



Happy Wednesday HR Friends,

Fall has officially arrived in our beautiful state, with that familiar crispness in the morning air, cozy layers, and trees beginning their annual transformation into a breathtaking mosaic of color.

Did you know that as days grow shorter, trees actually reveal their true colors? During spring and summer, chlorophyll, the green pigment responsible for photosynthesis, masks the vibrant reds, oranges, and yellows that were there all along. When chlorophyll fades, the tree's authentic colors shine through.

It's fitting that next week's sold-out 2025 MISHRM Conference: Authenticity in Action invites us to do the same; to shed what no longer serves us and lead from our most genuine selves. I can't wait to connect, learn, and grow alongside so many passionate HR professionals from across the state.

As we move deeper into this season of reflection and change, take a moment to do something that reconnects you with the core of who you are, whether that's a quiet walk among the falling leaves, a coffee with someone who inspires you, or simply taking a breath to notice the beauty around you.

Here's to an inspired fall and an unforgettable conference ahead.

Keep up the good work,

Monica Lloyd

State Director, MISHRM

Special Events for MISHRM Chapters, Volunteers, and Resource Partners

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Upcoming Events

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STATE CONFERENCE 2025
MISHRM
MICHIGAN COUNCIL OF SHRM

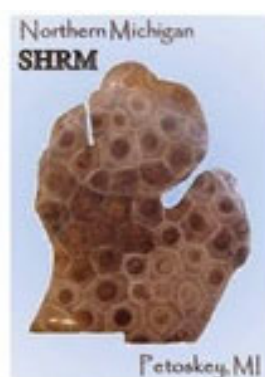


The excitement is building for the 2025 MISHRM State Conference in beautiful Grand Rapids, Michigan. We are thrilled to be gathering in person once again to connect, learn, and celebrate with HR professionals from across the state. This year's event promises inspiring keynote sessions, powerful networking opportunities, and unforgettable moments. Get ready to experience the energy and community that make the MISHRM Conference truly special.

See You in Grand Rapids Next Week!

Chapter Anniversaries

Happy 19th Anniversary to Northern Michigan SHRM!



Upcoming SHRM Michigan & Local Events

MISHRM Resources

Legal Updates

**Contributed by: James Reid IV, Esq.
MISHRM Legislative Affairs Director**

Seventh Circuit Adopts New Standard for FLSA Collective Action Notices

- The Seventh Circuit's recent decision in *Richards v. Eli Lilly & Co.* marks a pivotal shift in how district courts manage collective actions in Illinois, Indiana, and Wisconsin. In a major development for employers, the court moved away from the long-standing two-step Lusardi framework for authorizing notice, instead requiring district courts to weigh evidence from both sides and exercise discretion before notice is sent to hundreds or thousands of potential opt-in plaintiffs.

Read More: <https://www.honigman.com/alert-3067>

Illinois Expands Employee Leave and Workplace Protections

- Illinois has been active on the employment law front, with Governor J.B. Pritzker recently signing significant measures that will reshape workplace obligations. While several provisions are already in effect, the majority become effective on January 1, 2026. Employers with Illinois operations should start preparing now, as staying ahead of these evolving state requirements is especially important when Illinois continues to chart its own course— often going further than federal law.

Read More: <https://www.honigman.com/alert-3076>

Presidential Proclamation Imposes \$100,000 H-1B Fee on New H-1B Petitions and Restricts Entry of Some Future H-1B Workers: Key Implications for Employers and Employees

- On September 19, 2025, a presidential proclamation was issued that imposes a \$100,000 fee on new H-1B petitions filed after 12:01 am EDT on September 21, 2025, and restricts entry to the United States of H-1B workers to those for whom the fee has been paid in connection with the filing of an H-1B petition on the worker's behalf. Based on a statement issued late September 20, 2025, by the White House Press Secretary,

Karoline Leavitt, the new \$100,000 will first apply to H-1B petitions filed with USCIS in the upcoming FY 2027 H-1B lottery cycle, stating “this applies to new visas, not renewals, and not current visa holders.” The proclamation could have significant implications for some employers and employees relying on the H-1B visa program.

<https://www.honigman.com/alert-3083>

Michigan’s Earned Sick Time Act Expands to Small Employers This Fall

- As a reminder, Michigan’s Earned Sick Time Act (ESTA) will soon cover nearly all employers. Starting October 1, 2025, businesses with 10 or fewer workers will be expected to provide paid sick time, closing the gap that left smaller employers temporarily exempt. Larger organizations have already been operating under the law since February 21, 2025, and a deeper overview of those requirements can be found in our earlier client alert.

