



October 2016

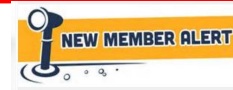
# SHRM Montgomery



ADVANCING THE PROFESSIONAL SERVING THE PROFESSIONALS

## General Membership Meeting

- Date:** Tuesday, October 18, 2016
- Topic:** OSHA – What’s New & What’s Our Options
- Speaker:** Robert Folk  
Strategic Comp
- Sponsor:** Starke Agency
- Time:** Luncheon Meeting  
11:30am – 1:00pm
- Location: Capital City Club**  
201 Monroe Street #2100  
Montgomery, AL 36104



Welcome To Our New Members:

Renee McCort

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



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

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### 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



**Gold Sponsor**



Starke Agency, Inc. is  
a business insurance

brokerage and risk management company  
based in Montgomery, Alabama. For over  
85 years, Starke Agency has established a  
solid record of financial stability, inde-  
pendence and personal service to our cli-  
ents, who share our confidence. With a  
focus on tomorrow, Starke Agency never  
loses sight of our fundamental principle:

**Omni Vincit Labor — Work Wins.**



# Speakers' Biography

Robert Folk was born and raised in Central Alabama and resides in Alexander City, AL. He graduated from the University of Alabama with a BS in Biology/Chemistry.

Mr. Folk has been in the Risk Management field for 37+ years. He has worked for Aetna Casualty for 18.5 yrs. as their Regional Construction Specialist. He began in private sector for a large construction firm for 3 yrs. He returned to the insurance field working for Wausau Ins / Liberty for 9 years. He went to work for large broker in Birmingham, AL in 2009. Then he began working for American Ins. Group – Strategic Comp in 2011.

Mr. Folk holds ARM & CDS Certificates – Associate in Risk Management; Certified Director of Safety – North American Transportation Management Institute.

Mr. Folk has been selected to be one of the speakers at the Alabama Governor's Safety Conference numerous times.

Mr. Folk Conducts Safety training on various topics primarily in the Southeast. Additionally, he conducts mock DOT audits and investigates large/serious injuries/fatalities.



# Spotlight from the president

## Depression in the Workplace

By Mike Polis



I have always been a proponent of Employee Assistance Programs (EAP). They serve both as a valuable tool for the Human Resources professional and as an added benefit to the employee as well.

According to Mental Health America clinical depression has become one of America's most costly illnesses. Left untreated, depression is as costly as heart disease to the U.S. economy, costing over \$51 billion in absenteeism from work and lost productivity.

Depression tends to affect people in their prime working years and may last a lifetime if untreated. More than 80 percent of people with clinical depression can be successfully treated although the fact remains depression ranks among the top three workplace problems for employee assistance professionals, following only family crisis and stress.

In a study of First Chicago Corporations, depressive disorders accounted for more than half of all medical plan dollars paid for mental health problems. The amount for treatment of these claims was close to the amount spent on treatment for heart disease.

3% of total short term disability days are due to depressive disorders and in 76% of those cases, the employee was female.

Males are less likely to show "typical" signs of depression, such as crying, sadness, hopelessness, or excessive guilt. Instead men are more likely to keep their feelings hidden and may turn to alcohol or drugs when they are depressed. Some men become discouraged, angry, irritable, and sometimes violently abusive.

Almost 15% of all those suffering from severe depression will die by suicide.

Most employers will refer a depressed employee for help if they are aware of the symptoms. 64% of the National Mental Health Association survey respondents said they would refer an employee to an EAP health professional.

What should you do if you're concerned about depression?

If several symptoms listed above persist for longer than two weeks make an appointment to see your doctor. Your doctor can either start treatment or refer you to a psychiatrist or psychologist for further evaluation.

If you suspect that you or a family member may be suffering from depression, contact your Employee Assistance Program for confidential counseling or information.

Very Respectfully,

Mike Polis

Chapter President/Montgomery SHRM



# SHRM Montgomery

## Capital Hill Visit



On September 15, 2016, Pam Chut, SHRM Montgomery's Government Affairs representative visited Capital Hill. Pam's report to follow: ALSHRM's Advocacy Team (A-Team) made its annual Fall visit to Capitol Hill. During this visit the A-Team met with Representatives and Senators from the great State of Alabama to discuss the DOL's final rule on overtime regulations, the impact of this rule, and to specifically request support of H.R. 5813, the Overtime Reform and Enhancement Act.

