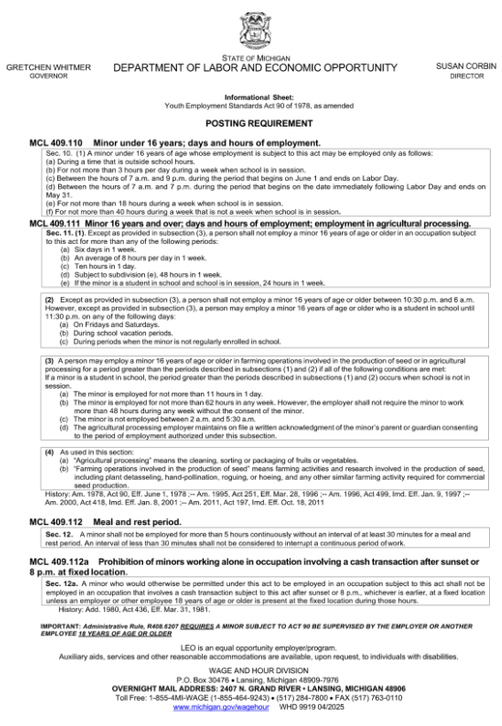
EXAMINEE RIGHTS Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

ENFORCEMENT The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 866-487-9243 dol.gov/agencies/whd

Employee Polygraph Protection Act has a new QR code



STATE OF MICHIGAN
GRETCHEN WHITMER, GOVERNOR — DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY — SUSAN CORBIN, DIRECTOR

Informational Sheet:
Youth Employment Standards Act 90 of 1978, as amended

POSTING REQUIREMENT

MCL 409.110 Minor under 16 years; days and hours of employment.

Sec. 10. (1) A minor under 16 years of age whose employment is subject to this act may be employed only as follows:
(a) During a time that is outside school hours.
(b) For not more than 3 hours per day during a week when school is in session.
(c) Between the hours of 7 a.m. and 9 p.m. during the period that begins on June 1 and ends on Labor Day.
(d) Between the hours of 7 a.m. and 7 p.m. during the period that begins on the date immediately following Labor Day and ends on May 31.
(e) For not more than 18 hours during a week when school is in session.
(f) For not more than 40 hours during a week that is not a week when school is in session.

MCL 409.111 Minor 16 years and over; days and hours of employment; employment in agricultural processing.

Sec. 11. (1) Except as provided in subsection (3), a person shall not employ a minor 16 years of age or older in an occupation subject to this act for more than any of the following periods:
(a) Six days in 1 week.
(b) An average of 8 hours per day in 1 week.
(c) Ten hours in 1 day.
(d) Subject to subdivision (e), 48 hours in 1 week.
(e) If the minor is a student in school and school is in session, 24 hours in 1 week.

(2) Except as provided in subsection (3), a person shall not employ a minor 16 years of age or older between 10:30 p.m. and 6 a.m. However, except as provided in subsection (3), a person may employ a minor 16 years of age or older who is a student in school until 11:30 p.m. on any of the following days:
(a) On Fridays and Saturdays.
(b) During school vacation periods.
(c) During periods when the minor is not regularly enrolled in school.

(3) A person may employ a minor 16 years of age or older in farming operations involved in the production of seed or in agricultural processing for a period greater than the periods described in subsections (1) and (2) if all of the following conditions are met: If a minor is a student in school, the period greater than the periods described in subsections (1) and (2) occurs when school is not in session.
(a) The minor is employed for not more than 11 hours in 1 day.
(b) The minor is employed for not more than 62 hours in any week. However, the employer shall not require the minor to work more than 48 hours during any week without the consent of the minor.
(c) The minor is not employed between 2 a.m. and 5:30 a.m.
(d) The agricultural processing employer maintains on file a written acknowledgment of the minor's parent or guardian consenting to the period of employment authorized under this subsection.

(4) As used in this section:
(a) "Agricultural processing" means the cleaning, sorting or packaging of fruits or vegetables.
(b) "Farming operations involved in the production of seed" means farming activities and research involved in the production of seed, including plant detasseling, hand-pollination, roguing, or hoeing, and any other similar farming activity required for commercial seed production.

