



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

IN THIS ISSUE

- 1 The President's Post
- 2-4 Sponsor(s) Appreciation
- 5 HR Exchange: General Membership Meeting
- 6 The Advisor: Speaker's Biography
- 7 News You Can Use: Legislative Update
- 8 MGM Scoop: News & Information
- 9 Workforce Today: **Red, White, & You**
- 10 MGM People: HR Hero Spotlight
- 11 ALSHRM Employment Law & Compliance Conference
- 12 In It Together: 2022 SHRM Montgomery Board Members
- 13 References

September, 2022

THE PRESIDENT'S POST

You Can't Spell Hero Without HR

Well, we're officially in the final stretch of 2022 and I can't believe how fast this year has flown by. When I accepted the role of Chapter President a year ago this month, I had a ton of things that I wanted to implement. I have to admit that some of those things were overzealous but we still accomplished a lot over the past 8 months. I guess that's why the term is for two years and now I can clearly see the direction that I want our chapter to go. Year one was all about implementing some changes that would help our chapter grow and more importantly come out of the pandemic stronger and better. Our board definitely did that with ease and I can't be more proud of how we collectively handled all the dips and turns that we navigated through. Now it's time for phase 2 or year two and that is going to be geared toward making an impact on HR within the River Region. As we start planning 2023, we're going to be relying on your input as members of our amazing chapter. Please stay tuned to a couple of surveys that will be coming your way soon. Your thoughts and opinions are valuable and we want to know what you want to see happen in our chapter. Our members are the reason why our board is passionate about our chapter and we thank you for allowing us to serve and lead. As always we look forward to seeing you all at our September 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.



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



HEALTHMED
Wellness With You In Mind

Platinum
SPONSOR

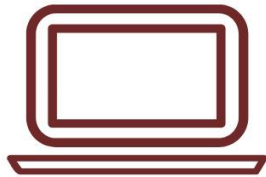
WELLNESS PROGRAMS
BIOMETRIC SCREENINGS
MENTAL HEALTH
COVID 19

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 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, September 15, 2022
Topic: Evaluating Workplace Culture for Actionable Improvement Strategies

Speaker: Mildred Black, People Optimum Consulting


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:

October 20, 2022: Organizational Wellbeing:
Emerging HR Tech, Communications, &
Employee Wellbeing Strategies

November 2022: TBA

December 2022: Social/Networking Event
TBA

Post Card 

SPEAKERS:

October: Sara Green & Sommer Mason, Gallagher

November: TBA

December: Social/Networking Event

***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, September 9, 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, September 9, 2022.

MILDRED BLACK, FOUNDER/CEO
PEOPLE OPTIMUM CONSULTING



EVALUATING WORKPLACE CULTURE FOR ACTIONABLE IMPROVEMENT STRATEGIES

Mildred Black is the *Founder and CEO* of **People Optimum Consulting**, a minority-owned and Woman-Owned Small Business (WOSB) with over 20 years of Human Resources experience.

She specializes in people+culture transformations, facilitated learning experiences, and leadership development. She has helped thousands of leaders with strategy, labor law, diversity equity & inclusion, leadership, and workplace nuances.

She spent 15 years as a top Human Resources executive for large, public, and private sectors. She led organizational initiatives to enhance employee experience, communications, technology, organizational development, and operational performance. She has partnered with Fortune 500, high-tech, and publicly traded organizations, such as Mercedes-Benz, Amazon, Stride, Galvanize, Allstate, Target, Centene, and many other international, domestic, and non-profit organizations. Mildred was a featured co-author and Amazon #1 Best Seller in the book *Speaking My Truth*. She is a member of The John Maxwell Team and SHRM Recertification Provider.

Mildred is a speaker, lecturer, and storyteller who has addressed audiences at professional events across the country and internationally. In addition, Mildred is a media contributor. In 2021, The Wall Street Journal recognized Mildred as a Diversity+Business expert. Mildred has appeared as a contributor in The Wall Street Journal, and she has been a featured guest on ABC and Fox News. She earned her Executive MBA in Business Leadership from Georgia State University and a Bachelor of Science in Business Administration with a concentration in Finance from The University of Alabama. In addition, Mildred has studied Strategy at Harvard Extension School. Mildred is a certified Senior Human Resources Professional through the Society of Human Resources Management and Human Resources Certification Institute.

Mildred is passionate about advancing her profession and community. Her service includes the 2021 President of West Alabama SHRM Chapter, 2021 Chairperson of the Diverse Business Council of West Alabama, 2021-2024 Board of Directors of the Chamber of Commerce of West Alabama. In addition, she has spent over 20 years in community organizing and service to women, children, and the homeless.

Her upbringing, experience, and love for human potential shaped her unique perspective on people and culture were the motivations for this book. Mildred developed a people+culture framework, which she uses to help organizations clarify and overcome their toughest challenges which are usually rooted in people and the culture.



