



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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February, 2022

THE PRESIDENT'S POST

You Can't Spell Hero Without HR

2022 is rolling ahead and so is SHRM Montgomery. We're excited about this year and the amazing speakers and events that we are bringing to our chapter. Our February speaker will be Melva Tate and we always love to have her energy and passion for HR whenever we can. We're also partnering with DiAnna Paulk Photography to offer our members the chance to get a professional headshot taken at the beautiful Montgomery Country Club. As HR professionals it's important to have a great headshot for a multitude of things so we hope you take advantage of this partnership. Thank you to everyone that attended the January Meeting with Matt Stiles. It was a great kick off to a great year and we truly enjoyed seeing all of you. Despite the Covid Challenges, SHRM Montgomery is still committed to our members by providing a safe environment that we can all enjoy. We hope to see you in person this year as often as your schedules allow. We look forward to seeing you this Month.



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.



SPONSOR



Onin Staffing is The Onin Group's industrial and light clerical staffing division. Please visit us at oninstaffing.com for your staffing needs.



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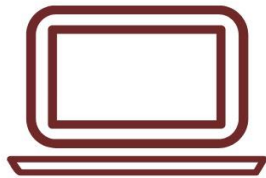
SILVER SPONSOR



January 2022 General Membership Meeting Sponsor



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.



Date: February 17, 2022
Topic: Using Your Superpowers to Influence Others
Speaker: Melva Tate, PHR/CLC – Tate & Associates, 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:

March 17, 2022: State of the Workforce

April 21, 2022: Results through Relationship Intelligence

May 12, 2022: Wellness Initiatives & Trends

June 16, 2022: Embracing the Culture. Changing the Culture Diversity, Equity and Inclusion in the Workplace

July 14, 2022: TBD

Post Card

SPEAKERS:

March: Fitzgerald Washington, Secretary of Labor

April: Michael Brown, Core Strengths

May: Sarah Green, Gallagher

June: Montiqua Mathers-Pettway, Waste Management

July 14, 2022: Carla Penton, Capell & Howard, P.C.

***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 \$25.

Reservations must be made by 12:00pm on Friday, February 11, 2022 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, February 11, 2022.

**Melva Tate, PHR/CLC
President and Senior HR Consultant
Tate & Associates, LLC**



Melva Tate lives by one rule: “Put in the work.” She also recruits, coaches and owns an award-winning business according to that rule.

Melva’s been putting in the work for more than two decades, serving as the Director of HR & Administration for two start-up organizations, Nexcel Synthetics and Kelly Construction Company. She’s also a radio personality, best-selling author, and a feature writer and contributor to leading newspapers and magazines including, HR Magazine, Black Enterprise Magazine, The Birmingham News, and the Birmingham Business Journal. In addition, Melva serves as an Adjunct Career Management Consultant for Warren Averett Workplace.

In 2008, Melva went to work for herself, opening Tate & Associates, LLC. The firm specializes in executive talent searches, human resource consulting, training and development, and career coaching to businesses, universities and nonprofit organizations. Tate & Associates’ success stories include clients like The United Way of Central Alabama, YWCA of Central Alabama, REV Birmingham, Birmingham Business Alliance, Birmingham Education Foundation, City of Irondale, City of Tuscaloosa, City of Jasper, Alabama Public Television, Miles College, and Beville State Community College.

But Melva believes that work must extend outside the office and into the community. As an activist, executive advisor, and often board member, she volunteers her time and energy with United Cerebral Palsy of Greater Birmingham, Alabama Workforce Development Council, Jefferson County Workforce Development Board, Alabama Women In Business, and The Birmingham Women’s Network. She is also a past two-term president and current senior advisor for the Birmingham Society for Human Resource Management, one of the national society’s leading chapters with more than 700 members.

Putting in work like this leads to an impressive list of credentials, including a B.S. degree in Human Resource Management, an Executive MBA, Certified Life Coach and Professional in Human Resources certifications. It’s also earned Melva the *BSHRM Leadership Excellence Award*, recognition as one of Birmingham’s “*Top 40 Under 40*” Professionals and Best Minority Business Honoree by the Birmingham Business Journal, and Cox Media’s Best in Minority Business Winner.

