



April 2020

AFFILIATE OF



# SHRM

## Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

### General Membership Meeting

**Date:** Thursday, April 16<sup>th</sup>, 2020  
**Topic:** HR in the World of COVID-19

**Speaker:** **Melva Tate**  
Tate & Associates

**Time:** **Virtual** Meeting from  
11:30 AM to 12:30 PM

**Location:** **Virtual!!! – Once you register, we will send you the link and or dial in information.**



**Please Welcome New Members:**

- April Bagley
- Dave Barrett
- Ingrid Casey
- Darryl Ellis
- Bailey O’Ferrell

**Upcoming Meeting:**

- Stay tune for the rescheduled date for the Labor and Employment Law Seminar

**SHRM Montgomery will not be charging a fee for guests for this virtual meeting. Please register and join us virtually for our monthly chapter meeting to see the type of benefits that being a SHRM Montgomery Chapter member provides.**

**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 free virtual meeting.

# Speaker's Biography



## **Melva Tate**

**President and Senior HR Consultant  
Tate & Associates**

Melva Tate lives by one rule: “Put in the work.” She also recruits, coaches and owns an award-winning business according to that rule.

Melva’s been putting in the work for more than two decades, serving as the Director of HR & Administration for two start-up organizations, Nexcel Synthetics and Kelly Construction Company. She’s also a radio personality, best-selling author, and a feature writer and contributor to leading newspapers and magazines including, HR Magazine, Black Enterprise Magazine, The Birmingham News, and the Birmingham Business Journal. In addition, Melva serves as an Adjunct Career Management Consultant for Warren Averett Workplace.

In 2008, Melva went to work for herself, opening Tate & Associates, LLC. The firm specializes in executive talent searches, human resource consulting, training and development, and career coaching to businesses, universities and nonprofit organizations. Tate & Associates’ success stories include clients like The United Way of Central Alabama, YWCA of Central Alabama, REV Birmingham, Birmingham Business Alliance, Birmingham Education Foundation, City of Irondale, City of Tuscaloosa, City of Jasper, Alabama Public Television, Miles College, and Beville State Community College.

But Melva believes that work must extend outside the office and into the community. As an activist, executive advisor, and often board member, she volunteers her time and energy with United Cerebral Palsy of Greater Birmingham, Alabama Workforce Development Council, Jefferson County Workforce Development Board, Alabama Women In Business, and The Birmingham Women’s Network. She is also a past two-term president and current senior advisor for the Birmingham Society for Human Resource Management, one of the national society’s leading chapters with more than 700 members.

Putting in work like this leads to an impressive list of credentials, including a B.S. degree in Human Resource Management, an Executive MBA, Certified Life Coach and Professional in Human Resources certifications. It’s also earned Melva the BSHRM Leadership Excellence Award, recognition as one of Birmingham’s “Top 40 Under 40” Professionals and Best Minority Business Honoree by the Birmingham Business Journal, and Cox Media’s Best in Minority Business Winner.

While Melva’s official title is Human Capital Strategist, she’s best described as a networking master and high-energy coach. Her passion is seeing people and companies flourish, and she is driven to nurture dreams and cultivate relationships. While paying clients keep the lights on, Melva also accepts the currency of handshakes, hugs, and Facebook friend requests.

# Member Spotlight

**Congratulations to one of our members, Susan Halstead!!! Her company was featured on SHRM's home page on 4/3/2020. Take a look at the article that her company was featured in regarding keeping a family-like culture while working remotely.**

<https://www.shrm.org/hr-today/news/hr-news/Pages/Financial-CoOp-Keeps-FamilyLike-Culture-While-Working-Remotely.aspx>

**Congratulations to Rebecca Blake of Knox Kershaw on winning our ALSHRM State Conference registration!**

**Congratulations to Carla Mosley and Rachel Atkins for recently taking and passing their SHRM-CP exam.**

**SHRM-Montgomery gives away a Certification Scholarship through our local chapter twice a year.**

**Congratulations to Carla Mosley of Hyundai Mobis on winning the spring \$250 certification scholarship**

# Legislative Update from Carla Copeland, SHRM

## Montgomery Board Member



In the midst of a pandemic and economic shutdown, a couple of laws are in place for employees and employers: The Family First Coronavirus Response Act: Employee Paid Leave Rights (FFCRA) and the CARES Paycheck Protection Act.