History: Am. 1978, Act 90, Eff. June 1, 1978 ;-- Am. 1995, Act 251, Eff. Mar. 28, 1996 ;-- Am. 1996, Act 499, Imd. Eff. Jan. 9, 1997 ;-- Am. 2000, Act 418, Imd. Eff. Jan. 8, 2001 ;-- Am. 2011, Act 197, Imd. Eff. Oct. 18, 2011

MCL 409.112 Meal and rest period.

Sec. 12. A minor shall not be employed for more than 5 hours continuously without an interval of at least 30 minutes for a meal and rest period. An interval of less than 30 minutes shall not be considered to interrupt a continuous period of work.

MCL 409.112a Prohibition of minors working alone in occupation involving a cash transaction after sunset or 8 p.m. at fixed location.

Sec. 12a. A minor who would otherwise be permitted under this act to be employed in an occupation subject to this act shall not be employed in an occupation that involves a cash transaction subject to this act after sunset or 8 p.m., whichever is earlier, at a fixed location unless an employer or other employee 18 years of age or older is present at the fixed location during those hours.
History: Add. 1980, Act 436, Eff. Mar. 31, 1981 ;

IMPORTANT: Administrative Rule, R408.6207 REQUIRES A MINOR SUBJECT TO ACT 90 BE SUPERVISED BY THE EMPLOYER OR ANOTHER EMPLOYEE 18 YEARS OF AGE OR OLDER

LEO is an equal opportunity employer/program.
Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities.

WAGE AND HOUR DIVISION
P.O. Box 30476 • Lansing, Michigan 48909-7976
OVERNIGHT MAIL ADDRESS: 2407 N. GRAND RIVER • LANSING, MICHIGAN 48906
Toll Free: 1-855-4MI-WAGE (1-855-464-9243) • (517) 284-7800 • FAX (517) 763-0110
www.michigan.gov/wagehour WHD 9919 04/2025

Updates to employed minors under the age of 16

COLLEGE RELATIONS



CMU SHRM took 4th place at the HR Games Competition during SHRM Michigan's annual conference.

During the competition, each team must think quickly and apply ethical decision making to answer each question first. HR Professionals and SHRM members from Michigan served as onsite judges and volunteers to manage the event.

Dr. Amy McGinnis serves as the MISHRM College Relations Director and coordinated the event in conjunction with the state conference: “I believe the opportunities provided at the MISHRM HR Student Games are so valuable for our HR students. They were able to demonstrate their HR knowledge, engage in networking, and participate in career-related conversations throughout the day-long competition. This year's teams were well-matched, and the Games were very close. Many of the teams stayed for the entire MISHRM Conference and were able to connect with potential employers throughout the day.”

CMU SHRM Team Captain: Lexi Hutchinson, Senior | Olivia Navin, Junior | George Phelps, Junior, Transfer Student | Keira Schiebner, Junior, Transfer Student









TEXT UPDATES

VSHRM Offers Text Updates!

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

Text VSHRM to 1-833-848-2401 to sign up. After signing up, you'll receive an automated message from VSHRM confirming your subscription.



VSHRM FINANCIALS

Submitted by Patty Alfano, VSHRM Treasurer

Valley SHRM

Income/Expense by Category

9/1/2026 through 10/22/2026

Category	Sep-26	Oct-26	OVERALL TOTAL
Income			
fast pass	$2,275.00	$1,300.00	$3,575.00
Meeting Receipts	$165.00	$290.00	$455.00
Membership Dues - Renewals	$352.50	$358.50	$711.00
SHRM Rebate	$0.00	$900.00	$900.00
TOTAL Income	**$2,792.50**	**$2,848.50**	**$5,641.00**
EXPENSES			
Board Expense	$1,063.03	$0.00	$1,063.03
Lunch Meeting	$1,437.10	$896.80	$2,333.90
Membership Perks	$177.30	$0.00	$177.30
Sponsorship	$0.00	$1,500.00	$1,500.00
square fee	$84.16	$50.85	$135.01
TOTAL EXPENSES	**$2,761.59**	**$2,447.65**	**$5,209.24**
OVERALL TOTAL	**$30.91**	**$400.85**	**$431.76**



Thank you for reading *The Resource*. Visit Valley SHRM online for upcoming events, membership information, job postings, and chapter news.