



Newsletter - Spring 2006



A Future View of Diversity in the Workplace

By: *Connie Riley-Evans, PHR*
HRASM Diversity Chair

In this continuum of change the workforce is expected to become more diverse in every way in the decades to come. Longer life expectancy and uncertainties over retirement income is evidence that we are going to have to alter our thinking about employees that will be retiring in their late 50's and 60's. Women have already entered the workforce and those numbers continue to grow. Immigration and other demographics patterns also indicate that there will be greater ethnic, racial, linguistic and cultural diversity.

Companies will have to rethink compensations, flexibility of work schedules, training and development, education, telecommuting, elder care and balance between work and personal life. Changing family structure may challenge family benefits plans...and the list goes on and on.

Organizational inertia and not understanding and recognizing these inevitable changes could be devastating. Companies that are the savviest and smartness will gain a competitive edge by developing programs and practices to deal with a diverse workforce.

Diversity Resources:

www.shrm.org/diversity/members/toolkit

www.progroup.com

What is the Superior Merit Chapter Award?

The award recognizes professional chapters of SHRM for their exceptional ability in operations, the professional development of chapter members, promotion of the profession and support of SHRM in partnership. Chapters must submit completed Chapter Activity Plans no later than the due date to be considered for an award. Winners of the award will be notified in March and will receive award podium banners and recognition in SHRM publications and at conferences. HRASM has achieved the Superior Merit Award for the past two consecutive years.



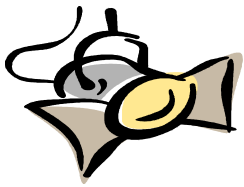
Current HRASM Statistics:

- # Member Companies **36**
- # Individual Members **44**
- # PHR/SPHR Certified Members **10**
- # SHRM Members **27**

Upcoming Program Announcement:

“Changing Resistance into Understanding”

Location: TBD
Date: Thursday, April 27th
Time: Lunch
RSVP: Amy Bergman



NEW MEMBER SPOTLIGHT

Deb Elliott, Human Resource Manager, TLC Community Credit Union is our new member spotlight this quarter. Deb joined TLC in February 2006 and is responsible for salary and benefit administration as well as the development, direction and coordination of HR activities such as employment, labor relations, training and employee services. Deb graduated from Siena Heights with a BBA with a minor in Psychology.

She has 27 years of experience in the financial industry and a host of community commitments. Currently she is Board President for the Family Counseling & Children's Services, Board members for both United Way and Zonta of Lenawee, and a Council Member for Athena Lenawee.

A lifelong resident of Lenawee County, Deb resides in Sand Creek with her husband, Terry. She enjoys camping, reading and flower gardening.

HRASM is delighted to have Deb as a new member!



2006 HRASM Board Members

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Treasurer: Rhonda Gage
Secretary: Jennifer Hunter

Directors

Website Chair: Jim Philp
Diversity Chair: Connie Riley-Evans
Program Chair: Amy Bergman
Legislative Chair: Ron Wimple

If you have a topic of interest or would like to contribute to the next edition of the newsletter, please contact

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Minimum Wage is Critical Issue in Many States

By Kathy Gurchiek (www.shrm.org)

Minimum wage is on the radar this year, with nearly 30 states looking at bolstering their hourly rate. Most are looking at a general increase, but some would differentiate minimum wage based on employer size.

Legislators will debate scores of HR-related measures, including topics such as reference checking, genetic bias and religious headgear. But the efforts to require employers to pay entry-level workers more are being watched particularly closely this year.

"When Congress fails to act, states will pass public policy, and this is another example. Oftentimes states are going to drive public policy, and this is especially true with labor and employment issues," said David Namura, manager of state affairs for SHRM.

"When a minimum wage increase hasn't happened in seven or eight years but the cost of living continues to go up annually, state legislators feel like they need to address the issue," he said. State minimum wage proposals range from of \$5.65 to \$10.10 an hour, he pointed out, noting that 11 states are considering indexing their minimum wage with the Consumer Price Index or the inflation rate.

In the United States, the median hourly wage is about \$14, CBSNews.com reported March 7, quoting a National Low Income Housing Coalition report that says that more than one-quarter of the population earns less than \$10 per hour.

State Update: In March 2006, Governor Granholm signed into law the first minimum wage increase for the State of Michigan in 9 years.

On October 1st of this year, the minimum wage will jump from \$5.15 to \$6.95 an hour. It will jump again to \$7.15 on July 1st, 2007, and again to \$7.40 an hour on July 1st, 2008.

UPCOMING SHRM EVENTS:

June 25-28 SHRM Annual Conference & Exposition
Washington D.C.

September 20-22 Annual MISHRM Conference
Grand Rapids, MI

October 4-6 Strategic HR Conference
Phoenix, AZ

October 16-18 Workplace Diversity Conference &
Expo
Los Angeles, CA