<https://www.honigman.com/alert-3097>



Inclusion Infusion

Contributed by: Verna Ginyard
MISHRM Diversity Director

Nonapparent Disabilities

Nonapparent disabilities, also known as invisible disabilities, are not immediately noticeable but can significantly impact an individual's daily life. These can include chronic illnesses, mental health conditions, and learning disabilities. Supporting individuals with nonapparent disabilities involves providing accommodations, fostering an inclusive culture, and promoting awareness. For additional information, check out:

- [Disability Resources](#)
- [Home - Disability Network / Michigan](#)
- [Home - Disability Rights Michigan](#)
- [Michigan Disability Rights Coalition – Nothing About Us Without Us](#)
- [MI-UCP | Disability Nonprofit | Michigan](#)

Creating an inclusive environment for individuals with nonapparent disabilities requires a proactive approach. This includes offering flexible work arrangements, providing mental health support, and ensuring that all employees are aware of the available resources and accommodations. By fostering a culture of understanding and empathy, organizations can help individuals with nonapparent disabilities feel valued and supported.

Besides, raising awareness about nonapparent disabilities can help to reduce stigma and promote acceptance. Educational programs and training sessions can inform employees about the challenges faced by individuals with nonapparent disabilities and the importance of providing support. By promoting awareness and understanding, organizations can create a more inclusive and supportive environment for all employees.

Quotes:

"You are not lucky to be here. The world needs your perspective. They are lucky to have you." – Antonio Tijerino

"There is no greater disability in society, than the inability to see a person as more," – Robert M. Hensel

"When you focus on someone's disability you'll overlook their abilities, beauty and uniqueness. Once you learn to accept and love them for who they are, you subconsciously learn to love yourself unconditionally." – Yvonne Pierre

Our 4th Quarter MISHRM Diversity Chapter Leaders and Friends meeting will be on Wednesday, November 19, 2025 @ 6p. If you are interested in attending our meeting, here is the [Zoom Link](#)

Meeting ID: 830 1569 8577

Passcode: 3pB2B0

I look forward to connecting with you.

If there are Diversity topics you would like to explore or questions you have, do not hesitate to reach out to me – Verna Ginyard at v2ginyard@gmail.com. The best way to reach me is 313-418-3294.

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SHRM Foundation

Contributed by: Sharon Ragland-Keys
MISHRM SHRM Foundation Director

The **SHRM Foundation** deadlines are quickly approaching!

Open Scholarships & Grants

- SHRM CP or SHRM-SCP Certification Grant (Window 1)
 - Application Opens: August 11th, 2025
 - Application Deadline: **October 17th, 2025**
- Specialty Credentials
 - Application Opens: August 11th, 2025
 - Application Deadline: **October 17th, 2025**

Before applying, be sure to review 10 Tips for Applying for SHRM Foundation Scholarships to strengthen your application.

Cell: 734.576.0867

Email: sragland_keys@jovie.com

Looking forward to supporting you!



Blue Cross Blue Shield of Michigan



Open Enrollment Support from Blue Cross

Preparing for open enrollment and looking for ways to make it a beneficial experience for your employees? Look no further than the prerecorded Master Class Express webinar Tips for a Successful Open Enrollment Period, offered by Blue Cross Blue Shield of Michigan. This webinar offers employers helpful tools for managing a successful open enrollment period, including:

- How to effectively engage employees about the importance of their health care benefits
- Tips that'll help employees to make the right decisions for their unique circumstances
- Resources to help employers share information with their employees

Visit www.bcbsmmasterclass.com to watch the 15-minute, on-demand webinar and also check out the [Open Enrollment Employer Toolkit](#) for resources to help your employees make informed health care decisions.

If you have questions, reach out to AssociationandChamberRelations@bcbsm.com.



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EMPOWER YOUR PURPOSE

Maximize Your Retirement Plan's Impact

A complimentary retirement plan review can attract talent, retain employees, and boost financial wellness. Focus on fee transparency, investment strategy, tailored design, participant engagement, and efficient administration to unlock its full potential. [Read the article](#) or contact Elizabeth Williams at Elizabeth.Williams@rehmann.com to schedule your Plan Health Review!

Yeo & Yeo (Amy Cell Talent)



Amplify Leadership

Program Dates: Thursday, October 23, 2025, and Friday, October 24, 2025

Time: 8:00 a.m. – 4:30 p.m.

