



SHRM Newsletter

*From the Student Chapter of
The Society for Human Resources Management at
EASTERN MICHIGAN UNIVERSITY*

www.emushrm.org

January 31, 2004

Upcoming Meetings:

February 18: Career Services with Lorraine Smith

March 4 speaker: Jeremy Chambers from Plante & Moran

March 10 speaker: TBD

March 23 speaker: HRIS topic with William Bramble

Upcoming Events:

March 6: Pizza & Pop at Livonia Campus – meet fellow SHRM members or learn about the group!

March 13: MBTI Workshop with Dr. Hill

March 27: EI Workshop with Dr. Day

April 17: EMU sponsoring HR Games

Officers:

President: Michael Thomas

Vice-President: Ashwini Chandramouli

Program Directors: Angela Brown & Erin Hoffmann

Publicity Director: Alayna Duronio

Newsletter: Matthew LePage

Faculty Sponsor: Fraya Wagner-Marsh

Teamwork

We are still looking for a few good men and women to join the HR games teams. They are a fun jeopardy still way to learn about the HR field. Not to mention it is a great resource to put on your resume. So if you know anyone, or you yourself would like to participate, contact the management department in room 466.

WE WANT YOU FOR THE HR GAMES.

****SEE PAGE 3 FOR VOLUNTEER OPPORTUNITY****



JOIN SHRM TODAY !!!

If you have at least six credit hours in a semester, you can join Eastern's SHRM student chapter. Receive all the benefits the professionals do at a fraction of the cost, only \$35 a year. The applications are in the management department, room 466, or you can call 734-487-3240 and have one mailed or faxed to you.

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IT'S TIME FOR OVERTIME

Do you know what the requirements are for someone of executive classification to be considered exempt or not qualified for overtime?

- **Primary Duty Managing a Company, Department or Subdivision of a Company;**
- **Customarily direct the work of at least 2 workers;**
- **Authority to hire or fire or recommendations carry importance;**
- **Exercise discretionary powers at work;**
- **Spends 80% or more of time in managerial duties (if non-retail or service firm 60% otherwise)**

Seems a little vague don't you think? Well, so does the Bush administration, and that's why they have proposed rules to change the regulation of the overtime pay provisions of the Fair Labor Standards Act (FLSA). However, with any change, there is always resistance.

The proposal has been faced with strong opposition from labor unions and the Democrats in Congress ever since the Labor Department released the revisions for public comment last March. Why fight a proposal to change a document that hasn't been revised in over 50 years? Several studies sponsored by the organized labor groups have claimed the changes would cause 8 million workers to lose their overtime eligibility. Other studies estimate the changes would cause 800,000 workers to lose their eligibility, yet would expand the eligibility to another 1.3 million workers.

Other studies including the Employment Policy Foundation, a Washington D.C.- based nonpartisan research group, claimed that not only will the new changes expand overtime eligibility to an additional 3.4 million workers, it would also protect those who have overtime from losing it.

Business leaders and advocacy groups such as SHRM have argued that the changes are badly needed to update such outdated regulations. They have stated that the current overtime rules are very cumbersome and awkward for employers to administer. The officials with the AFL-CIO claim that they will not go down with out a fight, possibly seeking court injunction to block the new changes. How far this will go no one can say for sure, but for the time being the Senators opposing the changes are backing the topic.



VOLUNTEER FOR THE HR GAMES!

You just finished dinner...It's 7:30...Channel 4...time for Jeopardy! If you are one of the millions of people tuning in to Alex Trebec Monday through Friday, then you know the game Jeopardy! Wouldn't it be a blast to be involved with the game yourself? It would be even more fun if the entire game consisted of HR-related questions, don't you think? If that sounds great to you, then you won't want to miss out on the Area III HR Games competition! The HR Games is a jeopardy-style tournament for undergraduate HR students that is designed to supplement their studies for the PHR exam. As you are well aware, holding a successful event requires both volunteers and financial support. We are asking for your support in carrying out this effort. This program clearly demonstrates its value by providing students opportunities for networking with human resource and academic professionals. But most importantly it tests the students' understanding of the basic body of HR knowledge and prepares them to pursue professional certification.

For additional volunteer information, please contact Nicole Azzouz, SPHR at <mailto:nazzouz@imra.com> or by calling (734) 930-2569. Please come and support the HR leaders of tomorrow!

For questions or comments, please visit our website at www.emushrm.org, or email us at shrm.chapter@emich.edu