



# HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

## IN THIS ISSUE

- 1** The President's Post
- 2-3** Sponsor(s) Appreciation
- 4** HR Exchange: General Membership Meeting
- 5** The Advisor: Speaker's Biography
- 6** News You Can Use: Legislative Update
- 7** MGM Scoop: News & Information
- 8** Workforce Today: Ready. Set. Work
- 9** MGM People: HR Hero Spotlight
- 10** In It Together: 2022 SHRM Montgomery Board Members

## THE PRESIDENT'S POST



2022 is upon us and we're ready to kick things off in an energetic way. I am so excited about all the great programming we have lined up for this year. Our theme for the year is "HR Heroes" because we have used our super powers to carry our organizations through the last 2 years. I am truly grateful for all our members and board that have stayed engaged with our chapter as we navigated unfamiliar waters together. To our new members for 2022, you're in for an awesome year. I hope you take the time to immerse yourself in all that SHRM Montgomery has to offer and network with other members. We want to be a resource but also a community to help us all get reengaged and ready to make an even larger impact within our roles. As chapter president I hope that I will get to know all of our members and look forward to highlighting your accomplishments in the HR Heroes spotlight each month. Happy New year to all of you and we look forward seeing you at our January Meeting.

-Cierra Johnson-Belser

---

YOU CAN'T SPELL HERO WITHOUT HR

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 progress to even greater endeavors.



# SPONSOR



Onin Staffing is The Onin Group's industrial and light clerical staffing division. Please visit us at [oninstaffing.com](http://oninstaffing.com) for your staffing needs.



**CONTACT ANGELA BENNETT FOR ALL YOUR HOUSING NEEDS.**

**SALES ACCOUNT REPRESENTATIVE  
AHI CORPORATE HOUSING  
8841 HELENA ROAD  
PELHAM, AL 35124  
OFFICE: 205-987-7797  
DIRECT: 205-588-5840  
FAX: 205-988-4658  
WWW.AHICORPORATEHOUSING.COM**

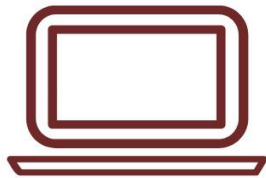
## SILVER SPONSOR



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:** January 20, 2022  
**Topic:** Legal Update  
**Speaker:** Matt Stiles – Maynard Cooper Gayle  
**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:

February 17, 2022: TBA

March 17, 2022: TBA

April 21, 2022: Relationship Intelligence

May 19, 2022: Wellness (Finance / Digital & Virtual / Tele Medicine / Employees Health & Safety)

June 16, 2022: HR Technology

*Post Card*

**SPEAKERS:**

February: Melva Tate, Tate & Associates

March: TBA

April: Michael Brown, Core Strengths

May: Sarah Green, Gallagher

June: TBA

\*\*\*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, January 14, 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](mailto:SHRMMontgomery0092@gmail.com) by 12:00pm on Friday, January 14, 2022.**

**Matthew W. Stiles**  
**Shareholder**  
**Maynard Cooper Gale**



**LEGAL UPDATE**

- Matt's unique talent encompasses a broad range of expertise in the laws affecting the workplace, including labor and union relations, employment litigation, employee benefits, and executive compensation, trade secrets and restrictive covenants, Service Contract Act and federal contract employer compliance, PEO and staffing industry law, and employment law for faith-based employers.
- Matt has extensive experience counseling employers involved in federal and state agency investigations, including his on-going appointment as Deputy Attorney General to represent the State of Alabama's interests in litigation pending against a prominent state Commission. He has successfully resolved complex, multi-party and multi-jurisdictional labor negotiations on behalf of his clients. He regularly advises employers and benefits consultants in strategic employee benefit plan design, implementation, and compliance. PEO and staffing industry employers regularly engage Matt to advise them on all aspects of their business, including for consultation with and defense of their own clients.
- Prior to joining Maynard Cooper, Matt was Associate Counsel for three years with a Fortune 500 bank, where he was responsible for the bank's labor, employment and employee benefits matters nationally. Matt is also an Adjunct Professor at the University of Alabama School of Law.
- Matt's skills and reputation continually distinguish him as a leading labor and employment and benefits lawyer. Since 2008, he has been recognized by Chambers USA: America's Leading Lawyers for Business as a leading practitioner in the area of Labor and Employment. In 2018 and again in 2019, he was selected as the exclusive recipient in the State of Alabama for the Lexology Client Choice Award for Employment & Benefits Law, a selection made by in-house general counsel recognizing lawyers who add value to clients' business above and beyond others in the market. In addition, Matt is consistently recognized by The Best Lawyers in America© and Super Lawyers, in which he has been included among the Top 50 Lawyers in Alabama since 2014.



## LEGISLATIVE UPDATE



### Thomas Anile, Reporting SHRM Montgomery Board Member

On December 17<sup>th</sup>, 2021, the 6<sup>th</sup> U.S. Circuit Court of Appeals lifted the stay on the Occupational Safety and Health Administration's (OSHA) Emergency Temporary Standard (ETS) impacting businesses with 100 or more employees, and OSHA has since come out and extended the two original compliance deadlines of the ETS to January 10<sup>th</sup>, 2022 and February 9<sup>th</sup>, 2022 respectively. You can visit <https://www.osha.gov/coronavirus/ets2> for sample policies, FAQs, and other relevant documents.

