



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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April, 2023

THE PRESIDENT'S POST

ELEVATE HR: ACTIVATING THE SUPERHERO IN YOU



The first quarter of the year is gone and spring has sprung. This year is going by fast and our chapter is moving right along. We are happy to announce that our chapter will be awarding a \$1000 cash scholarship to a deserving high school senior. All guidelines and dates are outlined in this month's newsletter and the official announcement will be made at the April 20th meeting. If you would like to recommend a student please feel free to share the information and/or contact a board member for more information.

It's time to hit the streets as we approach conference season with the upcoming ALSHRM conference being held in Orange Beach on May 15-18. Our chapter will be well represented and we hope that you have secured your spot for this almost sold-out event. After that, I will be off to Las Vegas to represent our chapter amongst almost 20,000 other SHRM members at the annual SHRM Conference June 11-14. If you have never attended a national conference with SHRM you are missing out on an amazing experience. From the networking to the amazing speakers and events, it is one of my favorite conferences of the year. Did I mention that Janet Jackson will be this year's special entertainment? Needless to say, I have been practicing all my moves and warming up the vocals just in case she needs me to perform.

By now everyone should have received an email from us thanking you for your continued membership and support of our chapter and your 2023 membership certificate. Because technology is not always right, if you have renewed but did not receive an email, please let us know so that we can make sure you are receiving communication from us regularly. If you have not renewed, please do so to ensure that you remain active in our system.

Thank you all for filling out those surveys each meeting and giving us your feedback on potential topics that are important to you. We love hearing from all of you and want to ensure that we are bringing speakers that add value to your growth as an HR HeRo. We look forward to seeing you all at our next meeting.



SPONSOR

EXCELSIOR STAFFING
Platinum Level Sponsor

"Answering the call for diversity in the modern workforce."

ES EXCELSIOR STAFFING

The banner features a grid of 15 diverse individuals of various ethnicities, ages, and genders, representing the company's commitment to diversity. The Excelsior Staffing logo is prominently displayed in the center.



GOLD SPONSOR

Our April 20 , 2023 SHRM-Montgomery monthly meeting is sponsored by...

AHI CORPORATE HOUSING





Date: Thursday, April 20, 2023
Topic: Employee Investigations
Speaker: Alana N. Williams, J.A. Investigative Services LLC
Time: 11:30am – 1:00pm
Lunch Meeting


Location: Montgomery Country Club (MCC)
 3001 Narrow Lane Road
 Montgomery, AL 36106




MONTGOMERY COUNTRY CLUB



CONNECT WITH US

 <https://www.facebook.com/shrmmontgomerychapter.chapter>

 <http://linkedin.com/in/shrm-montgomery-51125a19>

Save the Date
for the following topics:

May 18, 2023:	TBA
June 15, 2023:	Compliance
July 20, 2023:	TBA
August 17, 2023:	TBA
September 21, 2023:	Leadership and Employee Development

Post Card

SPEAKERS:

May:	TBA
June:	Attorney Barbara Wells~Capell & Howard
July:	TBA
August:	TBA
September:	Dr. Khalilah Burton~Bishop State Community College

***Please go to <http://shrmmontgomery.shrm.org> and click the "Meeting and Events" tab to register.

We will be following all CDC and Social Distancing guidelines. There is no cost for All-Inclusive members. The cost for Basic members is \$20 and guest fee is \$35.

Reservations must be made by 12:00pm on Friday, April 14, 2023 by logging into your account on the SHRM Montgomery website. **The number of attendees determines if we will have a buffet or plated meal, so please be mindful of the deadline. ALL SHRM Montgomery members, guests, and students who register for a meeting/lunch and does not attend/cancel will be subject to a cancellation fee as the Chapter is responsible for the cost of reserved meals. Cancellations should be emailed to SHRMMontgomery0092@gmail.com by 12:00pm on Friday, April 14, 2023.**



