



JUNE 2021

AFFILIATE OF



SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Don't forget to pay your 2021 dues for your SHRM Montgomery membership!

- Date:** Thursday, June 17, 2021
- Topic:** Recruiting Strategies Post COVID-19
- Speaker:** Cierra Johnson-Belser, Certified Staffing Professional
- Time:** Lunch Meeting
11:30am to 1:00pm
- Location:** Montgomery Country Club (MCC)
3001 Narrow Lane Road
Montgomery, AL 36106



MONTGOMERY COUNTRY CLUB



UPCOMING MEETINGS:

- ❖ July 15, 2021 – How to Develop Your Virtual Interviewing Playbook
 - Bring your business card

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

We will be following all CDC and Social Distancing guidelines. 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 32 registrants. Reservations must be made by 12:00pm on Friday, June 11, 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, June 11, 2021.

JUNE 17, 2021 Speaker's Biography

Cierra Johnson-Belser
Certified Staffing Professional
careercoachalabama@gmail.com



RECRUITING STRATEGIES POST COVID-19

Cierra Johnson-Belser is a mother, vocalist, arts advocate, SHRM volunteer and workforce development guru. Originally from Escondido, California, this CaliBama native has been working in the workforce development sector for over 7 years. A Sylacauga, AL native and Huntingdon College alumni that finished with a degree in Communications, Cierra fell into the world of staffing by working with a small woman-owned staffing company that started her on the career path that she is on today. Having worked on large staffing projects with corporations such as Target, Amazon and Toyota, she quickly fell in love with the Automobile industry and made working with OEM's and their Suppliers her specialty. Over the years of working on large workforce development projects and studying the market trends, Cierra has learned how to navigate through different recruitment strategies and help large and small companies devise plans to get and retain the best talent.

Currently Cierra is active with the Southern Automotive Women's Forum, SHRM Montgomery, ALSHRM Leadership Council and a board member for the Alabama Arts Alliance. Aside from being the mother of a 14-year-old pageant queen and an 11-year-old future baseball star, she enjoys working as a career coach and helping individuals with perfecting their resumes and teaching them the interview skills to help them land their dream job.

MARKET SALARY COMPARISON

Three (3) **VOLUNTEERS** are needed (ideally from manufacturing, production, hospitality, light construction, or clerical) who would like to know how they compare to others in their industry. If interested, please email your position title, job description, and current pay rate to Cierra Johnson-Belser at cbelser@oninstaffing.com by **Friday, June 11, 2021**.

News and Information

GUESTS AND STUDENTS!!!

Immediate open registration for the JUNE 2021 meeting!

PLEASE WELCOME NEW MEMBERS

hello

TAMMY GIBSON
Dept. of Early Childhood Education

hello

DEBBIE OWENS
Lear Corporation

NAME THAT NEWSLETTER

Put on your creative thinking caps and “NAME THAT NEWSLETTER”!!!! During the months of June, July, and August, SHRM Montgomery members will be able to submit names for our newsletter. You may submit as many names as you’d like. The name must be CREATIVE and HR related. The email used to send the September issue and the newsletter itself will provide a list of the names submitted for you to cast your vote. The winning name and the person who submitted it will be featured in the October issue. Please “Name that Newsletter” by emailing your name(s) to Tawanna Bedgood at tawanna.bedgood@abc.alabama.gov.

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>



❖ 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.



Legislative Update from Thomas Anile, SHRM Montgomery Board Member

On Monday, 5/17/2021, Governor Kay Ivey signed an Alabama medical marijuana bill into law. While it is not exactly clear when medical cannabis will become available in the state, the legislation will allow the use of medical marijuana for approximately 15 different conditions including cancer, depression, and sickle-cell anemia. The law does not allow for consuming medical marijuana via baked goods, smoking, or vaping. Individuals seeking medical cannabis will have to register with the state, obtain a special medical cannabis card, and have a recommendation from a physician.

<https://www.montgomeryadvertiser.com/story/news/2021/05/17/gov-kay-ivey-signs-alabama-medical-marijuana-law/5070907001/>

On 5/21/2021, OSHA updated its COVID-19 FAQs section to state that it will not require employers to record worker side effects from COVID-19 vaccinations through May 2022. Originally, OSHA had stated that employers would have to record adverse reactions to COVID-19 vaccines when mandating the vaccine, but they have changed their stance to avoid discouraging workers from receiving the vaccine.

<https://www.osha.gov/coronavirus/faqs#vaccine>

On 5/28/2021, the U.S. Equal Employment Opportunity Commission (EEOC) released updated technical assistance related to the COVID-19 pandemic. This updated information provides guidance on vaccinations in the employment context. The guidance states that EEO laws do not prevent employers from mandating the vaccine for all employees who will be physically entering the workplace as long as employers are complying with disability and religious accommodations under the ADA and Title VII of the Civil Rights Act of 1964. The guidance also states that EEO laws do not prevent employers from offering incentives to those who voluntarily provide proof of vaccination from a third party. If an employer is administering the vaccine itself, it may offer incentives, but the incentives cannot be “very large” as they could coerce employees into disclosing protected medical information.

<https://www.eeoc.gov/newsroom/eeoc-issues-updated-covid-19-technical-assistance>

https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term=

MEMBER SPOTLIGHT



Tawanna Bedgood
Alabama ABC Board
SHRM Montgomery Board Member, Newsletter

Tawanna Bedgood is a Human Resources Generalist at heart, in spirit, and in her career. She has over 18 years of service with the State of Alabama. She began her career with the State in 2003 with the Alabama Department of Transportation (ALDOT), Division 7 Personnel Office, as an Administrative Support Assistant I. Tawanna's hunger for learning and success hastened two promotions within eight years of her employment with ALDOT. Her combined experience in administrative duties, payroll, the Family and Medical Leave Act (FMLA), On-The-Job-Injuries (OTJI), problem solving, and creative thinking contributed to her being promoted in April 2017 to Personnel Assistant III with the Alabama ABC Board Human Resources Division; where she currently serves as the Wellness Officer. She conducts FMLA/OTJI training for all ABC employees, and is also being developed in onboarding, and promotion processes.

Tawanna's desire to prepare herself for continued upward mobility influenced her decision to return to college after 30 years. Shortly after enrollment, her high GPA initiated her induction into the National Society of Leadership and Success (NSLS). Additionally, not only is she a SHRM Montgomery Board Member; she is also a member of SHRM National.

Tawanna is a proud single MOTHER of four children (ages 24, 21, 18, & 13), grandmother of two grandchildren (ages 3, & 6 months), and a Woman after God's own heart. She enjoys loving, protecting, and caring for her family, being a member of the Praise & Worship and Singles In Progress (SIP) ministries at her church, reading, and encouraging young girls to be who God says they are and not who their mistakes or others say they are. She understands "There is power in knowing your true IDENTITY".

In March 2021, Tawanna received a Bachelor of Science in Human Resources Management from Columbia Southern University. Congratulations Tawanna; on a job well done!

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.

NOTE: For more information and/or details for publishing workforce readiness programs in our newsletter, please contact Robin Ricks at robin@manufacturealabama.org.

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