SHRM Ashtabula County

ACSHRM Newsletter

Sept. 2026
Vol. 16, No. 9



Mission
ACSHRM provides resources and support for workforce leaders to maximize their organization's human capital.

Vision
To be ***the*** source for Ashtabula County human resource management.

Purpose
Connect workforce leaders to people management strategies.

2026 ACSHRM Chapter Officers

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Linda Nerad

President Elect/Chair of Programming
Open

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Open

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Carl F. Muller, J.D.

Ashtabula County SHRM Co-Presents...



Please join us for a lighthearted, laughter-filled after-work escape designed for us HR professionals to connect, share, and support one another. This interactive evening will feature rotating table conversations using SHRM Conversation cards, each with a statement and thought-provoking questions centered around key HR topics like Policy, Culture, Engagement, Benefits, Recruitment, etc. You'll move from table to table, starting conversations, networking, and tackling real-world questions or challenges you bring with you. Whether it's HR headaches or big wins, this is your time to unwind, unfiltered.

This is a joint chapter event hosted by Lake/Geauga Area and Ashtabula Chapters of SHRM and sponsored by Gallagher.

What: Wine & Whine

When: Wednesday, September 16, 2026 @ 5:00 pm to 7:00 pm (note date change)

Where: Grand River Cellars 5750 S. Madison Rd, Madison, OH 44057

Enjoy: Delicious wine & small bites. Round table conversations with engaging topics in a speed dating-style format. Real-time discussion and idea sharing. A safe space for HR horror stories. Networking, laughs, and zero judgment. Whine a little, laugh a lot. You've earned it!

Cost: Member Price $10.00; Non-Member $15.00; A portion of the event's proceeds and basket raffle will benefit the SHRM Foundation.

Thank you to our sponsor!

Gallagher

Click Here to Register

Our chapter is currently seeking volunteer ACSHRM members to fill open board positions — this is a great opportunity to grow professionally and give back to the HR community!
Join us for the next ACSHRM Board Meeting, October 6 @ 8:00 am, rsvp to receive zoom link @ acshrminfo@gmail.com.

Chapter Statistics - A/O 8/31/2026

Checking Account - $1,250.90
Certificate of Deposit - $3,360.68
Active Members - 19
Friends of ACSHRM - 1
Certified Members - 8

Contact Information

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Resources

HR Daily @ SHRM

SAVE-THE-DATES

"I Wine Because They Whine" Collaborative Event from 5-7pm on September 16 @ Grand River Cellars in Madison, OH

The Ohio HR Conference, "Prescribe, Empower, Refill" will be held at Kalahari Resorts in Sandusky, Ohio, from **September 22–24, 2026**. **Register Here!**

HR Legal Update - Presented by Melissa Z. Kelly, JD, Partner, Tucker Ellis LLP - VIRTUAL SESSION. Wed., Nov. 11, 2026, Noon - 1pm.

From the desk of ACSHRM President - Linda Nerad



If you have not registered for the OH SHRM HR Conference, please do so as this is a great conference for networking and learning! The Ohio HR Conference, **"Prescribe, Empower, Refill,"** will be held at Kalahari Resorts in Sandusky, Ohio, from **September 22–24, 2026**. Join us for two and a half days of exceptional educational programming at a convenient, all-in-one onsite venue. In-person attendees will enjoy the full conference experience at the resort and will also have the opportunity to earn additional recertification credits through the **On Demand** platform by viewing any sessions they may have missed. On Demand access will be available for **60 days following the conclusion of the conference**.

We are currently seeking dedicated volunteers to fill our 2027 Board of Directors positions. Serving as a board member is a rewarding opportunity to give back to the HR community, develop your leadership skills, and expand your professional network.
As a volunteer leader, you'll experience the value of SHRM membership firsthand while building meaningful relationships with fellow HR professionals. If you're looking to make a difference, grow professionally, and help shape the future of our chapter, we encourage you to consider serving on the board.

SHRM Articles:
Ask Johnny: How Do I Balance Loyalty and Career Growth?

SHRM Urges EEOC to Modernize EEO Reporting Requirements

What Employers Should Know About ABLE Accounts

Podcast:
Your Brain on Feedback: The Science of Belonging at Work

How to make your time off truly restful

- **Before your holiday**

In the days before leave, distinguish between tasks that genuinely need to be completed and those that can safely wait. For unfinished work, write down the next action, who is responsible and when you will return to it. A clear handover and restart plan can provide a sense of closure without requiring you to finish everything.
Managers can help by agreeing priorities in advance, arranging cover and avoiding unnecessary deadlines immediately before or after an employee's leave.

- **During your holiday**

Longer vacations can produce greater improvements in wellbeing, but duration is not the only factor that matters. A 2025 meta-analysis found that psychological detachment from work and physical activity during leave was particularly beneficial. Activities that produce relaxation, pleasure, control and psychological detachment are especially helpful.
Timing also plays a role. The period immediately before a vacation may actually be stressful. Wellbeing can decline as holidays approach, largely due to high pre-leave workloads. However, once the holiday time starts, wellbeing tends to improve again, with studies suggesting it peaks around the eighth day.

- **After your holiday**

Despite the clear benefits of taking time off, returning to work can sometimes trigger a negative downturn known as the post-holiday blues: the experience of vague anxiety, increased irritability, feelings of nostalgia, sleep disturbances, and a general sense of discomfort once the summer holidays are over. To ease the transition, a few practical strategies can help employees:

- Head back home one or two days before your first day of work to settle in.
- Approach your work tasks gently during the first few days back. If possible, keep the first morning free of non-essential meetings.
- Handle problems step-by-step, setting realistic deadlines and expectations for yourself. Prioritise the most important to-dos rather than attempting to clear the entire inbox immediately.

Ultimately, recovery depends on whether people are genuinely able to switch off from work, and whether they can return without being punished by an unmanageable backlog. Employees can create clearer boundaries and plans, but employers must design workloads and communication practices that make switching off possible in the first place.

Click here for full article and source material.