The final rule increases the salary threshold to \$47,476, effective December 1, 2016, which is more than double the current threshold of \$23,660. Such an increase will have significant impacts on employers and employees alike:

- It will result in some employees losing their exempt status meaning less flexibility in their work schedules
- It will force some employers to eliminate overtime hours altogether which will result in less pay for some hourly workers
- Some employers will be forced to make cost-cutting decisions to include conducting layoffs
- Non-profit organizations will be forced to make difficult decisions such as eliminating positions or decreasing services provided

H.R. 5813, also known as the Schrader Bill, is a bi-partisan House bill that proposes gradual increases to the salary threshold. The first increase would occur December 1, 2016 and would move the threshold to \$35,984. Additional increases would occur in 2017, 2018, and 2019 at which time the threshold would reach the \$47,476 limit that the DOL has established to go into effect this year. SHRM fully supports an increase to the salary threshold, however, believes the proposed DOL increase of more than 100% at one time is too far too fast. H.R. 5813 would also prohibit the final rule's automatic increase to the threshold that is scheduled to occur every three years.

What the A-Team heard from legislators is that while they do not support the DOL's final rule and are fully aware of the impacts it will have on employers in the State and across the country - it is very unlikely H.R. 5813 will get any traction. It is a contradiction to H.R. 4773, a partisan Senate bill which proposes to halt the regulations entirely until such time a thorough study can be conducted on the impact of the regulations. In addition, H.R. 5813 was just introduced and has had no floor time. A late attempt to add to an appropriations bill is also unlikely. If there is any relief it likely will not come until after December 1<sup>st</sup> which means employers will have made changes as necessary to be compliant and will not be able to unwind those changes. It is quiet the dilemma!

SHRM encourages its members to write/call their Representatives and Senators to express their concerns regarding this final rule. As the saying goes the squeaky wheel gets the grease and your voice can have an impact!



## 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 2016 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](mailto: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!



**The Society of Human Resources (SHRM) has awarded our SHRM Montgomery chapter Membership Superstar status for 2015!**

**Congratulations and thank you for everyone's hard work! With increasing our membership. Keep up the good work.**



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

**If you have a career opportunity in HR, please**

# Mental Health First Aid Training

## Be 1 in a Million



**Healthy Minds Network**

Did you know that mental health issues affect **one in five adults**? You are more likely to encounter someone with a mental health crisis than someone facing a physical emergency.

### **What is Mental Health First Aid?**

Mental Health First Aid is an 8-hour course that gives people the skills to help someone who is developing a mental health problem or experiencing a mental health crisis. The evidence behind the program demonstrates that it does build mental health literacy, helping the public identify, understand, and respond to signs of mental illness. The skills you learn enable you to ask hard questions by helping you overcome reluctance, or even fear, of getting involved in a mental health issue.

### **Who should take a Mental Health First Aid course?**

Mental Health First Aid is intended for all people and organizations that make up the fabric of a community. The course is presented to chambers of commerce, professional associations, hospitals, rotary clubs, social clubs, and other groups. Professionals who regularly interact with a lot of people such as police officers, human resource directors, and primary care workers, school and college leadership, or anyone interested in learning more about mental illness and addiction should get trained.

For more information about how you or your organization can get trained in Mental Health First Aid, please contact

Alana Barranco

[Alana.Barranco@SummaSource.com](mailto:Alana.Barranco@SummaSource.com)



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## **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](mailto:kgault@lehrmiddlebrooks.com)

or 205.323.9263.





SHRM Montgomery is pleased to announce that we will be giving away scholarships for taking and passing your SHRM-CP or SHRM-SCP certification.

SHRM Montgomery will give away up to two (2) \$250 scholarships to anyone who takes and passes their SHRM-CP or SHRM-SCP during the following testing periods:

December 2015 – February 2016

May 2016 – July 2016

Anyone wishing to apply for the scholarships should email a copy of their certification to:

[paula.barlow@prattvilleal.gov](mailto:paula.barlow@prattvilleal.gov)

(showing the date of certification).

All submissions for scholarship consideration must be received by September 30, 2016. (If more than two people qualify for the scholarships, we will draw to determine the

# 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:

- ♦ October 12
- ♦ November 30
- ♦ December 14

Please contact Leanne Jordan at

[leannejordan7@gmail.com](mailto: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.*

# 2016 SHRM Board Members

## Board Members

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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.**