### FFRCA

The FFCRA, effective April 1, 2020 through December 31, 2020, provides employees up to two weeks of paid sick leave due to COVID-19 quarantine for employers with fewer than 500 employees.

Qualifying reasons include the following: 1) isolation orders; 2) under advice of medical provider; 3) seeking medical assistance as a result of symptoms; 4) caring for an individual subject to order; 5) caring for a child during school closures; and 6) experiencing other substantial condition specified by the Secretary of Health and Human Services.

Small businesses with fewer than 50 employees MAY qualify for an exemption (more detail available at <https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>).

### PPP

The PPP authorizes up to \$349 billion in forgivable loans to small businesses to pay their employees during the COVID-19 crisis. Loan amounts are for up to 2 months of payroll costs plus an additional 25%; contact your financial institution to apply. The loans will be forgiven provided the employer uses these funds to cover payroll (among a few essentials such as mortgage interest, rent and utilities) over an eight-week period after loan is granted and employee compensation levels are unchanged. Upon end of cycle, the employer may apply for loan forgiveness through their lender.

Loans are deferred for six months, due in two years, and have a 1% fixed rate. For more information, visit <https://home.treasury.gov/system/files/136/PPP--Fact-Sheet.pdf>.

# Upcoming Learning Opportunities

CAPELL & HOWARD P.C.  
ATTORNEYS AT LAW

SEMINAR ON CINCO  
**SAVE THE DATE!**

Capell & Howard P.C. and SHRM Montgomery present the  
**2020 Labor & Employment Law Seminar**  
~~Tuesday, May 5, 2020~~ | Auburn University Montgomery

**Postponed date TBD**

**HR PROFESSIONALS**  
MAGAZINE™

SHRM  
SHRM-CP | SHRM-SCP  
RECERTIFICATION  
PROVIDER  
2020

**Affordable Online SHRM-CP® | SHRM-SCP® Certification Exam Prep Class**

Online classes begin **April 20, 2020** and will meet twice per week for 12 weeks on Monday and Wednesday evenings from 6:00 PM to 7:00 PM.

**SHRM Learning System® Participant Materials**

The total cost of the SHRM-CP® | SHRM-SCP® Online Certification Exam Prep Class is **\$895** (plus \$25.00 shipping).  
You may pay by PayPal, credit card or check.

**2020 Spring Exam Window**  
June 1 – August 15  
For more information visit [shrmcertification.org](http://shrmcertification.org)

**Deadline to register is April 13, 2020**

Contact [cynthia@hrprosmagazine.com](mailto:cynthia@hrprosmagazine.com) OR visit our website at [www.hrprofessionalsmagazine.com](http://www.hrprofessionalsmagazine.com)

The SHRM testing window for the spring has changed. Testing dates are June 1<sup>st</sup> until August 15<sup>th</sup>, 2020. The application deadline is now May 15<sup>th</sup> 2020. Now is a great time to work on your credentials. SHRM Montgomery will have a scholarship available for anyone who receives their SHRM certification between April 8<sup>th</sup>, 2020 and December 14<sup>th</sup>, 2020. You can apply with your test results.

Many people are working virtually now and several conferences have been cancelled or postponed. This is a great time to join national SHRM. For only \$219 a year you can join in many free webinars that provide timely and up-to-date information especially on the COVID-19 pandemic.

If you have any questions you can reach out to Stephanie Fulmer, our Certifications Board member, at [stephbrownfulmer@gmail.com](mailto:stephbrownfulmer@gmail.com).

HRCI also understands everyone is dealing with the effects of COVID-19 and to alleviate any worries concerning HRCI credential status, HRCI has extended the time to complete and submit your recertification application to **Wednesday, September 30<sup>th</sup>, 2020 at 11:59pm ET**. Also, you only need to submit 30 general credits for aPHR/aPHRi or 15 specified credits plus 30 General for SPHR/SPHRi/GPHR/PHRca. Once you start the next three-year recertification cycle, you **must** acquire 15 additional HR credits to the normal 45-60 credits required.

