



JULY 2015



SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Thursday, July 30th, 2015
Topic: FLSA
Speaker: Tamula Young
Sponsor: Constangy, Brooks, Smith & Prophete LLP
Sponsor: Auburn Montgomery Outreach
Time: Luncheon Meeting
11:30am – 1:00pm
Location: Capital City Club
201 Monroe Street #2100
Montgomery, AL 36104

Registration Deadline: Tuesday July 28th, 2015

NOTE: All registrations should be submitted [2 business days prior](#) to the meeting.

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



Save the Date
SHRM Montgomery
Chapter Meeting
August 25th

Sponsor Spotlight

Auburn Montgomery Outreach



AUBURN

MONTGOMERY

OUTREACH

Auburn Montgomery Outreach is the community liaison for Auburn University at Montgomery. For more than 30 years, its professional and personal services have enabled businesses and individuals to be competitive in their industry and more productive and fulfilled personally.

Auburn Montgomery Outreach offers a diverse portfolio of services to help organizations and individuals work more efficiently and effectively. No two organizations are exactly alike; therefore, Outreach customizes its approach with services tailored to each client's organizational and personal goals. Our clients use one or more of our services, depending on their unique needs, to ensure their strategies and goals become a reality. Expert resources are provided by four core units.

Organizational Consulting solutions authorities provide clients with solutions designed to promote organizational effectiveness. They also offer guidance to clients on complex issues such as talent management, strategic planning and economic analysis.

Advanced Technologies experts provide clients with a wealth of information technology resources including application development, managed services and project support services, as well as IT project management and procurement.

Training Solutions designs and delivers innovative approaches to management and leadership development, IT training, and professional development that equip and inspire people to transform organizations.

Community Engagement connects Auburn Montgomery Outreach to the community through a variety of initiatives. Community Engagement programs include the Business Breakfast Series, K-12 Youth Programs, and the Lifelong Learning Institute, along with several professional conferences throughout the year.

For more information, contact us at 334-244-3660 or info@outreach.aum.edu



From the president

Mike Polis

To Montgomery SHRM Members:

Recently the Department of Labor through Presidential Memorandum is proposing changes to “modernize” and “streamline” the Fair Labor Standards Act overtime regulations. Employees and Employers across every industry and sector will be impacted. Most employers covered by the FLSA will need to analyze employee classifications and make other changes, by a likely 2016 effective date which will be established in the final rule.

Currently SHRM is asking HR professionals to “share their stories” about how this proposed rule could impact their organizations. These stories are being collected by the SHRM national team at corporate headquarters in Alexandria VA, to help as they craft SHRM comments to the Department of Labor.

These stories can be directly submitted by each individual through our website www.shrmmontgomery.shrm.org under *Breaking News: Fair Labor Standards Act Overtime Regulations*. You can also access by the following link: www.advocacy.shrm.org/overtime

I encourage members to submit their personal testimonials. Comments will be submitted directly to the Department of Labor by the due date currently set for September 4th.





OFCCP Posts New Sample AAP Web Page

OFCCP has posted a new Sample Affirmative Action Programs Web page that contractors subject to Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) may find useful. The new page contains sample transition year Section 503 and VEVRAA AAPs that show how a contractor might satisfy the regulatory AAP requirements in its initial year. The sample AAPs are for illustrative and technical assistance purposes only and do not represent the only appropriate or acceptable AAP format. OFCCP will soon also post sample four-year Section 503 and VEVRAA AAPs that show how a contractor might develop Section 503 and VEVRAA AAPs containing three years of applicant and hiring data.

A sample Executive Order 11246 AAP is also on the new Web page.

The Sample Affirmative Action Programs Web page can be found on the OFCCP web page at <http://www.dol.gov/ofccp/regs/compliance/AAPs/AAPs.htm>.

SHRM Foundation giveaway

A decorative graphic featuring a red rose in the center, flanked by green leaves and smaller pink flowers, positioned below the word "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.

The Tuscaloosa chapter will be having their upcoming leadership conference held on August 18. This conference provides Human Resources staff and front line supervisors with an array of information to assist leaders with today's workforce challenges and opportunities. HRCI credits are pending. The program agenda and registration are in a separate attachment and overview is listed below.

2015 Leadership Workshop
Sponsored by Tuscaloosa Human Resource Professionals
Affiliate Society of Human Resource Management (SHRM)

Date: Tuesday, August 18, 2015

Time: 8:00 AM until 3:30 PM

Location: Shelton State Community College (9500 Old Greensboro Road, Tuscaloosa, AL 35405)

Cost: \$125.00 per person (5-9 from same company - \$110 per person, 10 or more from the same company - \$95 per person) **Fee includes lunch and snacks.

Board Members for 2015 Montgomery SHRM

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