



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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May, 2022

THE PRESIDENT'S POST

You Can't Spell Hero Without HR

May is here and we're just getting back from the ALSHRM State Conference. This year's theme was Recharge HR and that is exactly what we did during our 3 days together. I had the opportunity to speak and Emcee this year's event and met so many amazing HR heroes from across the state. Montgomery was well represented with several of our members that were in attendance. I also got the opportunity to spend some time with our very own Mike Polis, State Council President, and am excited to share his story in this month's HR Hero Spotlight. As we continue to move forward in 2022, it's been great to see more and more faces at our monthly meetings. We also have loved the feedback and engagement from each of you. Our goal is to always provide you with the topics and speakers that are most vital to your HR roles. Last month was National Volunteer Month and I must extend a huge thank you to each member of our board. We are fortunate to have a board that gives 100% to our chapter and I have loved working with this amazing crew for the past 5 years. Please be sure to tell them thank you at our next meeting. We're looking forward to seeing you at our May meeting and hope you all continue to stay safe and be awesome.



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.



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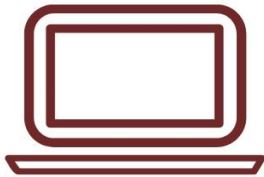
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SHRM MONTGOMERY



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 area's 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: May 12, 2022
Topic: Wellness Initiative & Trends
Speaker: Sarah Green, Gallagher
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:

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

July 14, 2022: Union Avoidance

August 18, 2022: Workplace Ethics: HR's Role in Shaping Your Organization's Culture

September 15, 2022: How to Avoid Office Injuries

Post Card

SPEAKERS:

June: Montiqua Mathers-Pettway, Waste Management

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

August: Brian Butler, Cobbs Allen

September: Anthony Hall, Rehab Associates

***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, May 6, 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, May 6, 2022.

Responsibilities

As a Senior Regional Wellbeing & Engagement Consultant, Sarah directly assists clients to inspire more meaningful, strategic and impactful employee experiences. In partnership with clients, Sarah provides solutions that enhance multiple domains of employee wellbeing – resulting in a more engaged workforce. Sarah thrives on problem solving, building positive relationships with clients and implementing sustainable solutions that improve business advantage. Ultimately, Sarah uses her dynamic workplace experience and knowledge to enhance employers’ effectiveness to provide valuable total wellbeing support.

Professional Experience

Prior to joining Gallagher Benefits Services (GBS), Sarah has gained over 16 years of experience in the field health & wellness. Sarah started her career as a personal trainer in Southern California. Upon completion of her graduate degree she moved to Houston and has helped develop, implement and evaluate wellness programs for Devon Energy, Chevron and Texas Children’s Hospital.

Education, Community and Professional Activities

Sarah is a graduate of Texas Christian University and received her Graduate Diploma in Wellness Management from Ball State University. She completed her consultant certificate, *Building Thriving Workplace Cultures* and eCornell Certification in Change Management. Outside of work, Sarah is a member of Young Friends of Ronald McDonald House. She also teaches spin class and enjoys snow skiing, cycling, hiking and swimming.



Sarah Green, M.A.
Senior Regional Wellbeing & Engagement Consultant



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LEGISLATIVE UPDATE



Thomas Anile, Reporting SHRM Montgomery Board Member

The Occupational Safety and Health Administration (OSHA) announced the National Emphasis Program (NEP) in April of 2022. This is a targeted program designed to protect workers against heat-related illnesses which means that OSHA plans to proactively inspect workplaces for hazards relating to heat. Employers in industries defined as high-risk should prepare for inspections from OSHA as the NEP allows OSHA to launch inspections related to heat threats before injuries, illnesses, or fatalities occur.

<https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/OSHA-Announces-Program-to-Protect-Workers-from-Heat-Hazards.aspx>

The U.S. Citizenship and Immigration Services (USCIS) announced that effective immediately, expiring employment authorization documents (EADs) will be given an extension of 540 days from the initial expiration date shown on those documents. Due to an enormous backlog of EAD applications, the USCIS has determined that the 180-day automatic extension is insufficient since processing times for replacing EADS are currently over 11 months. The temporary policy includes any currently pending EAD renewal applications as well as any applicants whose authorization to work may have lapsed following the initial 180-day extension period.

