



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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July, 2022

THE PRESIDENT'S POST

You Can't Spell Hero Without HR

I'm officially unpacked and settled in from SHRM22! What an amazing 4 days it was in beautiful New Orleans with over 18,000 HR professionals from around the world. I must admit that the size of this conference was overwhelming at times but definitely the most exciting conference I have attended in a long time. On our first full day Johnny C. Taylor Jr. started our day with a profound keynote address. His words and thoughts about the future of HR, Mental health and the state of the workforce were inspiring to say the least. I was pretty giddy and full of smiles when I got to take a picture and get my autographed copy of his latest book. I met so many other "SHRMIES" from other chapters and definitely enjoyed getting pampered in the volunteer leaders lounge. When speaking to other chapter presidents I realized two things that I already knew...1. We truly have an outstanding chapter with members that are engaged and all share the same passion for HR. 2. I also realized how wonderful our board really is and how much I have truly enjoyed the presidency role and seeing our chapter flourish as we get "back to normal". As I said, I already knew these things but it's always nice to have the confirmation. I brought back tons of SHRM goodies to giveaway for SHRM foundation donations so be ready at this month's meeting. See you on July 14th!!!



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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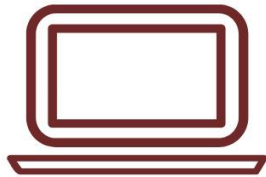
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SHRM MONTGOMERY



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: Thursday, July 14, 2022
Topic: Navigating Today's Remote Work Climate
Speaker: Carla Cole Penton
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:

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

September 15, 2022: How to Avoid Office Injuries

October 2022: TBA

November 2022: TBA

Post Card 

SPEAKERS:

August: Brian Butler, Cobbs Allen

September: Anthony Hall, Rehab Associates

October: TBA

November: 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, July 8, 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, July 8, 2022.

CARLA COLE PENTON
SHAREHOLDER
CAPELL & HOWARD P.C. ATTORNEYS AT LAW



NAVIGATING TODAY'S REMOTE WORK CLIMATE

Carla has been practicing law for almost 27 years – all of that time in Montgomery. She has been with the law firm of Capell & Howard, PC since May 2015. Prior to that time, Carla practiced with another local law firm.

Carla is originally from Eufaula. She graduated with high honors from The University of Alabama where she majored in Accounting and graduated with honors from The University of Alabama School of Law where she was a member of the *Alabama Law Review* and the Moot Court Team.

Carla concentrates her practice in the area of employment law. She assists employers with daily personnel issues, including the hiring, discipline, and termination of employees and the development and implementation of employee policies and handbooks. Carla has represented clients in cases filed in federal and state courts and in proceedings before various state administrative agencies, and she is experienced in defending charges of discrimination before the EEOC.

Carla recently got married. She has one daughter who is a junior at The University of Alabama. She is a member of First United Methodist Church where she also advises the church on HR and employment law issues.



LEGISLATIVE UPDATE



Thomas Anile, Reporting SHRM Montgomery Board Member

On June 9th the Internal Revenue Service (IRS) announced an increase to the optional standard mileage rate effective 7/1/2022 through 12/31/2022. This announcement brings the new rate to 62.5 cents per mile, the highest it has ever been.





Hello potential Mates!!!! We'll stay ported until you arrive!!!

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>



"Challenges are an opportunity to test you and rise to the next level."

~Angelica Montrose



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

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



**Jonelle
McCollough**

How did you end up in HR?

I gravitated to HR when I dissected the things I enjoyed most during my time in retail management. I undeniably found my niche in all the HR functions of that job. Through even deeper diving I realized I enjoy workplace investigations and making positive impacts. That is what led me to my current role as the EEO Manager for the Alabama Department of Revenue.

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

I am driven to give HR everything within me because I know the positive impacts that come alongside HR functions such as; providing employees peace of mind with gaining employment, life-changing benefits, upward mobility achievements, and influential career goals. I am also motivated to make a difference by practicing EEO law, complaint processing, counseling and resolution, and Affirmative Action Programs for women and minorities.

Tell us about yourself

I am a Chicago native and have lived in Montgomery, AL for almost 20 years. As a wife and mother of two daughters, I work diligently to be a positive example. I am a 15-year HR guru. Currently, I serve as the EEO Manager of the Alabama Department of Revenue. I have an undergraduate degree in Political Science (I was previously ambitious about getting into law) from Alabama State University, a master's degree in Human Resource Management from Troy University, and a Ph.D. candidate in Human Resource Management nearing completion in 2022 from NorthCentral University. Needless to say, I am overwhelmed in the world of academia! I have achieved several noble accomplishments such as the CAAP (Certified Affirmative Action Professional) through the American Association for Access, Equity, and Diversity. Outside of my HR capacity, I am a children's book author of 'The Seed to Be'. It is a faith-based children's book designed to plant a seed into the minds of child readers inspiring purposeful education and career. The book introduces children to traditional and non-traditional careers. Essentially it bridges the gap between school and career for children at an early age and provokes career conversations. A few fun facts about myself: I was a former Jet Beauty of the week (March 2011), I love old-school music (Anita Baker & Earth, Wind, and Fire), and I am a foodie.

Why are you a member of SHRM?

As an HR professional, I like to stay abreast with employment law and new legislation. The MSHRM group provides that for me. I also enjoy having explicit conversations with other HR professionals within my immediate community. The MSHRM group has been a great platform for myself and other similarly situated professionals.



2022 BOARD MEMBERS

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Stefanie Player

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Robin Ricks

College Relations

Sheral Ware

REFERENCES

Miller, Stephen (2022, June 9th). *IRS Raises Standard Mileage Rate for Final Half of 2022*. SHRM.org. <https://www.shrm.org/ResourcesAndTools/hr-topics/benefits/Pages/IRS-raises-standard-mileage-rate-for-last-half-of-2022.aspx>