



FEBRUARY 2017

# SHRM Montgomery



ADVANCING THE PROFESSIONAL SERVING THE PROFESSIONALS

## General Membership Meeting

- Date:** Thursday, February 9, 2017
- Topic:** Crystal Ball Gazing, Labor, Employment and Benefits Law in the Trump Administration
- Speaker:** **Matt Stiles**  
**Maynard, Cooper & Gale, P.C.**
- Time:** Luncheon Meeting  
11:30am – 1:00pm
- Location:** **Capital City Club**  
201 Monroe Street #2100  
Montgomery, AL 36104



**2017 SHRM Montgomery  
Chapter Meetings:**

**March 16, April 27**

**...stay tuned, more dates will be  
announced.**



**Please make sure you sign up for meetings in advance. We cannot guarantee meals for those who are not registered for the meeting.**

NOTE: All registration should be submitted 2 business days prior



### Meeting Guidelines Checklist:

Please go to <http://shrmmontgomery.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



# Speakers' Biography

## Matthew's Profile



Matt Stiles is a Shareholder in Maynard Cooper's Birmingham office, and he is a member of the firm's Labor & Employment and Employee Benefits & Executive Compensation practices. He represents employers in all facets of the employment relationship, with an emphasis in employee benefits and executive compensation, compliance and strategic counseling, labor relations, employment litigation, trade secrets and restrictive covenants, affirmative action compliance in the federal contract sector and management training.

Matt has represented employers and benefits consultants in strategic employee benefit plan design and compliance matters. He has also represented small businesses to Fortune 500 companies in executive compensation contracts and programs and served as lead negotiator in complex labor contract negotiations. Matt has experience representing employers in defense of hundreds of federal and state agency investigations, including his current appointment as Deputy Attorney General to represent the State of Alabama's interests in litigation pending in the federal and state courts against a prominent state Commission.

He has represented employers in virtually every kind of employment litigation. From 2004 to 2007, Matt served as Associate Counsel for Regions Bank, a Fortune 500 company, where he had chief responsibility for its labor, employment and employee benefits matters nationally. He also serves as an Adjunct Professor of Law at The University of Alabama School of Law.



## ALSHRM Legislative Symposium

We are so pleased and excited to announce the 2017 ALSHRM Legislative Symposium. The Symposium will be a one-day event held on Thursday, February 16, at the DoubleTree by Hilton Hotel Montgomery Downtown, 120 Madison Avenue, Montgomery, AL in the Rosa Parks Room. SHRM chapters throughout the state and our State Council have long wanted to do something like this at the state level, given that we have been so successful with our Hill Visits and relationship building on the federal level. So this is our inaugural kick-off, and we are just bursting with excitement!

The Symposium will provide an update on federal activities and expectations straight from the streets and sidewalks of DC, and an update and outlook on the state level directly from a member of the State Legislature. We have two outstanding speakers for the morning – Mike Aitken from SHRM Government Affairs and Alabama State Senator Arthur Orr – and we will spend the afternoon at the State Capitol which is within walking distance. The day will conclude with a Reception/ Networking event back at the hotel. An agenda overview for the day is attached.

This is going to be an exciting and great day which will include breakfast, lunch, the reception, and a whole load of fun being together for \$75. We hope to have 2.5 hours of recertification credit from both SHRM and HRCI.

Click the below for registration. If you have trouble with the link, type into your browser:

<https://www.eventbrite.com/e/alshrm-legislative-symposium-registration-31154750698>

Three important things to note are:

- Deadline for registration is **February 7, 2017**.
- Space at this inaugural event is limited.
- Wear or bring comfortable walking shoes!

We hope to see you at the first-ever ALSHRM Legislative Symposium! Not only will we begin to build legislative relationships at the state level, but you will be more enabled to lead your employer in being prepared, being well informed, and having more insight to current federal and state legislative activities, as well as enhancing your own personal career and development.

