



JANUARY 2012



SHRM

Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

- Date:** Thursday, January 26th, 2012
- Topic:** **Employers Policy and Procedure Handbooks**
K. Bryce Metheny
Attorney at Law
Burr & Forman, LLP
Birmingham, AL
- Time:** Luncheon Meeting
11:30am – 1:00pm
- Location:** **Diabetics Center**
Jackson Hospital
1710 Pine Street
South Building 1st Floor



Registration Deadline: January 24th

Meeting Guidelines Checklist:

- Please go to <http://shrmontgomery.shrm.org> and click the "Meeting Reservation Link."
- All members, guests and students must go to the website to make a reservation in order to attend the meeting.
- Cancellations must be made 24 hours in advance of the meeting. SHRM-Montgomery reserves the right to bill if cancellation is not made in a timely manner.
- Luncheon Meeting Fees, payable at the door
 - Basic Members (excluding all-inclusive members) - \$15
 - Guests - \$20



Have you renewed your SHRM Montgomery membership? If not, go to:

<http://shrmontgomery.shrm.org/membership-dues-payment-options>

You can mail a check or pay by PayPal online.

Remember to renew your membership and enjoy uninterrupted newsletters via email!

FROM THE PRESIDENT

Happy New Year! Welcome to the start of a new and exciting SHRM-Montgomery year! We had our annual planning session on January 5, 2012. At that meeting I challenged the board with increasing our membership by 2 new members per board member and giving a personal donation to the SHRM Foundation. I'm also challenging you to invite your HR colleagues to one of our meetings to see what we have to offer to advance their profession. As an incentive: you will have an opportunity to have your name placed in a drawing for a free full day State Conference with every new member that joins! Ask me how they can attend the meeting for **FREE!**

The SHRM Foundation provides comprehensive, research-based answers to your HR challenges through its support of research grants, scholarships, educational programs and practitioner resources. As a chapter we're asked to make donations to SHRM foundation. At each meeting this year you will be asked to participate in 50/50 drawings, a silent auction and other avenues to help raise money to help them continue their research to advance the profession!

SHRM-Montgomery is proud to be sponsoring our fourth career expo on February 8, 2012 at Ralph Abernathy Auditorium on Alabama State University Campus. This year we have four local high schools participating: Carver, Jefferson Davis, Sidney Lanier, and Robert E. Lee. This will be a fun and informative program for our local high school seniors. Among other things, they will get tips for applying, interviewing, and landing a job!

At any time during the year, if you want to get involved on a committee, have a question, or would like to offer a suggestion, please do not hesitate to contact me at tselmar@buffalorock.com. I am looking forward to a great year for our chapter!

Tamela Selmar Burks



Member Spotlight



Tamela Selmar, born and raised in Montgomery, graduated from Lanier High School and continued her education, earning an Associate Degree in Business from Trenholm State Technical College and a Bachelor Degree in Resource Management from Troy University. Tamela was an active member of Troy's Tm-SHRM (student-led) organization, and continued her professional SHRM organization membership through Montgomery's local chapter beginning in 2000. In 2006, she became one of SHRM Montgomery's Board of Directors, holding positions of Secretary, Director of Community Relations, VP of Membership, VP of Programs, Co-Director of Treasury, and the current President. In addition, Tamela recently served as the Chamber Ambassador for Montgomery's Chamber of Commerce.

Beginning her 15-year tenure with Buffalo Rock, Tamela was hired as an Administrative Assistant. Over time, her diligence and work ethic evolved her position into intermittent responsibilities as the back-up Office Manager. She currently holds full-time responsibilities as the Human Resource Coordinator. Her work experience has shown her that there is never a boring day in HR. Acknowledging that it has gotten more challenging in the recent years, Tamela has reaffirmed that HR is her passion and she welcomes the challenge!

Tamela is active in her personal life as well. She is married and has three children, ages 22, 11, and 6. Her family attends First Baptist Church at Greater Washington Park. Tamela currently serves as the President of Floyd Elementary School's Parent/Teacher Association (PTA) and is an active member of the Junior League of Montgomery.

