



AFFILIATE OF



AUGUST 2021

SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

- Date:** Thursday, August 19, 2021
- Topic:** Ethics Training
- Speaker:** Tom Albritton, Alabama Ethics Commission
- 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:

- ❖ September 23, 2021: Workforce Related Topic - TBD
- ❖ October 21, 2021: 2021 Plan Insights
 - Tom Tielbur-VP, Gallagher
- ❖ November 18, 2021: TBD

***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.

Reservations must be made by 12:00pm on Friday, August 13, 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, August 13, 2021.

August 19, 2021 Speaker's Biography

Tom Albritton
Executive Director
Alabama Ethics Commission



Ethics Training

Thomas B. Albritton (Tom) was confirmed by the Alabama Senate on March 5, 2015 as the fourth permanent Executive Director of the Alabama Ethics Commission.

Tom graduated from the University of Alabama with a BA in English and received his law degree from the University of Alabama School of Law in 1992. He began his law career that same year joining his family law firm in Andalusia, Alabama. He spent over 23 years trying cases for and advising elected officials and other public sector clients such as counties, municipalities and public boards and corporations. He served as a municipal judge for over 17 years and was also an Assistant District Attorney for the 22nd Judicial Circuit. He has been admitted to practice before the United States Court of Federal Claims, United States Court of Appeals for the 11th Circuit, United States District Courts for the Northern, Middle and Southern Districts of Alabama, United States Bankruptcy Courts for Northern, Middle and Southern Districts of Alabama, Alabama Supreme Court and Alabama Courts of Civil and Criminal Appeals.

Throughout his career, Tom has been very active in many professional and civic organizations. He is a 2015 graduate of Leadership Alabama.

Tom and his wife, Amanda, have two children who are both students at the University of Texas at Austin.

News and Information

PLEASE WELCOME NEW MEMBERS

hello

STACY BELLINGER
CITY OF MONTGOMERY

hello

STEFFANIE BAKER DUKE
AL. RURAL WATER ASSOC.

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.

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 7/9/21, President Biden signed an executive order requesting that the Federal Trade Commission (FTC) ban or limit employment-related noncompete agreements. The order impacts 72 initiatives across many different federal agencies in an attempt to increase competition in the economy; however, the big takeaway is his request for noncompete agreements to be banned. Stay tuned for updates from the FTC.

[President Biden Executive Order](#)

On 7/29/21, President Biden announced that all federal employees would be required to confirm that they are vaccinated against the coronavirus. Some large employers including Google and Facebook are requiring vaccinations prior to returning to work with exceptions being made only for those with disabilities and religious accommodation requests.

[Federal Employee Vaccinations](#)

On 7/29/21, the Department of Labor rescinded a final rule issued under the Trump administration that narrowed/clarified the definition of a joint employer under the Fair Labor Standards Act. The rescinded rule provided more specific examples of what factors the DOL would use in determining joint employment. This rescission takes effect September 28th, 2021.

[DOL Rule Rescinded](#)

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.



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:

- ❖ 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.



If you are planning to attend the SHRM21 Annual Conference & Expo, you still have time to register. The standard rate is available June 26 - September 4, 2021. A “late” rate is effective September 5, 2021. You may register at the following link:

[SHRM21 Annual Conference - SHRM21](#)

2021 SHRM Montgomery Board Members

Board Members:

President	Paula Barlow, SHRM-CP, PHR
Past President	Dee Cook, SHRM-CP, PHR
Treasurer	Larissa Southey, SHRM-CP
Membership	Andrea Jordan, SHRM-CP, PHR
Programs Co-Chair	Cierra Belser
Programs Co-Chair	Fereisie King, SHRM-CP, PHR
Webmaster	Tara McDowell
Newsletter	Tawanna Bedgood
Secretary Co-Chair	Tara Gibson, SHRM-CP, PHR
Secretary Co-Chair	Krystal Bryan, SHRM-CP

Core Leadership Areas:

Governmental Affairs/Legislative	Thomas Anile, SHRM-CP
SHRM Foundation	Shaneira Harris, PHR
Certifications	Logan Dudley, SHRM-SCP, PHR
Workforce Readiness	Robin Ricks

FRIENDLY REMINDER: 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.