THE ADVISOR



April Meeting

EMPLOYEE INVESTIGATIONS

Alana N. Williams
Owner, J. A. Investigative
Services LLC

REGISTER NOW

 **20, APRIL 2023**

 **11:30-1:00**

MONTGOMERY COUNTRY CLUB
3001 NARROW LANE RD,
MONTGOMERY, AL 36106





2023 Policy Issues

- HR professionals can expect increased payroll costs due to regulatory actions by the Biden Administration and workers will continue to advocate for pay as inflation persists. The DOL is expected to release final regulation altering the federal requirements governing worker classification and overtime compensation which will increase wages for some workers and costs for employers.
- The Federal Trade Commission has embarked on a rulemaking project that would ban the use of non-compete agreements for any employer and any worker.
- If the proposed rule is finalized:
 - The FTC authority to issue this regulation will be scrutinized by the courts.
 - The EEOC could enforce potential regulation related to the use of automated or tech-based hiring systems and reinstate pay-data reporting components under EEO-1.
 - SHRM believes that employers should anticipate greater federal scrutiny of their compensation practices and ensure they are prepared to comply with any new pay disclosure requirements.
- Employers will continue to face a tight labor market despite a potential recession with the recent bank closings.
- The Biden Administration could use the immigration system to alleviate some of the decline in labor force participation.

Employers should continue to develop their collaboration with training providers to ensure they have access to qualified talent.





\$1000 STUDENT SCHOLARSHIP PROGRAM 2023

**TO THE FUTURE HR
PROFESSIONAL!**

ELIGIBILITY

- Referral by an active SHRM-Montgomery member
- H.S. student/graduate enrolled in a degree-seeking HR-related program
- GPA of 3.0 or higher
- ACT/SAT score submission
- Application submitted by May 1, 2023

FOR MORE INFO

 <https://shrmmontgomery.shrm.org>





Tammy Gibson
Annie Rogers
Joy Price

THE FORUM

For **HOT TOPICS**, please visit the “BLOG” section of our website. This is a place where you can ask questions and get feedback from our members about hot topics, situations, and/or problems you are experiencing.

HR PROFESSIONALS

Check out the latest edition of the HR Professionals Magazine on our website by following the link below:

<https://shrmontgomery.shrm.org/news>



“Guard well your thoughts when alone and your words when accompanied.”

~Roy T. Bennett



SHRM-GRAPEVINE: RECRUIT NEW MEMBERS

Encourage current and future HR professionals to join our Chapter. SHRM Montgomery offers opportunities to meet their peers, to exchange ideas and discuss problems through monthly meetings, occasional seminars, legal updates and website information.

We welcome them to use our site as a resource and encourage them to check back frequently for updated information. We also encourage their involvement and suggestions about all of our activities and events.

We look forward to seeing them at an upcoming meeting or event.

For more information, or to enlighten us in the following areas with your thoughts and recommendation(s); please contact...

Quote/Pun Intended/Newsletter Ideas: **Tawanna Bedgood** at tawanna.bedgood@abc.alabama.gov

Workforce Readiness: **Robin Ricks** at robin@manufacturealabama.org

Speaker(s): **Janet Chappell** at janetchappell@live.com

Sponsorship(s): **Janet Chappell** at janetchappell@live.com **OR**
Cierra Belser at careercoachalabama@gmail.com

Hello SHRM Montgomery Members,

I am Robin Ricks, and I serve as your workforce readiness representative on the SHRM Montgomery Board.

I understand that there are a multitude of organizations that support workforce development and workforce readiness in our area, and through this area of our newsletter we hope to simplify finding and accessing some of those resources.

Here you will see pictured a menu of programs that you can access at little to no cost to your organization. In this issue, I would like to introduce you to Central AlabamaWorks! The team at Central AlabamaWorks! are here to support workforce efforts of business and industry in the 13 counties that make up central Alabama, including Montgomery.

We will return with additional information in future monthly issues, and please feel free to reach out to me if you have questions in the meantime.

Wishing you a Happy and Fully Staffed Year!