Location: Yeo & Yeo's Troy Office, Troy Corporate Center II, 880 W. Long Lake Rd., Troy, MI 48098

AMPLIFY is more than a training—it's a strategic investment in leadership excellence.

This immersive program combines proven leadership principles with practical, real-world strategies—from fostering inclusive, high-trust environments to confidently making critical decisions under pressure.

Join AMPLIFY to develop your personalized leadership roadmap, connect with a supportive network of peers, and strengthen your leadership skills grounded in clarity, empathy, and accountability.

Who is this for?

- Emerging leaders
- New managers who are looking to jumpstart their leadership skill building
- Experienced managers who want to take their leadership skills to the next level

Program Fees

- AMPLIFY Program Fee: \$4,950 per participant
- Early-bird offer: \$3,950 per participant if registered by September 15, 2025
- Contact us for group/team pricing options

[Click here](#) to learn more about the Amplify Leadership Program and how to register.

**Recruiting Amazing Talent in 4 Steps**

Date: Wednesday, October 22nd, 2025 - Time: 12:00 pm - Virtual - FREE

Did you know that recruiting amazing talent is part science and part art? Join us to learn how to utilize accessible tools to attract and retain amazing talent.

Topics covered in this webinar include:

- Effectively Planning
- Marketing & Sourcing
- Developing a Pipeline
- Assessing Candidates

Post Workshop Benefits:

After the workshop, you'll be confident in your ability to effectively plan, market, source, develop a pipeline, and assess talent, empowering you to recruit amazing talent with ease and efficiency.

[Click here](#) to learn more about the Recruiting Amazing Talent in 4 Steps webinar and how to register.



Situational Leadership® in 60 Minutes

Date: Wednesday, November 5th, 2025 - Time: 12:00 pm - Virtual - FREE

Leadership isn't one-size-fits-all. The most effective leaders know how to adapt their style to fit the moment, the team, and the task at hand.

That's why we're hosting a 60-minute Situational Leadership® webinar designed to help you:

- Understand why adaptive leadership matters right now
- Gain practical tools to assess readiness and team needs
- Learn about the four different leadership styles
- Support staff where they need it the most

In just 60 minutes, you'll walk away with actionable insights you can immediately put into practice—whether you're leading a team of two or two hundred. Situational Leadership is best for leaders, managers, or anyone responsible for influencing and developing others, especially in dynamic or changing environments.

Reserve your spot today and take the first step toward more dynamic, effective leadership!

[Click here](#) to learn more about the Situational Leadership® in 60 Minutes webinar and how to register.

Reminders and Updates from SHRM

- REMINDER! SHRM [Chapter](#) eBlast Forms
- Latest ["What's New at SHRM" Scrolling Slides](#) for State Council/Chapter Meetings

- [Chapter Audit Information](#)
 - [Chapter Activities by Month](#)
 - [SHRM's Volunteer Structure](#)
 - Update your Chapter/State Council Volunteer Leader List: [Volunteer Leader Information Update Form](#)
 - [SHRM Glossary of Terms](#)
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MISHRM Text Messages

Stay up to date on the latest news and events from MISHRM

Text **GO** to **(248)422-0353**

Reply **YES** in all CAPS to join!

What you can expect from us:

- Notifications about important MISHRM Events and Details
- State Conference Information
- VLS Information
- Breaking HR News
- No more than 2 messages a month

Have a submission for our newsletter?

We want to hear from you! MISHRM welcomes your submissions for our monthly newsletter. We currently have over 10,000 subscribers! Guidelines are meant to streamline the submission process for everyone.

SUGGESTED SUBMISSION TOPICS:

- Chapter news
- Resource Partner news
- Special announcements
- Recent promotions
- Upcoming events and webinars
- HR industry news
- Articles

- Updates from MISHRM Directors

SUBMISSIONS GUIDELINES: All submissions must be in either a word document with images (if any) sent separately as a .jpg file or a PDF document. If any links are incorporated, please test to ensure they are working. If your submission is lengthy, please provide a 1-2 sentences overview and we will link to the supporting document or website link for readers to click for more information. Simplicity is key.

SUBMISSIONS DUE 1ST OF THE MONTH: All submissions must be received no later than the 1st of the month to be considered for that month's newsletter. Please send to info@mishrm.org.

NEWSLETTERS PUBLISHED 2ND WEDNESDAY OF THE MONTH: Newsletters are published each month the 2nd Wednesday of the month so please watch dates as you submit content to ensure the date is relevant.

NOTE: MISHRM reserves the right to edit submissions for clarity and length. Submission does not guarantee publication. No sales or marketing of products will be promoted in the newsletter.



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