



JULY 2021

AFFILIATE OF



SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Thursday, July 15, 2021

Topic: Mastering Video Interviewing in 2021

Speaker: Alexa Jackson, Spark Hire

Time: Lunch Meeting
11:30am to 1:00pm



MONTGOMERY COUNTRY CLUB



Montgomery Country Club (MCC)
3001 Narrow Lane Road
Montgomery, AL 36106



UPCOMING MEETINGS:

- ❖ August 19, 2021: Ethics Training
 - Tom Albritton, Alabama Ethics Commission
 - Meets new HRCI Ethics Requirement



***Please go to <http://shrmmontgomery.shrm.org> and click the “Meeting and Events” tab to register.

There is no cost for All-Inclusive members. The cost for Basic members is \$15 and guest fee is \$20.

Seating is limited to the first 50 registrants. Reservations must be made by 12:00pm on Friday, July 9, 2021 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, July 9, 2021.

SPONSOR

JULY 15, 2021 Speaker's Biography

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ALEXA JACKSON
Product Marketing Specialist

ajackson@sparkhire.com

SPARK HIRE 



Alexa Jackson is the Product Marketing Specialist at Spark Hire. She utilizes her expertise in Spark Hire's platform, market, and competitors to develop educational materials for external audiences, including webinars, videos, presentations, and more. Alexa equips prospects and customers with the information they need to be successful using Spark Hire's platform.

Short description of the material being presented: Learn how to gain new perspectives on candidates, improve screening efficiency and remote collaboration, and speed up the hiring process with video interviews. In addition to real world examples from organizations who have successfully incorporated video interviews into the hiring process to face today's hiring challenges, we'll cover how to use video interviews to:

- Streamline the screening process and significantly reduce time spent on phone screens
- Boost collaboration among hiring team members
- Improve the candidate experience
- Allow teams to spend more time interviewing top applicants

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PLEASE BRING YOUR BUSINESS CARDS

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News and Information

PLEASE WELCOME NEW MEMBERS

hello

NINA EGGERS
MCCP

NAME THAT NEWSLETTER

SHRM Montgomery members will be able to submit names for our newsletter. Each person submitting a name will be entered into a raffle for a prize. You may submit as many names as you'd like; but you will only be entered into the raffle ONCE. We will all vote on the best name for our newsletter. The name must be CREATIVE and HR related. You have until August 31st to submit a name. We will vote during the month of September. The winning name and the person who submitted it, will be featured in the October newsletter. Please "Name that Newsletter" by emailing your name(s) to Tawanna Bedgood at tawanna.bedgood@abc.alabama.gov.

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.

HOT

TOPICS

Please visit the new "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.

Check out the latest edition of the HR Professionals Magazine on our website. To view it, follow the link below:

<https://shrmmontgomery.shrm.org/news>



Legislative Update from Thomas Anile, SHRM Montgomery Board Member

On June 10th, 2021, OSHA provided an update that was long-anticipated regarding the issuance of a COVID-19 Emergency Temporary Standard (ETS). The ETS that was issued ended up only being applicable to the health care industry. Along with the ETS, OSHA also provided updated guidance for employers who are not covered by the ETS; however, this guidance is recommended, not required.

[Baker Donelson Article on OSHA Emergency Temporary Standard](#)

On June 17th, 2021, the U.S. Supreme Court came to the conclusion on two consolidated cases, California v. Texas and Texas v. United States. The Supreme Court was tasked with deciding whether or not the Affordable Care Act (ACA) could remain enforceable without having a penalty for individuals who fail to purchase health insurance. The U.S. Supreme Court determined that Texas and other states did not have the right to legally sue. Due to this decision, there were no further proceedings, and the ACA remains fully in effect.

[SHRM Article on U.S. Supreme Court Decision Regarding Affordable Care Act](#)

On June 17th, 2021, President Biden signed a bill officially establishing Juneteenth as a federal holiday.

[Juneteenth National Holiday](#)

MEMBER SPOTLIGHT



LaTisha J. Green
ASK Telemarketing Recruiter
SHRM Montgomery Member

LaTisha J. Green is a Recruiter at ASK Telemarketing who strives to step into a Human Resource Generalist role soon. She began her career as an Assistant Manager at Walmart 7 years ago, when she assisted associates in many multi-faceted ways, including Human Resources and Recruiting. She worked closely with market managers to seek and prepare new talent to enter the Management Training Program. Since then, LaTisha has transitioned to Human Resources fulltime since joining ASK Telemarketing 1 year ago. Her primary duties include using current employee networks to find talent for open positions, reviewing applications, assessments and arranging interviews while acting as a support system before and after hiring. As a part of “On-Boarding”, she is the first person to welcome new hires to the ASK Family.

