

# SHRM

## Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

### General Membership Meeting

**Date:** Thursday, August 27<sup>th</sup>, 2020

**Topic:** Getting Ahead of the Game

**Speaker:** Shay Taylor  
Aldar HR Consulting LLC

**Time:** Lunch Meeting  
11:30 AM to 1:00 PM

**Location:** Capital City Club  
201 Monroe Street  
Montgomery, AL 36104  
Parking Deck Code: 394367



Upcoming Meeting:

September 21<sup>st</sup> –  
2020 ALSHRM State  
Conference & Expo

**\*\*\*This meeting is for SHRM Montgomery members only (no guest/students will be allowed at this meeting). You will have to be logged in to the site to see and register for the meeting.**

This meeting will be limited to the first 32 members who 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. We look forward to seeing you there. Meeting recording will be available to members on our website afterwards.

Remember, seating is limited for the meeting. Reservations must be made and/or cancelled by the Friday before a meeting at 12:00pm. A cancellation fee equivalent to the meeting fee will be assessed for cancellations after this time. This applies to all members as the Chapter is responsible for the cost of reserved meals.\*\*\*



**Shay Taylor, SHRM-SCP  
Owner/CEO  
Aldar HR Consulting LLC**

Shay Taylor is a graduate of Jacksonville State University, with a BS in Human Resources and is currently pursuing a Masters of Jurisprudence in Labor and Employment Law from Tulane University Law School, which will be complete December 2020. She is currently the owner/CEO of Aldar HR Consulting LLC a freelance HR company. Shay cut her first “HR baby teeth” with her first job as a Benefits assistant in 1993, and it has been an amazing journey every since.

Shay has a great love for the field of HR and has worked in almost every area, with Employee Relations, Talent Acquisition and Organizational Learning and Development being her favorites. She has worked for some great company’s such as BBVA USA, University of Alabama at Birmingham, and UAB Hospital. In addition to running her company, she is the wife of a Pastor and that is where she credits her development of loving people for who they are, and she is the mother of two adult children. She has various volunteer roles within the city, currently she serves on the Birmingham Society for Human Resources Executive Board as the VP of Certification and she is the VP of Diversity and Inclusion for the Jacksonville State University Black Alumni Association. Shay will tell you that one of her greatest accomplishments in life outside of her relationship with God, marrying an amazing husband, and her children, is attaining her SHRM-SCP.

Shay has a deep passion for seeing entrepreneurs excel. Her commitment continues to be displayed through free workshops, and strategy sessions designed to help develop successful business practices.

Shay’s desire is to see HR professionals make an impact in their organizations, which will solidify to all organizations the great benefits of having HR take a seat at the table.

# Legislative Update from Carla Copeland, SHRM Montgomery Board Member



## FLSA - Legal update

DOL final ruling, effective August 7, provides guidance for computing overtime for salaried, non-exempt employees working a fluctuating workweek under the Fair Labor Standards Act. The final rule may help provide employers clarity and flexibility while managing some of the challenges faced during the pandemic. As an alternative to the former method of calculating overtime, the base hourly wage is computed by dividing the number of hours actually worked by the fixed salary. For hours worked beyond forty, the employee receives an additional 0.5 times their base rate. National SHRM has pulled together information and provided several links to the DOL site that includes specific information regarding the calculation and use of this method. For more details, follow the link below.

<https://www.shrm.org/ResourcesAndTools/tools-and-samples/exreq/Pages/Details.aspx?Erid=1500>

# *News and Information*

**The SHRM Montgomery website now has the August edition of the HR Professionals Magazine on it. To view it, follow the below link:**

<https://shrmmontgomery.shrm.org/news/2020/08/professionals-magazine>

**Are you looking to change careers?**

**Check out the Career Opportunities tab on our website for local job postings.**

<https://shrmmontgomery.shrm.org/career-opportunities>

**Did you miss the July hybrid meeting, Legal Updates with Matt Stiles? Visit our website under News and you can view the meeting.**

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

**The SHRM Tuscaloosa chapter will host the THRP Annual Leadership Conference VIRTUALLY on August 20<sup>th</sup> and August 21<sup>st</sup>. It is FREE to everyone! You find a direct link below to the Facebook page where the conference will be held.**

<https://www.facebook.com/groups/643304386539280/>

Welcome to the Alabama SHRM State Council



Your Choice:

**In-Person Registration with access to virtual replays: \$389**

**Virtual Only Registration: \$250**

**[Register Now!](#)**

**[2020 Conference Sponsorship Opportunities](#)**

ALSHRM State Conference Update - Hybrid Meeting is planned.

The in-person conference would be similar to years past but following CDC guidelines. Also with ideas such as sponsored masks, hand sanitizer, and colored wrist bands to show contact comfort level for all attendees. \$389

Virtual Conference via Online Portal and Mobile App -ALSHRM's intention is for the keynote sessions to be streamed, and for all the concurrent sessions to be streamed to the degree possible, or pre-recorded and posted to the platform. The expo hall vendors will be in person and also included in the online interface to engage with the virtual audience. We are hoping it's enriching or adding to the experience.

<https://www.eventbrite.com/e/2020-alshrm-state-conference-exposition-registration-84602886511>



## 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



# SHRM RECERTIFICATION

## Earn PDCs for Your COVID-19 Work

SHRM is aware of the great amount of work you are doing to support your organization's and/or community's COVID-19 needs and we've created a new opportunity for you to be recognized for your work. If you've participated in any [chapter](#) or state council COVID-19 specific programs or activities (or plan to), that activity alongside a summary of your other COVID-19 work, can now earn you **60 PDCs**.

### **Possible frameworks for documenting your activities:**

- Communicable disease exposure issue and quarantine pay
- Essential business and essential workers (definitions, hazard pay, protecting workers in the public)
- Return to work issues (recall, health screening/testing, social distancing, fear of returning to work)
- Transitioning to a virtual workforce (telework, addressing employees who are unable to telework, keeping employees engaged)

## 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.

Below are some links to workforce resources available at the regional and statewide level from our Workforce Readiness Chairperson.

AlabamaWorks! Workforce Recovery Webinar Series:  
<https://vimeo.com/showcase/6999364>

Central AlabamaWorks! COVID-19 Resources Page  
<https://centralalabamaworks.com/covid-19/>

Altogether State of Alabama resource central  
<https://altogetheralabama.org/>

Manufacture Alabama has also launched an expert-driven webinar series and a very comprehensive resource page.  
<https://www.manufacturealabama.org/covid-19-resource-page/>

## 2020 SHRM Montgomery Board Members

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SHRM Foundation

Fereisie King, PHR

Certifications

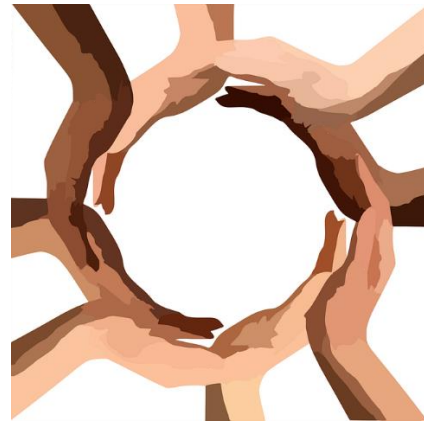
Stephanie Fulmer, SHRM-CP, PHR

Workforce Readiness

Robin Ricks

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Logan Dudley, SHRM-CP, PHR



**\*Reminder\***

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

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