<https://www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/USCIS-Announces-Extension-Expiring-Work-Permits-EADs.aspx>



Ranae Mattingly ~ HR Generalist ~ Kelly Aero
Cesily Means ~ Sr. Program Officer ~ Governor's Office of Volunteer Services

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>



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...

Quote/Pun Intended/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



"Teach [your staff] and [they] remember. Involve [them] and [they] learn."

~Benjamin Franklin



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



Mike POLIS

Mike Polis, ALSHRM – State Director

“I was fortunate to choose HR as a professional career believing it is an extension of a person’s self- image, as well as a mold of it. Having many different positions, transitions, and organizations gave me the competence and a way to make my mark in the world.”

Mike Polis first became a SHRM member twenty-five years ago when he started as the human resource manager for Jay R. Smith Mfg. Co. He knew he would need assistance in this new role, and SHRM had the professional tools and the network to help him succeed. The organization also provided a place to meet and exchange ideas. There, he found his manufacturing HR peers thanks to the industry’s predominance in Alabama.

Polis is happy to give back to the organization that played such a vital role in his career. He served three years as board president for the Montgomery, Alabama, chapter and is currently serving as state director for the 14 SHRM chapters throughout Alabama. Both opportunities are experiences that have been invaluable to Polis.

Polis is now the vice president of human resources for Morris Group International (MGI)—the parent company of Jay R. Smith Mfg. Co. Throughout his career, even early on when he was a labor relations representative at United Technologies, his work philosophy has remained consistent; always treat employees as people, not problems.

Polis credits his father with making him who he is today. His father taught him to stay strong when life got hard. While you need to be tough in certain situations, you should always back that up with fairness and compassion. It is advice that still motivates Polis and helps him through challenging times such as this past year.

“It’s easy to be a yes man, but it’s much harder to do the meaningful work—to help put food on employees’ tables and helping the CEO make sound business decisions when it comes to their people,” said Polis.

The last year has been a troubling time indeed, but Polis says handling the crisis properly is an opportunity to shine a positive light on the HR profession.

“MGI leadership’s number one priority from the beginning has been providing a safe workplace,” said Polis. “After that we tackled the hard work of updating policy to keep up with local, state, and federal guidelines.”

Polis also had to help the CEO figure out how to pivot a manufacturing business to adhere to social distancing guidelines and support employees who had to work from home.

An ongoing challenge for Polis is the scarcity of manufacturing talent in the US. It is a problem that affects a company’s ability to compete globally. While it is not a problem that can be solved entirely by HR, Polis has some ideas. He would like to see more trade and vocational programs and expand manufacturing’s reach into STEM programs.

To that end, Polis is active in his local Chamber of Commerce and the Montgomery Public Schools Career Technologies Center (MPACT). Mike serves on the steering committee for “school to work,” which he admits helps fill his pipeline. However, more importantly, it helps to empower the next generation by showing students that manufacturing can provide them a meaningful career. ■



By: Mallory Flynn
Senior Specialist, Media Affairs
SHRM NATIONAL

SHRM (the Society for Human Resource Management) will host the SHRM Annual Conference & Expo 2022 (SHRM22), which will be held in New Orleans at the Ernest N. Morial Convention Center from June 12-15.

HR Professionals and business leaders gather to learn strategies from the lineup of over 200 speakers at SHRM22, which include Arianna Huffington, founder and CEO of Thrive, former President George W. Bush, Bruce D. Broussard, president and CEO of Humana Inc., Timothy S. Huval, chief administrative officer of Humana Inc., and a performance by global country music superstar Brad Paisley.

Both in-person and virtual attendance will be available. HR professionals, CHROs, people managers and students will have the opportunity to engage on best workplace practices, discuss new data from SHRM, learn about the latest trends and benchmarking, and explore how to build a better workplace culture.

The theme of SHRM22 is Cause the Effect, encouraging business and HR leaders to boldly bring about the changes they want to see in the world of work. More speakers will be announced in the coming months. To learn more, please visit annual.shrm.org.

Save \$150 on full registration thru May 10 using promo code SHRM22MENTALHEALTH



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