LaTisha holds a Bachelor of Science degree in Business Management from Alabama State University and a master’s degree in Human Resource Management from Indiana Wesleyan University. Her aspiration is to continue learning and serving others, while becoming the BEST version of herself. She is a newly inducted member of SHRM Montgomery and looks to join SHRM National in the future.

LaTisha is a Fiancée’, mother of 1 child (age 1 year) and loves spending quality time with family when she is not shopping or traveling. LaTisha is also an entrepreneur, servicing others with hair care needs in her spare time. One of her favorite quotes is “Time is of the essence, why wait to LIVE when you can LIVE Today!”

NOTE: To be featured as our “Member Spotlight”, please email your accomplishment(s)/achievement(s) to Tawanna Bedgood at tawanna.bedgood@abc.alabama.gov. Spotlight recipients are asked to provide a bio-introduction of themselves to include but not limited to; their employment/school, the accomplishment(s)/achievement(s), and a headshot. Board members are asked to provide the capacity they operate in on the Board.

Workforce Readiness

Ready
Set :
Work



Hope **I**nspired **M**inistries is looking for a few good HR professionals who are willing to give a little of their time to perform mock interviews.

Hope **I**nspired **M**inistries 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 are scheduled from 1:00pm – 4:00pm on the following dates:

- ❖ July 22, 2021
- ❖ September 16, 2021
- ❖ November 10, 2021

We can be flexible on the date and time, if someone wants to serve; but not available on that exact date and time. We also prefer 2 volunteers. Thank you!

Please contact Robin Ricks at robin@manufacturealabama.org to find out more information.



AUBURN



UNIVERSITY™

OFFICE OF PROFESSIONAL & CONTINUING EDUCATION

SHRM-CP/SCP CERTIFICATION TEST PREP

AUGUST 16-18, 2021 | 8:30 A.M. - 5:30 P.M. (CDT)

This **3-day, online course** combines expert instruction with the SHRM Learning System® to offer a comprehensive and effective way to prepare for success on the SHRM-CP and SHRM-SCP exam. Register early and save (ends July 19).

- Early Fee: \$1,149 (through July 19, 2021)
- Regular Fee: \$1,299 (July 19 - August 4, 2021)
- Last day to register: August 4, 2021 at 5:00 p.m. (CDT)

REGISTER

Please use the following link to register:

<http://www.auburn.edu/outreach/opce/shrm/shrm.htm>

BECOME A
VOLUNTEER!



SHRM Montgomery *WANTS* you!

2022 is just around the corner

Individuals who seek the betterment of Human Resources in Montgomery and the surrounding areas are encouraged to submit their name for consideration for the 2022 board year.

For more information about the Board positions,
please contact us at

shrmmontgomery0092@gmail.com or
paula.barlow@prattvilleal.gov

We would love the opportunity to collaborate with
you.



LOOKING FORWARD



Ethics Training

Thomas Albritton
Alabama Ethics Commission



08/19/2021 @11:30 am
Montgomery Country Club

All registrations must be completed by
12:00 p.m. on 8/13/2021.

NOTE: This training meets the new HRCI Ethics Requirement!!!!

SHRM21 ANNUAL CONFERENCE & EXPO LAS VEGAS & LIVE ONLINE SEPTEMBER 9-12

**Register By June 25 And
Save 10% When Using
ALSHRMA Promo Code!**

REGISTER TODAY!

NOW MORE
THAN EVER
BETTER WORKPLACES
START WITH YOU!



If you are planning to attend the SHRM21 Annual Conference & Expo, please use link below to register, and enter the “ALSHRM” Promo Code for a 10% discount as it helps out ALSHRM!

[SHRM21 Annual Conference - SHRM21](#)

2021 SHRM Montgomery Board Members

Board Members:

President
Past President
Treasurer
Membership
Programs Co-Chair
Programs Co-Chair
Webmaster
Newsletter
Secretary Co-Chair
Secretary Co-Chair

Paula Barlow, SHRM-CP, PHR
Dee Cook, SHRM-CP, PHR
Larissa Southey, SHRM-CP
Andrea Jordan, SHRM-CP, PHR
Cierra Belser
Fereisie King, SHRM-CP, PHR
Tara McDowell
Tawanna Bedgood
Tara Gibson, SHRM-CP, PHR
Krystal Bryan, SHRM-CP

Core Leadership Areas:

Governmental Affairs/Legislative
SHRM Foundation
Certifications
Workforce Readiness

Thomas Anile, SHRM-CP
Shaneira Harris, PHR
Logan Dudley, SHRM-CP, PHR
Robin Ricks