



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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March, 2022

THE PRESIDENT'S POST

You Can't Spell Hero Without HR

March is upon us and I am definitely looking forward to another awesome chapter meeting. This month we're excited to have Fitzgerald Washington, Secretary of Labor for Alabama as our speaker. His insight into our current forecast for unemployment and the labor market is vital to all of us HR Heroes that are struggling to fill key roles within our organizations. We are truly honored that he has taken the time out of his busy schedule to speak with our chapter. SHRM Montgomery is also proud to have Health Med Inc. as a platinum sponsor for the year. Please take the time to visit their website provided below to see how your company can benefit from this partnership. Thank you to AHI Corporate housing for being our February sponsor and to DiAnna Paulk for taking headshots of our amazing members. We will invite her back in the fall for those that were unable to be with us in February. We have so many exciting things happening within our chapter and have loved seeing more and more faces in person this year. We hope that you have enjoyed gathering at the Beautiful Montgomery Country Club and look forward to seeing you in March.



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.



SPONSOR

MARCH 17, 2022 General Membership Meeting Sponsor



Platinum
SPONSOR

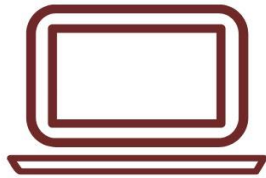
**WELLNESS PROGRAMS
BIOMETRIC SCREENINGS
MENTAL HEALTH
COVID 19**

**VISIT OUR WEBSITE
WWW.HEALTHMEDINC.COM**



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.

Date: March 17, 2022
Topic: State of the Workforce
Speaker: Fitzgerald Washington, Secretary of Labor
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:

April 21, 2022: Results through Relationship Intelligence

May 12, 2022: Wellness Initiatives & Trends

June 9, 2022: Embracing the Culture.
Changing the Culture Diversity, Equity and Inclusion in the Workplace

July 14, 2022: TBD

Post Card

SPEAKERS:

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, March 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, March 11, 2022.

Fitzgerald Washington
Secretary of Labor



State of the Workforce

Fitzgerald Washington has served as Secretary of the Alabama Department of Labor since 2014. During his tenure, the Department has launched a statewide marketing campaign, initiated a new job fair initiative that brings available jobs to Alabamians, and has participated in a new alignment of workforce regions that allows for better distribution of state workforce resources.

Washington currently serves on the National Association of State Workforce Agencies (NASWA) Board of Directors as Past Chair after serving as Chair for 2020 - 2021. He is also a member of the National Association of Government Labor Officials (NAGLO).

Washington is a member of the Alabama Workforce Council, the Alabama Small Business Commission, the State Workforce Development Board, the Alabama Bicentennial 200 Commission, the Alabama Pandemic Response and Preparedness Commission, the Advisory Board for the Governor's Office of Minority Affairs, and the Buffalo Rock Company Board of Directors.

Prior to his appointment as the Secretary of the Alabama Department of Labor, Washington worked for The Buffalo Rock Company for 15 years, serving as Corporate Marketing and Sales Director handling the company's multicultural marketing initiatives before being promoted to General Sales Manager in 2002.

Washington has served as a past Chairman of the Chamber of Commerce of West Alabama, where he helped create the Minority Business Council to foster growth and competitiveness of minority-owned businesses in West Alabama. Other community involvement includes the Boy Scouts of America/Black Warrior Council Board, BB&T Bank Advisory Board, Board of Visitors for the University of Alabama College of Continuing Studies, and DCH Health Systems Foundation Board of Directors.

Washington, his wife Peggy, and their children Karla and Fitzgerald reside in Tuscaloosa.



LEGISLATIVE UPDATE



Thomas Anile, Reporting SHRM Montgomery Board Member

On 2/7/2022, the U.S. House of Representatives passed HR 4445 and on 2/10/2022, the U.S. Senate also passed the bill. President Biden is expected to sign the bill into law. If signed into law by the President, the Act will make amends to the Federal Arbitration Act (FAA), allowing any person alleging conduct constituting a sexual abuse or harassment dispute to nullify an arbitration agreement or class/collective action waiver. If signed into law, employers with arbitration agreements that use comprehensive language that covers all claims between the employee and employer will likely need to make adjustments to existing and new agreements to include an exception for sexual harassment/assault disputes.

https://www.bakerdonelson.com/federal-arbitration-act-congress-makes-amendments-to-include-limitations?utm_source=vuture&utm_medium=email&utm_campaign=20220214%20-%20alert%20-%20%20%26e



Former Fox News anchor Gretchen Carlson speaks as (L-R) U.S. Sen. Kirsten Gillibrand (D-NY), Sen. Chuck Grassley (R-IA) and Senate Majority Leader Sen. Chuck Schumer (D-NY) look on after passage of the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act.