Robin Ricks

robin@manufacturealabama.org

Workforce Menu

Train your Own

NEW EMPLOYEES

- Work Based Learning
- On the Job Training
- Alabama Workforce Stabilization Program

EXISTING EMPLOYEES

- Leadership Training
- Alabama Workforce Stabilization Program
- Existing Industry Training Program
- Incumbent Worker Training Program

Grow your Own

COMMUNITY COLLEGES

- FAME (Federation for Advanced Manufacturing Education)
- Apprenticeship
- Work Based Learning
- Ready To Work
- Adult Education

K-12

- Career Discovery
- Career Tech Programs
- Tours (virtual/in-person)
- Work Based Learning
- Mock Interviews
- Ready To Work
- Signing Days

CENTRAL ALABAMA WORKS!

A la carte

For more information, contact Gindi Prutzman.
gprutzman@centralalabamaworks.com / 334-300-8592



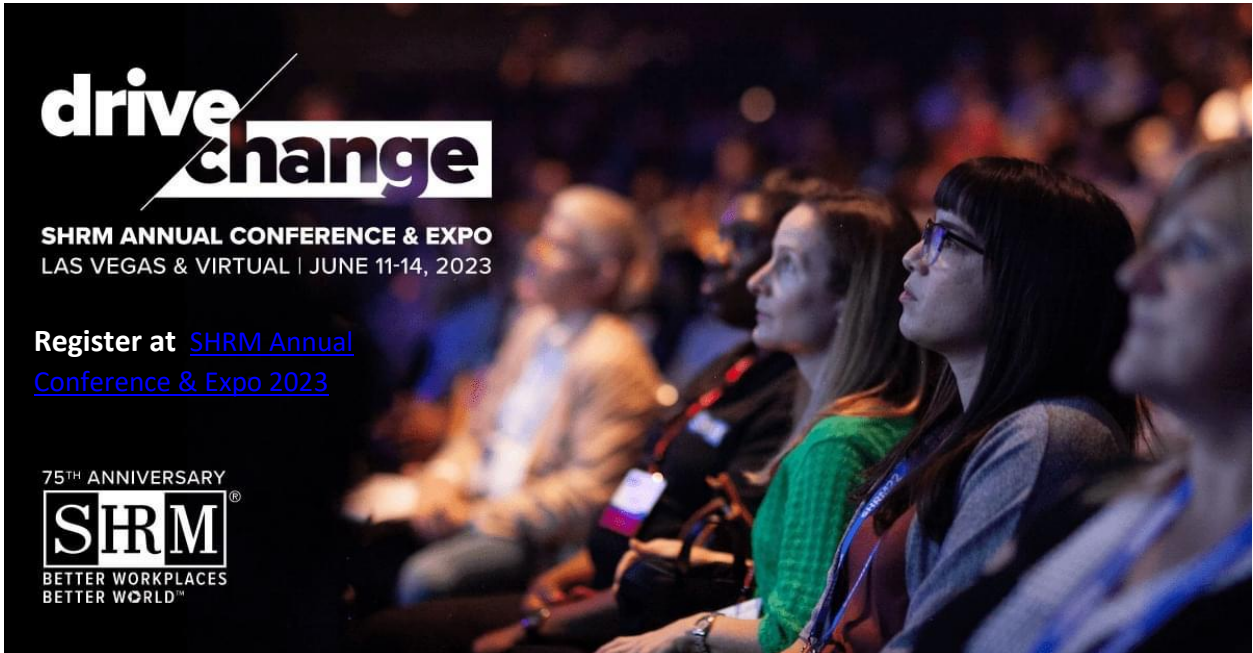
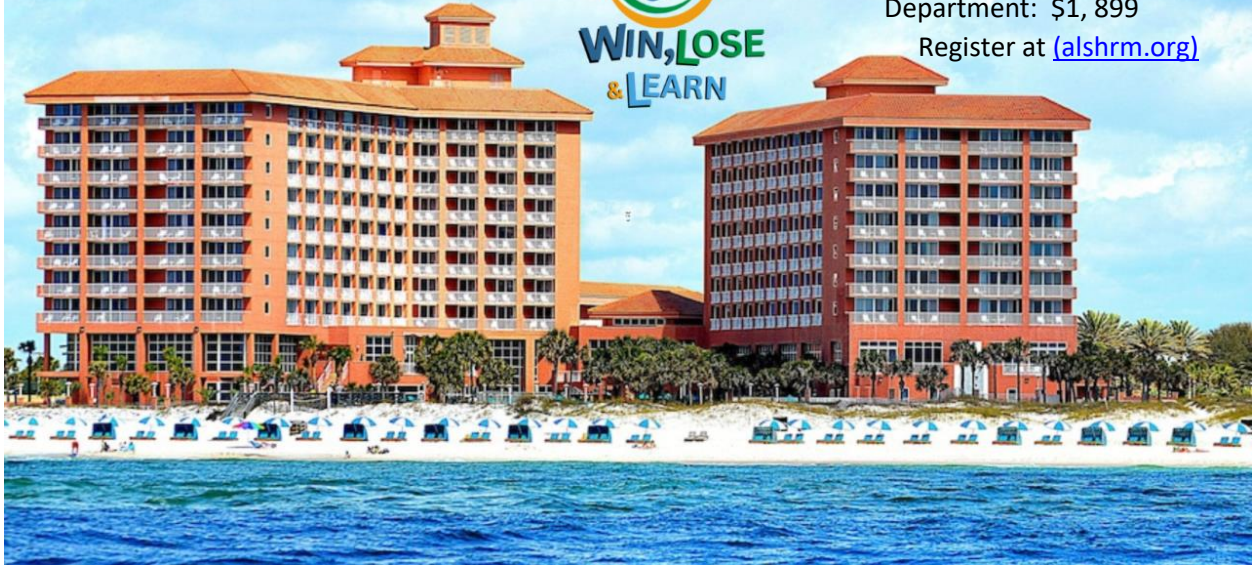
ALSHRM STATE CONFERENCE

