



MARCH 2012



# SHRM

## Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

### General Membership Meeting

**Date:** Wednesday, March 28<sup>th</sup>, 2012  
**Topic:** **Alabama Immigration Law Update**

**Speakers: Doug Kauffman & Kelly Fitzgerald Pate Balch & Bingham**

**Time:** Luncheon Meeting  
11:30am – 1:00pm

**Location: MAX Credit Union**  
400 Eastdale Circle

**Registration Deadline: March 26<sup>th</sup>**

**Meeting Guidelines Checklist:**

- Please go to <http://shrmmontgomery.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



Troy University - Montgomery student chapter of SHRM (TSHRM) would welcome the opportunity for our chapter to assist them with gaining valuable HR knowledge through speaking at a student chapter meeting on targeted HR related topics. TSHRM holds their meetings once a month typically on a Thursday from 4:15 to 5:15. If you have interest in speaking at a chapter meeting, please contact Shena Davidson at 334-240-1354 or [shena.davidson@regions.com](mailto:shena.davidson@regions.com)

## FROM THE PRESIDENT

Spring has finally arrived and I know everybody is getting ready to enjoy Spring Break with your family. The 2012 Alabama SHRM State Conference will be held on May 15-16, 2012 at the Cahaba Grand Conference Center in Birmingham, AL. A pre-conference workshop will be held on May 15th and the one-day conference will be on May 16th. Online registration is available now!

Please visit <http://www.shrmalabama.org/StateConference/tabid/54/Default.aspx> for more details.

## Tamela Selmar Burks

### Member Spotlight



Lisa McKissick earned a Bachelor of Business Administration in Human Resource Management in 1990 from Auburn University in Montgomery. Since then, she has earned SPHR certification, 2000, and gained over twenty years of HR experience. She was employed in healthcare for nine years, in the banking industry for several years, and is currently employed with Jackson Thornton. Over the last eight years, Lisa has enjoyed working for a smaller organization with partners who expect everyone to work hard as well as balance family and work life; they genuinely care about their employees. As Director of HR, she oversees all HR functions for the firm, which gives her the opportunity to be involved in many aspects of the business and has allowed her to get to know everyone at all locations. Everyday holds new challenges in a constantly changing HR environment; however, Lisa's past work experiences have prepared her to view the challenges as opportunities to learn and grow. She has been able to look back at all the events in her life, professionally and personally, and recognize how God has woven her experiences together to prepare her for her current role.

Lisa has been married for almost twenty-four years to Craig who is her "best friend and the love of her life." Craig, coach and teacher for almost twenty years, is currently full-time Activities Ministry Director at Frazer and part-time coach for ACA. They have two children: a twenty-year old son, Grant, who attends Troy University, and a daughter, anxiously awaiting sixteen, Logan, who is a 10<sup>th</sup> grader at ACA. Between her husband's job and children's school activities, Lisa has spent many years sitting in the bleachers cheering on her family's team to victory.

Lisa, long time member of SHRM Montgomery, has served on the Board of Directors with our local chapter over the last few years. She has brought much wisdom and knowledge to the board. We appreciate the time and work she has graciously volunteered. Thank you, Lisa, for your wealth of experience, pleasant personality, and volunteer service to our membership!



The SHRM Foundation is a 501(c) (3) nonprofit affiliate of the Society for Human Resource Management (SHRM). The Foundation is a legally separate organization, and is not funded by SHRM membership dues. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. The SHRM Foundation's work includes:

**Innovative academic research grants.** The SHRM Foundation is a [leading funder](#) of HR research. Over the past three years, the SHRM Foundation has awarded more than \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice.

**Scholarships.** The SHRM Foundation awards \$170,000 annually in [education and certification scholarships](#) to professional and student SHRM members, and doctoral students.

**Educational resources.** The SHRM Foundation's [Effective Practice Guidelines](#) series makes research findings easily accessible to HR practitioners. The Foundation has also created a series of educational [DVDs](#) for SHRM chapter programming, staff trainings, and executive education sessions.

To fund its programs, the SHRM Foundation conducts an annual fundraising campaign. The Foundation recognizes the generous support of the SHRM chapters and state councils, individuals, corporations and others who make its work possible.

Your financial support is vital to ensure that the SHRM Foundation can continue this important work. [Donate today!](#)



## SHRM Foundation Silent Auction

Montgomery SHRM will be hosting their first ever silent auction at this month's meeting on March 28<sup>th</sup> at 11:30 am.

Tickets are only \$1 each.

Please bring your pocket change with you when you come so you can participate and hopefully take home some lovely prizes.

All proceeds will go to the SHRM Foundation.



## From the desk of Richard Lehr...

### NLRB Notice Posting Not The Real Issue To Be Concerned About

Much attention has focused on the NLRB rulemaking initiative to require employers to post information about employee rights under the National Labor Relations Act. A recent judicial decision reduced the practical impact for those employers who do not comply with the posting requirement. However, with all the energy directed toward the posting issue, a significant change in the law that affects employers daily has been completely overshadowed. When a union files a petition for an election, it identifies those jobs whose employees it seeks to represent and which form a “community of interest” for bargaining unit purposes. Typically, those jobs involve the ones where the union believes it has the greatest level of support. If the union believed it had support in other jobs, it would also attempt to include them in the petition. An employer may challenge the petition for a bargaining unit, claiming that under the various factors establishing a community of interest, certain jobs should be included or excluded from the bargaining unit.

