



AUGUST 2012



# SHRM

## Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

### General Membership Meeting

**Date:** Tuesday, August 21<sup>st</sup>, 2012  
**Topic:** **Legal/Legislative Update**  
**Speaker:** **Matt Stiles**  
**Time:** Luncheon Meeting  
11:30am – 1:00pm  
**Location:** **ASU Acadome**  
Banquet Room

**Registration Deadline: August 17<sup>th</sup>**



#### Meeting Guidelines Checklist:

- Please go to <http://shrmontgomery.shrm.org> and click the "Meeting Reservation Link."
- All members, guests and students must go to the website to make a reservation in order to attend the meeting.
- Cancellations must be made 24 hours in advance of the meeting. SHRM-Montgomery reserves the right to bill if cancellation is not made in a timely manner.
- Luncheon Meeting Fees, payable at the door
  - Basic Members (excluding all-inclusive members) - \$15
  - Guests - \$20

SAVE THE DATE  
**September 27<sup>th</sup>**  
Next General  
Membership  
Meeting

# Spring Social



There's nothing like sharing good food and drinks to help a crowd loosen up and turn familiar strangers into friends. On Thursday, August 2, 2012, SHRM Montgomery held its first ever Membership Appreciation Social at Central Restaurant in downtown Montgomery. This informal evening offered drinks from the bar and heavy hor'dourves for dinner. SHRM Montgomery's goal in hosting the evening was to give its members a more powerful communication channel to build better and more rewarding relationships. Members were able to network, have some fun in a relaxed environment, catch up with old friends and make some new ones.

Tamela Selmar-Burks, SHRM Montgomery President, said she was pleased with the enthusiasm members displayed about the event and the opportunity to network with one another.

At the conclusion of the evening, members were given a SHRM Montgomery stadium seating blanket as a token of appreciation for their dedication and commitment to SHRM Montgomery.



**OFCCP's Proposed Rules for  
Section 503 of the Rehabilitation Act of 1973...**

Join us for a One-Day Conference on how to  
meet the NEW OFCCP proposed rules for Federal contractors

**We Are  
“READI” and “ABLE”...  
Are You?**

**Tuesday, August 21, 2012**

**The Cahaba Grand Conference Center  
3660 Grandview Parkway  
Birmingham, AL 35243**



The **ABLE** (Alabama Business Leadership Employment) **Network**, Alabama Department of Rehabilitation Services – **READI-Net** (Resources for Employment And Disability Information Network), and OFCCP, EEOC, and Alabama Industry Liaison Group are joining forces to provide you with the most up-to-date information on the NPRM for Section 503 of the Rehabilitation Act of 1973 and a How-To-Guide with “Best Practices” in implementing the proposed rules.

### Are you ready and able...

- to meet utilization goals for hiring individuals with disabilities?
- to invite applicants and workers to voluntarily self-identify as an individual with a disability and keep records on the number of individuals with disabilities applying for and being hired for jobs in your company?
- to develop and maintain written procedures for processing reasonable accommodation requests?
- to outreach and engage in efforts to recruit individuals with disabilities through linkage agreements and job postings?
- to perform annual reviews of your personnel processes and job qualifications?

If you answered **“No”** to any of these proposed rules, this conference is for **YOU!**



### John Robinson: Luncheon Keynote Speaker

His lower legs are attached to his hips without knees. He is 3'9" tall. John has had to overcome many challenges, but through his remarkable tenacity, talent and faith, he has succeeded in business and in building a family in a way that few may have expected. Author of the autobiography, [Get Off Your Knees: A Story of Faith, Courage, and Determination](#), John Robinson will be speaking about overcoming obstacles in life and business.

## Conference At-A-Glance

- 8:00 – 8:30 **Registration**
- 8:30 – 9:30 **Opening Session with Invited Keynote Speaker Kathy Martinez, Assistant Secretary, DOL Office of Disability Employment Policy (ODEP)**
- 9:30 – 10:30 **General Session: Overview of Proposed Revisions to Section 503 of the Rehabilitation Act of 1973**
- 10:30 – 10:45 **Break**
- 10:45 – 12:00 **Concurrent Sessions:**
- The Name of the Game... Employment!** – How to turn “good faith efforts” into “best practices” when it comes to employment processes, hiring goals, pre/post-offer solicitations, posting and record-keeping requirements, and annual process reviews.
  - The Odds Are In Your Favor** – Using data collection, availability/utilization analysis, and new census reports to identify and capitalize on an untapped market of applicants, employees and veterans with disabilities.
- 12:00 – 1:00 **Luncheon with Keynote Speaker John Robinson**
- 1:00 – 1:30 **“We’re READI and ABLE”:** A look at local resources to help you become ready and able to meet the proposed rule requirements.
- 1:30 – 2:30 **Business Panel:** Businesses tell how they are already implementing the proposed rule requirements
- 2:30 – 2:45 **Break**
- 2:45 – 4:00 **Concurrent Sessions:**
- How Strong is Your Chain?** – Build and strengthen your workforce through linkage agreements that help you meet outreach, recruiting, training, and evaluation requirements.
  - Juggling Compliance Issues** – How to keep from dropping the ball when it comes to balancing ADA/AA/HIPAA, disability disclosures, reasonable accommodations and documentation of rejection reasons.
- 4:00 – 4:30 **Technology Talks**
- 4:30 – 4:45 **Resources & Wrap Up**

**“This program has been submitted to the HR Certification Institute for review.”**

## **2012 SHRM-Montgomery**

### **Board Members**

President:	Tamela Selmar-Burks
Past President:	Jamie Brown, SPHR
VP Membership:	Lisa McKissick, SPHR
VP Programs:	Jeanette Williams
Treasurer:	Becky Ellis, PHR
Newsletter/Communications:	Michaela Hutcheson
Secretary:	Tara Gibson, PHR
Webmaster:	Patricia Osuch
Support Director:	Gilbert Darrington, PHR

### **Core Leadership Areas**

Workforce Readiness	Amanda Meeks PHR
Governmental Affairs	Jamie Brown, SPHR
College Relations	Shena Davidson PHR
SHRM Foundation & Diversity	Rich Lewis
Certification	Tara Gibson, PHR
Mentor/Advisor	Kelly Pate