We are looking forward to an exciting year as Tamela has graciously volunteered her time to oversee SHRM Montgomery. Welcome 2012 and Tamela as she leads us through a year of progress!

Certification Corner

Benefits of Certification

More than 108,000 HR professionals have earned HR certification. Earning the PHR, SPHR, GPHR, PHR/CA or SPHR/CA credential demonstrates to you and your organization that you commit to a higher standard.

If you're an HR professional, when you become HR certified, you

- show you know the most current principles and core practices of HR management
- become more marketable when you compete for top HR positions
- raise your professional confidence among your staff and your peers

If you're an employer, when you insist on certification for your professional HR staff, you help to ensure updated HR programs and policies in your organization. See how a certified HR staff can help your organization stay competitive and current on important HR-related issues.

To learn more, visit www.hrci.org.

SHRM Foundation News: Your Financial Support Makes A Difference!

As you reflect on the many causes and organizations worthy of your charitable support, please consider giving back to your profession through a tax-deductible gift to the SHRM Foundation.

The SHRM Foundation provides comprehensive, research-based answers to your HR challenges through its support of research grants, scholarships, educational programs and practitioner resources.

With your financial support, the SHRM Foundation invests in the future and supports lifelong learning through its scholarship and awards programs. It supports researchers who bring us greater understanding of the complexities of HR, and creates materials to help practitioners understand and apply the new knowledge that research provides.

Help the SHRM Foundation provide a substantial and sustained investment in the future of HR. Donate today. Make your contribution by participating in 50/50 drawings at chapter meetings, writing a check or mail to: SHRM Foundation, P.O. Box 79116, Baltimore, MD 21279-0116 or donate online (www.shrm.org/foundation). Thank you in advance for your support!

SHRM Montgomery presents...



**Class of 2012 Career Expo
“How To Get A Job”
Alabama State University
Ralph D. Abernathy Auditorium**

9:00 am – 11:00 am, Wednesday, February 8, 2012

- Job Readiness Skills
- Completing Job Application
- Business Attire Fashion Presentation--how to dress for that all-important interview
- Mock Interview Presentations

High School Seniors will learn

- How to write a **professional resume**
- How to properly complete an application
- How to complete **on-line applications** and answer **assessment questions**
- Effective Communication/Workplace Etiquette/Ethics/Proper Dress

SHRM Members will critique resumes

- Society for Human Resources Management mentors will provide guidance, coaching and instruction to seniors who submit resumes in advance

Thank you to the SHRM Montgomery volunteers who have made this possible. If you would like more information please contact:

Jeanette Williams at jwilliams@alasu.edu or (334) 229-4667



2012 High School Seniors Career Expo

Coordinators: Amanda Meeks and Jeanette Williams



February 8, 2012 9am - 11:30am

Alabama State University
Ralph Abernathy Auditorium

"HOW TO GET A JOB"

9:00am – 9:15am

Welcome

Tamela Selmar-Burks, President, SHRM Montgomery Chapter

9:15am – 9:45am

Dress for Success – Business Attire Fashion Presentation

Larry Scott, Moderator

9:45am – 10:15am

How to properly complete an application and write a professional resume and cover letter

Becky Ellis, PHR, Treasurer, SHRM Montgomery Chapter

Shena Davidson, PHR, CLA College Relations SHRM Montgomery Chapter

10:15am – 10:30am Break

10:30am – 11:00am

Mock Interview Presentations

Lisa McKissick, SPHR, Vice President Membership and CLA, SHRM Montgomery Chapter

Gilbert Darrington, PHR, Director- at-Large, SHRM Montgomery Chapter

11:00am – 11:25am

Effective Communication and Workplace Etiquette/Ethics

Amanda Meeks, PHR, CLA Workforce Readiness, SHRM Montgomery Chapter

11:25am – 11:30am

Closing

Amanda Meeks, CLA Workforce Readiness, SHRM Montgomery Chapter

Lunch 12:00 - 1:00 (Dunn-Oliver Acadome Banquet Room) - Table Etiquette Presentation



From the desk of Richard Lehr...

