



November 2016

SHRM Montgomery



ADVANCING THE PROFESSIONAL SERVING THE PROFESSIONALS

General Membership Meeting

Date: Thursday, November 10, 2016
Topic: **Employment Law Recap 2016**
Speaker: Carla Gilmore
Capell & Howard
Sponsor: **Alliance Insurance Group**
Sponsor: **Spherion**
Time: Luncheon Meeting
11:30am – 1:00pm
Location: **Capital City Club**
201 Monroe Street #2100
Montgomery, AL 36104



Welcome To Our New Members and Student Members:

LaToya Butler, Member
Sharon Hill, Student Member
Tanishad Nasim, Student Member



NOTE: All registration should be submitted 2 business days prior to the meeting.

Please make sure you sign up for meetings in advance. We cannot guarantee meals for those who are not registered for the meetings.

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



Speakers' Biography



Carla Cole Gilmore concentrates her practice in the areas of labor and employment law, commercial litigation, probate and estate litigation, and administrative law. Carla received a B.S. in Commerce and Business Administration, *summa cum laude*, in 1991 from The University of Alabama where she majored in accounting. She received her J.D. from The University of Alabama School of Law in 1995. While in law school, Carla served as an editor of the *Alabama Law Review*, was elected secretary of the Student Government Association, and selected as a member of the John A. Campbell Moot Court Board and the Jessup International Moot Court Team. Carla received the Baxter Award for the best brief submitted in the 1995 Jessup International Moot Court Competition.

Carla's practice is focused on employment counseling and litigation and regulatory compliance. She regularly advise clients of all sizes on federal and state employment laws, including employment discrimination, harassment, retaliation, employee leave polices, wage and hour issues, employment policies and procedures, wrongful discharge, and non-competition/non-solicitation agreements. Carla routinely assists employers with daily personnel issues, including the hiring, firing, discipline, and termination of employees. In addition, she advise clients during the investigation of employee claims, counseling them through major employment decisions in an effort to avoid litigation. Should employee claims result in litigation, Carla is experienced in defending charges of discrimination before the Equal Employment Opportunity Commission and cases filed in federal in state court. Carla frequently presents materials on a variety of employment-related topics at seminars for clients and human resources professionals.

In addition to studying business during the pursuit of her undergraduate degree, Carla studied business law and tax law while in law school. Given her training and interest in business and tax law, she also assists clients with commercial litigation, business dispute resolution, and trust and estate litigation. Carla has experience representing clients in income and estate tax cases before the United States Tax Court. Carla has also successfully argued an income tax matter before the Eleventh Circuit Court of Appeals.

Carla has one daughter and actively volunteers at her daughter's school. Carla is a member of First United Methodist Church where she has served in various volunteer capacities. Carla previously served on the Board of Directors of the Junior League of Montgomery. Outside of the law and her family, Carla's interests include exercise, college football, and travel.

Areas of practice

Employment Law

Commercial Litigation

Probate and Estate Litigation

Education

J.D., The University of Alabama School of Law, 1995

B.S., *Summa Cum Laude*, The University of Alabama, 1991

Bar Admission

Alabama, 1995

Admitted to Practice

Supreme Court of Alabama

U.S. District Courts for the Northern, Middle, and Southern Districts of Alabama

U.S. Court of Appeals for the Eleventh Circuit



GOLD SPONSORS



Alliance Insurance Group

Employee Benefit Consultants

Founded in 2003, Alliance Insurance Group has offices in Montgomery, Opelika and Birmingham, Alabama. We help employers plan, design, implement and manage a cost efficient and effective employee benefits program from start to finish. Our methodological, analytical, detail-oriented approach to year round benefits administration and consulting saves our clients time, money and frustration while maximizing the value of their employee benefits program and processes. See what we can do for you!



SILVER SPONSORS



Spherion is a staffing leader with local roots and a passion for placing the right person in the right job. Founded in 1946, we have a firm grasp on what it takes to build a strong workforce and a successful career. When you work with Spherion, you'll feel like you're working with a locally owned business because we are one. But, since we're part of \$2 billion staffing company, you'll never lack the resources or support needed to conquer your goals.

Website: www.spherion.com

Spherion invites you to attend Talks Series on December 7th at the Capital City Club. Since 1997 our Emerging Workforce Study examines issues and trends impacting the American workplace. The 2016 study not only captures current attitudes, from the unique perspective of both employers and employees, it builds on nearly 20 years of research, with accumulated input from more than 200,000 workers and well over one thousand employers.

DECEMBER 7 | Patrick Hart, License Owner of Spherion Montgomery, speaks on "Spherion's Emerging Workforce Study, Alabama's Workforce in the Global Market, and the Shifting Generational Work Mentality; age dynamics in the business landscape"

[http://www.clubcorp.com/Clubs/Capital-City-Club-Montgomery/About-the-Club/Calendar/ALABAMA-TALKS-Speaker-Series9/\(view\)/list/\(range\)/month](http://www.clubcorp.com/Clubs/Capital-City-Club-Montgomery/About-the-Club/Calendar/ALABAMA-TALKS-Speaker-Series9/(view)/list/(range)/month)



Speakers needed for TSHRM

Montgomery's TSHRM chapter is in need of HR professionals to come speak at their meetings. You can choose your topic. Please contact Paula Barlow at paula.barlow@prattvilleal.gov for more information.