Juanita Phillips and Blinda Walker

Co-directors of Government Affairs

ALSHRM State Council



## ALSHRM Legislative Symposium

February 16<sup>th</sup>, 2017

Registration & Breakfast	7:30am – 8:30am
“The 115 <sup>th</sup> Congress and the Trump Administration: the Washington Outlook for HR Public Policy” Mike Aitken, VP of Government Affairs, SHRM	8:30am – 9:45am
Break	9:45am – 10:00am
“The Alabama State Legislature, Workers Compensation and You” Senator Arthur Orr	10:00am – 11:15am
Lunch	11:15am – 12:15pm
Meet and Walk to Capitol Building	12:15pm – 1:00pm
An Afternoon at the Capitol	1:00pm – 4:15pm
Reception/Networking Event	5:00pm – 6:30pm

Thank You to Our Sponsors!!



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# 2017 LABOR & EMPLOYMENT LAW SEMINAR

WHEN: 8:00 a.m. - 4:10 p.m., Tuesday, March 14 | WHERE: Auburn University Montgomery Taylor Center, Rooms 221-223

## Schedule, Discussion Topics & Speakers:

8:00 - 8:45 a.m.

Registration

8:45 - 9:00 a.m.

Elections Have Consequences: A survey of recent & prospective changes in employment law

**(Bruce Downey, Capell & Howard Attorney)**

9:05 - 9:20 a.m.

Timing is Everything: When is the right time to mediate?

**(Jimmy Walter, Capell & Howard Attorney)**

9:25 - 10:05 a.m.

You're Fired: The Alabama Restrictive Covenants Act

**(Chris Weller, Capell & Howard Attorney)**

10:10 - 10:25 a.m.

Break

10:30 - 11:15 a.m.

Taming the Office Tyrant: Dealing with bullying in the workplace **(Trisha Osuch & Clint**

**Richardson, Capell & Howard Attorneys)**

11:20 a.m. - 1:00 p.m.

Lunch Break

1:05 - 1:35 p.m.

Sexuality & Identity at Work

**(Barbara Wells, Capell & Howard Attorney)**

1:40 - 2:25 p.m.

Hiring, Firing & a Few Things in Between

**(Carla Cole Gilmore, Capell & Howard Attorney)**

2:30 - 2:45 p.m.

Break

2:45 - 3:30 p.m.

Depositions: The good, the bad & the ugly **(Terrie Morgan & Allen Sheehan, Capell &**

**Howard Attorneys)**

3:35 - 3:55 p.m.

Guest Speaker or Panel Discussion **(To Be Announced)**

**To register visit: Capell Howard's website at:**

**<http://capellhoward.com/registration-opens-capell-howards-2017-labor-employment-law-seminar>**



## Speakers needed for TSHRM

Montgomery's TSHRM chapter is in need of HR professionals to come speak at their meetings. You can choose your topic. Please contact Paula Barlow at paula.barlow@prattvilleal.gov for more information.

## ***It's Time to Renew your 2017 dues!***

Payment instructions and options to pay through PayPal are available at:

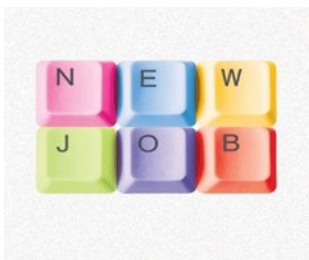
<http://shrmmontgomery.shrm.org/membership-dues-payment-options>

If your company requires you to submit an invoice for payment, click on the SHRM Montgomery link above. Scroll down  $\frac{3}{4}$  of the page and click on the link "click here" next to the words "if you need an invoice." You will be able to fill in your name, select the type of membership you wish to purchase, print and submit to your company.

If your employer requires a W-9 to process a payment, click on the link above, scroll down  $\frac{3}{4}$  of the page and click on the W-9 link.

Thank you!

Social Media SHRM Montgomery



**Did you know that you can post your HR openings on our SHRM website.**

**If you have a career opportunity in HR, please use this resource to help fill your position.**

# SHRM Foundation

giveaway!



At our next meeting you can purchase tickets for our SHRM Foundation giveaway. Please help the future of HR with your purchase and have the opportunity to win an amazing prize.

## Board Members for the 2017 Montgomery SHRM

### Board Members:

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