If you require additional assistance, please contact HRCI's Customer Experience team at [info@hrci.org](mailto:info@hrci.org) or call 1-866-4724.





**#ALSHRM20**

The 2 Day Conference Provides:

- Relevant Content for Today's HR Needs
- Vendor Solutions
- Fun & Engaging Networking Opportunities

*Content is being submitted for 12.5 recertification credits for SHRM & HRCI*

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Stay tuned for registration details.



## **Cooperative Education**

Cooperative education, or “co-op,” is a unique partnership among employers, students and the university that combines classroom studies with professional work experience. Co-op positions are typically paid experiences in which students work for a minimum of two semesters on either the alternating or parallel work schedule. Co-op positions must be directly related to a student’s major.

## **Internships**

An internship is generally a single semester work experience (paid or unpaid) that offers students an opportunity to engage in further career exploration. Internships for academic credit must be directly related to a student’s major.

## **Job-Shadowing**

In a job-shadowing situation, students observe professionals on the job, ask questions and gain a better understanding of a career. The intent of these informal relationships is to offer students a glimpse at a typical workday within a career.

## **Mentoring**

Mentoring serves to supplement student knowledge through one-on-one interactions with professionals in the field. Mentors are encouraged to advise, inform, clarify and empower students to achieve their educational and professional goals. Through mentoring, students gain firsthand knowledge of the trends, realities and expectations of their chosen career field.

To express an interest in one of the experiential opportunities, please complete the application request below. For more information contact the Office of Student Engagement and Success at 334-244-3398 or [BusinessSuccessCenter@aum.edu](mailto:BusinessSuccessCenter@aum.edu)<mailto:BusinessSuccessCenter@aum.edu>.

<https://www.jotform.com/OSES/positionapplication>

# SHRM Program

## Getting Talent Back to Work Better Workplaces Include Second Chances

Each year, nearly 700,000 men and women are released from prison and re-enter society. A year after release, 75 percent of them will remain unemployed.

Congress did its part to help them get back to work with the *FIRST STEP Act*. HR professionals are stepping up to do theirs.



### HR DOING ITS PART

SHRM, in partnership with Charles Koch Institute, launched the Getting Talent Back to Work initiative and toolkit.



### BUSINESS TAKING THE PLEDGE

SHRM is asking employers to commit to giving opportunities to qualified people who paid their debt to society.



### TOOLS TO ENCOURAGE EMPLOYMENT

SHRM created a toolkit to help HR pros get qualified talent back to work.



### EVERYBODY WINS

Employers gain valuable employees, deserving people turn their lives around and communities prosper.

### Good for the Economy

Nearly \$87 billion in GDP is lost each year by excluding formerly incarcerated people from the workforce.

### Good for Business

A majority of managers confirm that hiring the formerly incarcerated is cost effective – and 80% say they make valuable employees once hired.

### Good for Communities

Studies show the single most important predictor in recidivism is joblessness.

*People who have paid their debt to society, who want to work and who are qualified for the job should not be re-sentenced to joblessness.*

– Johnny C. Taylor, Jr., SHRM-SCP,  
President and CEO of SHRM



#WeAreWork

Take the pledge and learn more at [www.GettingTalentBackToWork.org](http://www.GettingTalentBackToWork.org).





## SHRM Recertification Counselor Hotline

**Certificants with Recertification Questions?**

Refer them to the **"Recertification Counselor Hotline"**



**(703) 535-6360**

8:30 a.m. – 5:00 p.m. ET  
7:30 a.m. – 4:00 p.m. CT



## 2020 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	Cierra Belser
Webmaster	Tara McDowell
Newsletter	Thomas Anile, SHRM-CP
Secretary	Tara Gibson, SHRM-CP, PHR

### Core Leadership Areas:

Governmental Affairs	Carla Copeland, SHRM-CP, PHR
SHRM Foundation	Fereisie King, PHR
Certifications	Stephanie Fulmer, SHRM-CP, PHR
Workforce Readiness	Robin Ricks
College Relations	Logan Dudley, SHRM-CP, PHR

**\*Reminder\***

**Don't forget to renew your SHRM Montgomery membership at**

<https://shrmmontgomery.shrm.org/membership-dues-and-payment-options>