While the OSHA ETS has been lifted of its stay at this time, additional litigation is already surfacing. A plethora of appeals have already been filed with the Supreme Court. Justice Brett Kavanaugh has asked the Biden administration to respond to the appeals. While the future is uncertain regarding the OSHA ETS, there is no longer a stay in place which means that at the moment, employers with 100 or more employees will be required to have certain policies and procedures in place as early as January 10<sup>th</sup>, 2022.

<https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/sixth-circuit-osa-ets.aspx>





Stephanie Harold, Director of Personnel: Alabama Board of Nursing  
Jessica Davis, Director of Human Resources: Innovative ECMO Concepts, Inc.  
Christina Hudgins, Finance Director: First United Methodist Church

## 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://shrmmontgomery.shrm.org/news>



“Coming together is a beginning; keeping together is progress; working together is success”

~Henry Ford



## 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](mailto:tawanna.bedgood@abc.alabama.gov)

Workforce Readiness: **Robin Ricks** at [robin@manufacturealabama.org](mailto:robin@manufacturealabama.org)

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

Sponsorship(s): **Fereisie (Free) King** at [FKing@ieionline.com](mailto:FKing@ieionline.com) **OR**  
**Cierra Belser** at [careercoachalabama@gmail.com](mailto: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 New Year!

Robin Ricks [robin@mamufacturealabama.org](mailto:robin@mamufacturealabama.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](mailto:gprutzman@centralalabamaworks.com) / 334-300-8592





# HR HERO Spotlight

## How did you get into HR

I have never thought about Human Resources as a career path while in college. As a matter of fact, at that time I do not remember the Business Program offering many classes related to the HR subjects. When I was about to graduate college I was recruited by the Isle of Capri Casinos, Inc. and was hired into the 2-year Management Development Program. My husband and I moved to Biloxi, MS and started the journey in the Hospitality Industry. The managerial development program with the Isle of Capri exposed me to the different areas of the business such as Marketing, Food and Beverage, Hotel Management, Casino Operations, IT, and Human Resources. It allowed me to rotate through the various departments of the industry and travel to other locations. Upon graduation from the development program, I selected Human Resources as the area I really wanted to stay in. In my 15- year career in the hospitality industry I worked as a Training and Development Manager, HR Manager, HR Director and Regional HR Director at several casino companies.

# Olga Randolph

In my free time, I enjoy spending time with my family and friends, travelling and being outdoors (hiking and being at the beach are my two most favorite thing to do!).

## Why are you a SHRM Member

Staying connected and networking with the other members of the HR team is very important to me. SHRM Montgomery has done an outstanding job in providing speakers and employment updates to the HR community. I find this very valuable.

## What drives you to work so hard in the HR field

Human Resources is what keeps the company operating day to day. Without team members we cannot have companies. Every team member on the HR Team is very valuable from Employee Relations, Benefits, Payroll, Recruitment, etc. Often times HR is viewed as a "paper processing" department, but the impact of the HR is far more reaching than that. As a Manager we have to keep an eye on the industry, the external factors and their impact on our operations and recommend adjustments for the company to stay viable. We have seen what the last 2 years have done to our economy with various strands of COVID-19 surfacing every few months, high inflation, supply-chain disruptions, and labor shortages. My vision and goal is to provide the best support that I can give to the company and the team members to ensure that our policies and practices are sound and team members are treated fairly and with respect. Members of the HR team are the people who set the beat and the culture of the company.

## Tell us about your self

I was born in Russia and came to the United States 26 years ago as an exchange student in North Alabama. I completed High School and then moved to Montgomery to go to AUM. I majored in Business Administration and Management. And later on got my MBA. While in college I met my future husband and we got married. We have been married for 22 years and have a 6 year old daughter. While progressing through our carriers in the Hospitality Industry (where I started after graduating college), we lived in several different States such as Mississippi, Missouri, New Mexico, Wisconsin and Louisiana before moving back to Montgomery 7 years ago. That is when I changed over to the manufacturing industry by working mostly in auto manufacturing companies (Tier II and I auto suppliers).



# 2022 BOARD MEMBERS

## Board Members:

President

Cierra Belser

Past President

Paula Barlow, SHRM-CP, PHR

Treasurer

Barbara Alexander

Membership

Andrea Jordan, SHRM-CP, PHR

Programs Chair

Fereisie King, SHRM-CP, PHR

Webmaster

Tara McDowell

Newsletter

Tawanna Bedgood

Secretary Co-Chair

Tara Gibson, SHRM-CP, PHR

Secretary Co-Chair

Krystal Bryan, SHRM-CP

## Core Leadership Areas:

Governmental Affairs/Legislative

Thomas Anile, SHRM-SCP

SHRM Foundation

Stefanie Player

Certifications

VACANT

Workforce Readiness

Robin Ricks

College Relations

Sheral Ware