When? May 15-17, 2023
Where? Perdido Beach Resort



Early Bird Registration Rates

Individual: \$449
Team: \$1,239
Department: \$1, 899
Register at alshrm.org



**drive
change**

SHRM ANNUAL CONFERENCE & EXPO
LAS VEGAS & VIRTUAL | JUNE 11-14, 2023

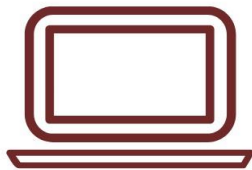
Register at SHRM Annual Conference & Expo 2023



We would like to express our appreciation to our outstanding sponsor(s) for the immeasurable display of generosity towards us. It is our hope that this partnership progresses to even greater endeavors.

BECOME A SPONSOR! GET YOUR BUSINESS AND SERVICES NOTICED!

SHRM MONTGOMERY



WHY SHOULD I BE A SHRM MONTGOMERY SPONSOR?

SHRM Montgomery's Mission is to provide networking opportunities, foster closer cooperation, and facilitate the exchange of information and ideas between human resource(HR) professionals. This means that as a sponsor, your business will have the opportunity to promote and share your product with over 100 HR professionals and partners across the River Region. Our Platinum, Gold and Silver sponsorships give you the opportunity to connect with the areas top decision makers.

BRANDING

Your business will be branded on social media and highlighted on chapter literature and communication as well as our website to maximize exposure to our members.

MARKETING

Marketing your business has become a challenge during the pandemic. Partnering with SHRM Montgomery will allow you maximum visibility with our members

PUBLIC RELATIONS

Getting in front of top decision makers is difficult these days. Our sponsorship levels allow you to maximize your exposure to the companies that directly seek your products and services to help them run efficiently.

2023 BOARD MEMBERS



President - Cierra Belser



Treasurer - Barbara Alexander



Membership - Andrea Jordan, SHRM-CP, PHR



Programs Chair - Janet Chappell



Webmaster - Tara McDowell



Newsletter - Tawanna Bedgood



Secretary Co-Chair - Tara Gibson, SHRM-CP, PHR



New Member Engagement - Susan Story, SHRM-SCP



Governmental Affairs/Legislative - Mike Polis



SHRM Foundation - Stefanie Player



Certifications - Thomas Anile, SHRM-SCP



Workforce Readiness - Robin Ricks



College Relations - Jonelle McCollough