Alex Wong/Getty Images



Angie Bowen, Human Resources Manager – Bradley Plumbing
 Angela Clark, Employment & Recruitment – Hyundai
 Kendra Powell, Student – University of Arizona Global Campus (UAGC)
 Ty Story, Safety & Training Manager – Montgomery Water Works

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.

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://shrmmongomery.shrm.org/news>



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



“Financial resources may be the lifeblood of a company,
 but **H**uman **R**esources are the brains”

~Rob Silzer





FUTURECAST



Monthly Meeting



APRIL 21, 2022

11:30 - 1:00

Montgomery Country Club

Michael Brown *Kyle Menig*



Results through
Relationship Intelligence

LIVE WEBINAR SERIES

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@mamnuufacturealabama.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



How did you end up in HR?



Dr. David Hoover

Like many HR practitioners, getting into HR was not simple but has been intentional. As I was considering a career change, a female engineer I knew well and respected, Linda Baumann, told me I would be a good fit in HR. While working in a private sector general management training program, an opportunity to work for the State of Virginia's largest employment services office came to my attention – my first HR job. After several years there, I took a consulting job in workforce planning. When that project was completed, I was hired as Director of the HR function for a rapidly growing manufacturing company. With that level of responsibility, for professional development I joined the regional equivalent of our local SHRM chapter and earned professional certification in staffing through the precursor of the HRCI. Historically, what had been a mid-level management function, personnel, was evolving into the upper-levels of management as Human Resource Management. With aspirations to grow with the discipline, I applied to Virginia Tech for their Masters degree program. Blessed with high GMAT scores, I was asked to enroll in their doctoral program. Following five years of study and research, I earned a PH.D. in General Business with concentration in HRM and two cognate areas: Labor Relations, and, Industrial and Organizational Psychology.

What drives you to work so hard in the HR Field?

When you love what you do, you never work a day in your life. Both Confucius and Mark Twain said something similar and that is how I feel toward HR. The most difficult part of my teaching is grading tests and papers, but, even giving feedback to my students is rewarding as I seek to balance compliments with constructive criticism.

Why are you a member of SHRM?

Having been active in SHRM for years, when I moved to Montgomery 13 years ago, I connected right away with our chapter. It was a pleasure getting involved in a number of projects, like a job readiness program – when unemployment was high. As we work together with other HR professionals, we get to know each other more deeply. Eventually I was asked to serve two terms on the Board and got to know our leaders better. My appreciation of our award-winning chapter and the friendships formed over the years makes it worth driving four hours to attend monthly meetings – since I moved out of state. It is great to see our chapter growing and I enjoy meeting our newer members. Hope to see you all at our next meeting.

Tell us about yourself

Though I promote work/life balance, I acknowledge that the practice is more difficult than the preaching. The answer to the question: what are my priorities is: God, family, work and community but weekly, even daily, I have to assess how I spend my time, money and other scarce resources to gain perspective and readjust. Each New Years, I get up early and spend much of the day reflecting on the past year and planning for the year ahead.

I am blessed with my wife of 31 years, four children, two by adoption (the last one a junior in high school), eight grandchildren, two great grandchildren, two dogs, two cats, ducks, chickens and guineas, and a remote property on a mountain having a gorgeous view, with much wildlife to appreciate. Driving up our mile long drive yesterday my son and I counted twelve deer, one a buck with ten points. They are beautiful animals, but, park rangers have introduced brown panthers to control their numbers. So, we get to learn more about the ecosystems as even with good guard dogs we occasionally lose some of our free-range poultry to panthers, foxes, possums, snakes, owls, hawks and eagles. This year we are learning more about micro organisms living in our soil. We want healthy vibrant turf around our log home without having to use artificial fertilizers. We want the same for our orchard and gardens. So, last weekend our son helped me unload several tons of composted cow manure and we plan on several tons of horse manure from another local farmer. We also plan to get our worm farm restarted. Have you heard of ecoaudiology? Researchers insert listening devices into the soil and are beginning to identify the sounds of roots growing, worms crawling, fungi growing, beetles nesting? It is fascinating! We may try this in some of our raised vegetable beds.





Annual Conference & Expo
New Orleans & Virtual
June 12-15

100 DAYS UNTIL
#SHRM22



REGISTER BY APRIL 15, 2022 TO SAVE UP TO \$300

Please use the link below to register:

[SHRM22 Annual Conference - SHRM22](#)

**THE OFFICIAL SHRM22 HOUSING BLOCK IS NOW
OPEN!!!**

[Book Your Stay Today!](#)



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