Boeing Case Grounded; NLRB Seeks Other Flights

The NLRB on Friday, December 9, 2012, withdrew its unfair labor practice complaint against Boeing, arising over Boeing's "Green Field" 787 assembly operations in Charleston, South Carolina. The Machinists union had filed an unfair labor practice charge, and the NLRB issued a complaint, alleging that Boeing built this facility in South Carolina in retaliation for IAM strikes against Boeing at locations in Seattle, Washington.

The Board's dismissal of the complaint occurred because the Machinists and Boeing settled it as part of an overall new collective bargaining agreement. Boeing plans to build a new version of its 737, and agreed that those operations will be in the Seattle, Washington area, and those newly created jobs will involve employees represented by IAM.

After issuing the usual statement that a resolution between the parties is all the NLRB really wanted in this case, NLRB Acting General Counsel Lafe Solomon stated that, "This case was never about the Union or the NLRB telling Boeing where it could put its plants. This was a question for us of retaliation, and that remains the law. **If we were ever faced with a similar pattern, we might well issue a complaint.**"

The broad issue in this case is whether an employer has the right to consider union-related issues in making strategic business decisions, such as expansion, retraction or relocation. That question remains unanswered. Employers are still vulnerable to the risks Boeing faced in this case. After all, as an outcome of the settlement, the union achieved a goal of assuring additional union jobs in the Seattle area. We expect other unions to model unfair labor practice charges on the lesson learned from the Boeing case, which is to use a labor-friendly NLRB to stifle or pressure an employer to meet the union's objectives.

From the desk of Richard Lehr... continued

Notice to Front Line Supervisor is Notice to Company of Harassment

The case of *Thompson v. Exide Techs.* (D. Kan., November 15, 2011) involved the question of whether notice to a front line supervisor was sufficient notice to the company of sexual harassment. The company had a proper workplace harassment policy, which the employee acknowledged receiving. The policy stated that concerns about harassment should be reported to the employee's direct supervisor or manager or any other management representative, or the company's human resources director.

Thompson alleges that she complained to her immediate supervisor about unwelcome sexual behavior from a male co-worker. Weeks later, Thompson was terminated because of a physical confrontation with a fellow employee, in violation of the company's workplace violence policy. Her immediate supervisor, to whom she complained about harassment, was not involved in the termination decision.

The court noted that an employer can be responsible for workplace harassment where the employer "had actual or constructive knowledge of the hostile work environment but did not adequately respond to the notice of harassment." Notice to a management level employee is notice to the employer of harassment, but the court stated that notice to a "low-level supervisor" triggers the employer's duty to respond to sexual harassment reports. Where the employer's sexual harassment policy includes "supervisors" among the persons authorized to receive reports of harassment, complaints to one's supervisor are sufficient to put the company on notice of the harassment."

If a company's harassment policy references a "management representative" or "manager," the employer still is at risk if the notice is to an employee's first line supervisor and the supervisor fails to report the employee's comments. In this case, the employer's policy "set up" the employer for accountability when the supervisor failed to report the behavior. However, courts often view generously on behalf of an employee notice to the company through the employee's supervisor, even if the policy does not state that the report should be to the supervisor. The most proactive approach is to be sure that first line supervisors, temporary supervisors and lead persons know they are responsible for reporting to human resources any concerns or issues related to a violation of the organization's harassment, fair employment practices, retaliation and compensation policies.

Letter Writing Credit

Writing our State or Federal Lawmakers
Participating helps our HR Voice be heard, earns you SPHR/PHR Recertification Credits, and counts toward the chapter's achievement of the Superior Merit Award.

Senator Richard C. Shelby
senator@shelby.senate.gov

Senator Jeff Sessions
senator@sessions.senate.gov

Representative Martha Roby
martha.robby@mail.house.gov

2012 SHRM-Montgomery

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Contact information located at: <http://shrmmontgomery.shrm.org>

SHRM Montgomery would like to thank Jim Yeaman, Innkeeper of The Lattice Inn, for graciously hosting our December Social for the third consecutive year. He has offered SHRM Montgomery members a **10%** discount on lodging – just mention this when making reservations. For additional information, please visit www.thelatticeinn.com