



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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June, 2022

THE PRESIDENT'S POST

You Can't Spell Hero Without HR

Wow!!! I can't believe that we're at the halfway point of the year and there are only 6 months left in 2022. We have accomplished a lot as a chapter and it finally feels like we're getting "back to normal" or whatever that means. Some of us are just getting back from the ALSHRM State Conference and are definitely feeling recharged and re-engaged. From the amazing speakers to the new faces that attended the state conference for the first time, it was definitely an awesome conference and one for the books. I am really excited about the upcoming SHRM National Conference coming up later this month. I am excited to represent our amazing chapter and bring tons of knowledge and goodies back to share with all of you. Our chapter is definitely doing great things as we were recently awarded the 2021 Silver Excel Award. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs to its members. I am very excited that our chapter has been recognized and am striving for the Platinum recognition in 2022. From our board members to all of you, we definitely have a chapter that is worthy of recognition and accolades. I am so honored to lead us to continued success during my term. Stay Safe and we look forward to seeing all of you at the June 9th meeting.



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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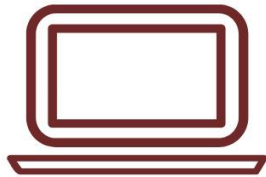
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BECOME A SPONSOR! GET YOUR BUSINESS AND SERVICES NOTICED!

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 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: June 9, 2022
Topic: DE&I and the Impact on Workplace Culture
Speaker: Montiqua Mathers-Pettway, Waste Management
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:

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

October 2022: TBA

Post Card

SPEAKERS:

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

August: Brian Butler, Cobbs Allen

September: Anthony Hall, Rehab Associates

October: 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, June 3, 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, June 3, 2022.

**MONTIQUA MATHERS-PETTWAY
PEOPLE LEADER/DE&I TRAINER
WASTE MANAGEMENT**



DE&I AND THE IMPACT ON WORKPLACE CULTURE

With a smile that brightens the room, Montiqua has a heart for people and an undeniable ability to connect.

A native of Birmingham, AL., she was educated in the Birmingham City school system. She obtained her BA in Communication and Speech from the University of Montevallo. She holds a MSHRM from Webster University and has a certification in Training and Development from the University of Alabama.

A Human Resources practitioner with 20 years of experience, Montiqua skillfully uses her profession as a platform to break barriers, motivate, inspire and encourage others to greatness. She offers various services including: in-person and virtual seminars, trainings, brainstorming sessions, DE&I programming, mentoring sessions through “It Matters with Montiqua” or just engaging in candid conversations with those in need of career guidance.

Whether it’s working with displaced employees to find new opportunities or researching law to impact change, Montiqua has committed her life to removing barriers and optimizing the potential of others.

Her community involvement includes: Board of Directors for Big Brothers Big Sisters of Greater Birmingham, Board of Directors for BSHRM, Advisory Board member for Lawson State Community College- Hospitality program, advisory member for Prison Fellowship and serving on the Second Chance committee with the District Attorney of Jefferson County, where she supports re-entry efforts for previously incarcerated individuals. She is also a member of Delta Sigma Theta Sorority, Inc.

Her knowledge and work ethic make her a desired and trusted advisor who is committed to empowering employees, the disenfranchised and underserved in the community.



LEGISLATIVE UPDATE



Thomas Anile, Reporting SHRM Montgomery Board Member

On 5/18/2022, the House Education and Labor Committee advanced H.R. 7701, a bill intended to increase penalties on employers who violate wage requirements under the Fair Labor Standards Act (FLSA). The bill's next stop is the House of Representatives to be considered further. Should this bill be made into law in its current state, it would require employers to provide pay stubs to employees, it would limit mandatory arbitration in pay-related disputes, and it would increase civil monetary penalties for wage and hour violations.

<https://www.shrm.org/resourcesandtools/hr-topics/compensation/pages/house-committee-advances-wage-theft-bill.aspx>



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://shrmmontgomery.shrm.org/news>



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



“When your work speaks for itself, don’t interrupt.”

~Henry J. Kaiser



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

The graphic is a dark grey rectangle with a red triangle on the left side. The text 'Workforce Menu' is written in a white, cursive font in the red triangle. In the center, there is a white logo consisting of three curved lines forming a stylized 'A' shape, with the text 'CENTRAL ALABAMA WORKS!' below it in a bold, white, sans-serif font. At the bottom left, the phrase 'A la carte' is written in a large, white, cursive font. To the right of the logo, there are two white boxes with black text. The top box is titled 'Train your Own' and lists programs for 'NEW EMPLOYEES' and 'EXISTING EMPLOYEES'. The bottom box is titled 'Grow your Own' and lists programs for 'COMMUNITY COLLEGES' and 'K-12'. At the bottom of the graphic, there is contact information for Gindi Prutzman.

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



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.



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REFERENCES

Miller, Stephen (2022, May 23). *House Committee Advances Wage Theft Bill*. SHRM.org.
<https://www.shrm.org/resourcesandtools/hr-topics/compensation/pages/house-committee-advances-wage-theft-bill.aspx>