LEGISLATIVE UPDATE



Thomas Anile, Reporting SHRM Montgomery Board Member

On August 17th, 2022, a proposed rule was announced by the U.S. Department of Homeland Security (DHS) titled Optional Alternatives to the Physical Document Examination Associated with Employment Eligibility Verification (Form I-9). While this rule does not include detailed plans for the virtual inspection of the Form I-9, it does give the Secretary formal authority to provide alternative options or flexibilities. This is an important step as it shows the willingness of the administration to consider the formalization of a COVID-era rule allowing the remote inspection of employees' employment authorization documents. The public has 60 days from 8/18/2022 to provide comments.

On September 13th, 2022, I will be in Washington D.C. meeting with congressional representatives and we will likely be discussing three introduced/upcoming bills. **The Commonsense Reporting Act** is the first bill that is up for discussion which aims to allow employers to voluntarily submit health plan information prior to open enrollment beginning and which provides compliance relief by allowing employers to transmit Form 1095 electronically to employees. The **Empowering Employer Child and Elder Care Solutions Act** would update the Fair Labor Standards Act (FLSA) to allow dependent care assistance and on-site childcare services to be treated like other employer-provided benefits by being separate from an employee's regular rate of pay. This would allow these benefits to be more affordable to employers by preventing expensive overtime costs. The **Jumpstart Our Businesses by Supporting Students Act** provides additional opportunities for students to participate in training and short-term education programs with federal Pell grants.

If you have any thoughts or opinions on these acts (good or bad) I would love to hear from you before this trip so that I can share your experiences. Please feel free to reach out to me via email at thomas@walkerworkforce.com or by phone at (334) 323-0997.



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>



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



“Believe you can and you’re halfway there.”

~Theodore Roosevelt



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



**Kendra
Powell**

How did you end up in HR?

My journey started in the military. During my time in the Army, I specialized in two military occupational specialties (MOS) but soldiers are typically placed based on the needs of the Army. One of my assignments was the First Sergeants Barracks Program (FSBP). This program was designed to assist the HR functions of soldier placement and living arrangements. The purpose of my role was to provide units and soldiers with resources, training, and responsibilities while assuring quality living standards. This role introduced me to the importance of HR, a portion of their role, and the significance of HR's contributions to individuals.

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

I've always wanted to help other people but the medical field was never my calling. One key component that has always helped me with previous employers was the HR departments. Whether its an issue pertaining to finances, an inequality concern, or just looking for ways to excel in my career paths, HR has always been the managerial gladiators of organizations. As a servant of society, I aim to maximize my ability to help others reach their potential. I find my passion in helping others thrive and succeed using available resources.

Tell us about yourself

I was born and raised in the Bronx, NY. My loving partner of 12 years and my two beautiful children are my motivation and primary supporters. Fresh out of high school I joined the Army. After serving two terms, I attended the University of Arizona Global Campus to pursue my B.A. in Human Resource Management. I was rated the number one customer service representative in the U.S region for one of the biggest mobile telecommunication companies. This position allowed me to develop and master empathy, problem-solving, conflict management, communication, and interpersonal skills necessary to pursue the future I sought. I currently work as an employee relations representative for a multinational auto manufacturer. Utilizing my experiences and passion for customer service, I look forward to conquering future challenges, as well as learning, developing, and mastering communication and people skills. industry.

Why are you a member of SHRM?

Growth and development in one's self as well as those around you is a major priority when it comes to my professional life goals and I strongly believe in self-growth and self-development. As an HR liaison, it is vital to stay informed regarding issues that impact organizational growth and development. MSHRM offers great networking and developmental opportunities for all members. As a supported member, this organization provides me tools such as valuable information and updates concerning modern labor policies and practices. Utilizing strategic capabilities to improve workplace culture empowers individuals and organizations as a whole. Knowledge is the key to success so staying in the know with the latest HR trends, laws, and statistics is an advantage that is too good to pass up.

AL SHRM EMPLOYMENT LAW & COMPLIANCE CONFERENCE

**September 5-7
Auburn/Opelika**



Jenna Bedsole
Shareholder, Baker Donelson



Beth Rehm
Attorney, Johnstown Adams



Rick Warren
Partner, FordHarrison





2022 BOARD MEMBERS

Board Members:

President

Cierra Belser

Past President

Paula Barlow, SHRM-CP

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

REFERENCES

Mayorkas, Alejandro (2022, August 18th). *Optional Alternatives to the Physical Document Examination Associated With Employment Eligibility Verification (Form I-9)*. Federalregister.gov.
<https://www.federalregister.gov/documents/2022/08/18/2022-17737/optional-alternatives-to-the-physical-document-examination-associated-with-employment-eligibility>