Thank you for your help.

Have you renewed your SHRM Montgomery membership?

Don't miss the opportunity to continue to receive the many benefits of being a SHRM Montgomery Member.

Contact Andrea Jordan by email at Andrea.Jordan@ledic.com if you have any questions.

Payment instructions and options to pay through PayPal are available at:

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

If your company requires you to submit an invoice for payment, click on the SHRM Montgomery link above. Scroll down $\frac{3}{4}$ of the page and click on the link "click here" next to the words "if you need an invoice." You will be able to fill in your name, select the type of membership you wish to purchase, print and submit to your company.

If your employer requires a W-9 to process a payment, click on the link above, scroll down $\frac{3}{4}$ of the page and click on the W-9 link.

Thank you!



Did you know that you can post your HR openings on our SHRM website?

If you have a career opportunity in HR, please use this resource to help fill your position.

Send HR position openings to Tara McDowell, Webmaster at tmcdowell@mymax.com



LEHR MIDDLEBROOKS
VREELAND & THOMPSON, P.C.

LABOR • EMPLOYMENT • BENEFITS

Save the Date for Lehr, Middlebrooks, Vreeland & Thomas, P.C. 2016 Employee Relations Summit

Join us for our 2016 Employee Relations Summit on **Thursday, November 17th from 8:30 a.m. until 4:00 p.m. at WorkPlay in Birmingham, Alabama.** Our attorneys and guest speakers will cover the workplace implications of the national election results, expansion of LGBT workplace litigation, DOL's Wage and Hour and Persuader initiatives, how existing business relationships may constitute a "joint employer" for workplace liability, and the NLRB and Organized Labor's joint efforts to transform the private sector workplace. A comprehensive agenda and list of speakers will be forthcoming during the summer. Mark this date on your calendar, however, for what will be a highly informative and interactive meeting.

To register go to: <http://lehrmiddlebrooks.com/seminars/lmvts-2016-employee-relations-summit>

Or contact Katherine Gault at
kgault@lehrmiddlebrooks.com
or 205.323.9263.

Workforce Readiness



Hope Inspired Ministries is looking for a few good HR professionals who are willing to give a little of their time to perform mock interviews.

Hope Inspired Ministries seeks to serve those who are low skilled, poorly educated, and chronically unemployed by preparing and equipping them to obtain and maintain employment through an 11-week job training course.

Our program is relational and transformative in nature, providing more than 400 hours of training, including life skills, employment skills, character building, unpaid internships with local businesses and GED training.

What makes our program different is that we are relational in nature, meaning we invest time in peoples' lives and walk out this process of transformation with each our students. We are willing to walk hand-in-hand as they walk out this journey and hold them accountable to meet the high standards of our course. We not only want to instill education, soft skills and training into our students, but we also want to help them become the person God intended for them to be.

The interviews will take approximately 2 hours starting at 1:30 p.m. on the following dates:

- ◆ November 30
- ◆ December 14

Please contact Leanne Jordan at leannejordan7@gmail.com to find out more information.

SHRM Foundation

giveaway!



At our next meeting you can purchase tickets for our SHRM Foundation giveaway. Please help the future of HR with your purchase and have the opportunity to win an amazing prize.

Social Media SHRM Montgomery



Check this out! You can upload a picture to your SHRM profile. All you have to do is click edit on your profile and scroll to the bottom of the page to upload a picture.

Thank you to Tamela Selmer-Burks, Becky Ellis and Bonita Heartsill for serving on the 2016 board.

Welcome to SHRM Montgomery's new 2017 board member Cierra Belser.

Proposed Board Members for the 2017 Montgomery SHRM

Board Members:

President	Mike Polis
Treasurer	Larissa Southey
Membership	Andrea Jordan, PHR
Programs	Cierra Belser
Webmaster	Tara McDowell
Newsletter	Dee Cook, PHR, SHRM-CP
Secretary	Tara Gibson, PHR

Core Leadership Areas

Government Affairs	Pam Chut, SPHR, SHRM-SPC
SHRM Foundation	Dr. David Hoover
Certifications/College Relations	Paula Barlow, PHR
Workforce Readiness	Michaela Hutcheson

Thank you for your willingness to serve

Board Members for the 2016 Montgomery SHRM

Board Members:

President	Mike Polis
Membership	Andrea Jordan, PHR
Treasurer	Larissa Southey
Programs	Bonita Heartsill, PHR, SHRM-CP
Secretary/Wellness	Tara Gibson, PHR
Webmaster	Tara McDowell
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Government Affairs	Pam Chut, SPHR, SHRM-SPC
SHRM Foundation	Dr. David Hoover, SPHR
Certifications/College Relations	Paula Barlow, PHR
Workforce Readiness	Michaela Hutcheson
Community Services	Becky Ellis, PHR
Diversity	Tamela Selmar-Burks

Thank you for your service