In the cases of *Specialty Healthcare* and *DTG Operations*, the Board stated that if an employer intends to challenge the union’s proposed bargaining unit, the employer must show that those employees excluded from the bargaining unit share an “overwhelming community of interest” with the petitioned-for employees.

A proposed bargaining unit does not have to be the best bargaining unit, just an appropriate bargaining unit. By raising the standards such that an employer must show “overwhelmingly” that jobs to include or exclude are necessary for an appropriate community of interest, the NLRB has created an opportunity for unions to pursue elections with much smaller bargaining units. For example, is there an “overwhelming” community of interest if a union asks to represent maintenance employees but does not include operators? Is there an “overwhelming” community of interest if the union seeks to represent employees in shipping and receiving, but not in final packaging?

The impact of the NLRB’s decisions in this area mean that unions potentially can pick off smaller units at any employer, such as office staff, perhaps a shift or a department, or perhaps an identifiable job function where there is not obvious integration with other job responsibilities. Employers would be wise to assess the extent to which job responsibilities and functions are truly integrated, even if the integration occurs approximately 10% or less of the time. Otherwise, employers may no longer be able to rely on expanding the scope of the bargaining unit as a way to dilute potential union strength.

## Write Your Elected Officials!

YOU have a voice! An HR Voice, that is and it makes a difference. As HR professionals, we have a great opportunity to make our voice heard on “The Hill” by staying in contact with our elected officials. AND, you also get credit toward recertification of your PHR, SPHR and GPHR to boot! Here’s how!

Visit the SHRM Governmental Affairs page at <http://www.shrm.org/Advocacy/GetInvolved/Pages/default.aspx> and select “Write Your Elected Officials”. You will input your **home** information in order to identify who represents your area. SHRM even makes it easy by providing letters that you can customize, depending on the issue. In order to receive credit, the letters must be HR-related, sent to your official and written on a different subject. Each letter is **.25** with a maximum of **1** hour credit per year and **3** credits per certification year.

| Official                | Email  | Offices  | Phone  |
|-------------------------|--|--|--|
| Rep. Martha Roby, R-2nd | <a href="mailto:Martha.robby@mail.house.gov">Martha.robby@mail.house.gov</a> | Montgomery<br>401 Adams Avenue, Suite 160,<br>36104<br>Washington, DC<br>414 Cannon HOB<br>20515                 | Montgomery<br>(334) 277-9113<br>Fax: (334) 277-8534<br>Washington, DC<br>(202) 225-2901<br>Fax: (202) 225-8913 |
| Rep. Mike Rogers, R-3rd | <a href="mailto:Mike.rogers@mail.house.gov">Mike.rogers@mail.house.gov</a>   | Montgomery<br>7550 Halcyon Summit Drive<br>Washington, DC<br>324 Cannon HOB 20515                                | Montgomery<br>(334) 277-4210<br>Fax: (334) 277-4257<br>Washington, DC<br>(202) 225-3261<br>Fax: (202) 226-8485 |
| Rep. Terry Sewell, R-7  | <a href="mailto:Terry.sewell@mail.house.gov">Terry.sewell@mail.house.gov</a> | Selma<br>908 Alabama Avenue, Federal<br>Building, Suite 112, 36701<br>Washington, DC<br>1133 Longworth HOB 20515 | Selma<br>(334) 877-4414<br>Fax: (334) 877-4489<br>Washington, DC<br>(202) 225-2665<br>Fax: (202) 226-9567      |
| Sen. Jeff Sessions, R   | <a href="mailto:senator@sessions.senate.gov">senator@sessions.senate.gov</a> | Montgomery<br>7550 Halcyon Summit Drive, Suite<br>150<br>Washington, DC<br>326 Russell SOB 20510                 | Montgomery<br>(334) 277-7017<br>Fax: (334) 244-7091<br>Washington, DC<br>(202) 224-4124<br>Fax: (202) 224-3149 |
| Sen. Richard Shelby, R  | <a href="mailto:senator@shelby.senate.gov">senator@shelby.senate.gov</a>     | Tuscaloosa<br>2005 University Blvd, #2100<br>Washington, DC<br>304 Russell SOB 20510                             | Tuscaloosa<br>(205) 759-5047<br>Fax: (205) 759-5067<br>Washington, DC<br>(202) 224-5744<br>Fax: (202) 224-3416 |

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 District 2 Captain for the



## 2012 SHRM-Montgomery

### **Board Members**

|                            |                         |
|----------------------------|-------------------------|
| President:                 | Tamela Selmar-Burks     |
| Past President:            | Jamie Brown, SPHR       |
| VP Membership:             | Lisa McKissick, SPHR    |
| VP Programs:               | Jeanette Williams       |
| Treasurer:                 | Becky Ellis, PHR        |
| Newsletter/Communications: | Michaela Hutcheson      |
| Secretary:                 | Tara Gibson, PHR        |
| Webmaster:                 | Patricia Osuch          |
| Support Director           | Gilbert Darrington, PHR |

### **Core Leadership Areas**

|                             |                    |
|-----------------------------|--------------------|
| Workforce Readiness         | Amanda Meeks PHR   |
| Governmental Affairs        | Jamie Brown, SPHR  |
| College Relations           | Shena Davidson PHR |
| SHRM Foundation & Diversity | Rich Lewis         |
| Certification               | Tara Gibson, PHR   |
| Mentor/Advisor              | Kelly Pate         |



Mike Polis from our chapter represented the chapter on the Hill Visit.