While Melva’s official title is Human Capital Strategist, she’s best described as a networking master and high-energy coach. Her passion is seeing people and companies flourish, and she is driven to nurture dreams and cultivate relationships. While paying clients keep the lights on, Melva also accepts the currency of handshakes, hugs, and Facebook friend requests.



LEGISLATIVE UPDATE



Thomas Anile, Reporting SHRM Montgomery Board Member

On 1/13/2022, the U.S. Supreme Court halted the Occupational Safety and Health Administration's (OSHA) emergency temporary standard (ETS). On 1/25/2022, OSHA announced the withdrawal of its ETS effective 1/26/2022 which will end the lawsuit; however, OSHA has already stated that it is making it a priority to propose a new, permanent COVID-19 safety standard for health care workers. Based on the Supreme Court's decision, the permanent standard will have to look quite different and be narrower in scope than the ETS was.

<https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/OSHA-Vaccine-or-Testing-Directive.aspx>

The Biden Administration's requirement for health insurance to cover the cost of COVID-19 at-home tests took effect on January 15th, 2022. Insurance carriers have different options regarding paying for at-home COVID-19 tests ranging from reimbursement to full coverage at in-network locations. If you haven't already, you should contact your insurance provider to determine how it is handling these new requirements.



<https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/issues--arise-as-health-plans-begin-covering-at-home-covid-test.aspx>



RAFFLE TICKETS:

1 for \$1.00

6 for \$5.00

ITEMS:

Umbrella

Gift Cards

✓ TopGolf

✓ Krispy Kreme

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>



“The greatest thing in the world is not so much where we stand as in what direction we are moving”

~Oliver Wendell Holmes

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...

Member Spotlight/Quote of the Month/Newsletter Ideas: **Tawanna Bedgood** at tawanna.bedgood@abc.alabama.gov

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

Speaker(s): **Fereisie (Free) King** at FKing@ieionline.com

Sponsorship(s): **Fereisie (Free) King** at FKing@ieionline.com **OR**
Cierra Belser at careercoachalabama@gmail.com



FUTURECAST



Monthly Meeting

MARCH 17, 2022

11:30-1:00

Montgomery Country Club

FITZGERALD WASHINGTON

State of the Workforce

AFFILIATE OF



BETTER WORKPLACES
BETTER WORLD



**Marcel
McElroy**

Tell us about yourself

I grew up in Mobile County until 1992, and then moved to Montgomery where I managed a consumer finance company owned by Aetna Insurance. Later I brokered mortgages for several years and started recruiting full time in 1999 . Since 2004 I have owned Marcel McElroy's Job Connection- DBA Top Talent Recruiter. Our new Top Talent Recruiter Brand we started in my home town of Mobile 5 yrs. ago, and started using the same DBA name locally almost 2 yrs. ago now to separate us from the others. We have a great team now who have really helped make a huge difference in our business from me doing it solo like I did in the early days. Van, Chad, Lisa, Janet and Johnny make my job look easy. My wife and I love to travel, love our church, family, love dining out while eating healthy, try to stay in great health, entertaining, spending time at our vacation rental home, and investing in real estate.

What is your Mission

Our goal is to help employers ease through the search process, and help job seekers make those sometime intimidating career changes. Changing peoples lives gives me joy when I know at the end of the day that we helped one more person achieve their dreams. Like Zig Ziglar use to say best " You get everything out of life that you want, by helping others get what they want!"

Why are you a member of SHRM?

I have been involved with SHRM since 1999 and have seen many come and go, but it has always been the best group of people to be involved with, with great speakers and very helpful topics that everyone wants to hear more about.



HEADSHOTS BY



\$40 PER PERSON
6 FRAMES TO CHOOSE FROM
1 EDIT INCLUDED
FEBRUARY 17TH
11:00-1:00
REGISTER FOR YOUR TIME TODAY!





2022 BOARD MEMBERS

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