



AFFILIATE OF



February 2021

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, February 18, 2021

Topic: Using Your Awesome Superpowers to Help Your Team Win!

Speaker: Melva Tate, PHR/CLC President & Senior HR Consultant

Time: Lunch Meeting
11:30am to 1:00pm



Wynlakes Country Club
7900 Wynlakes Boulevard
Montgomery, AL 36117



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

This meeting will be limited to the first 32 members and guests 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 and guest fee is \$20.

Remember, seating is limited for the meeting. Reservations must be made by 12:00pm on Friday, February 12, 2021. Any SHRM Montgomery member who registers for a meeting and lunch and does not show up or cancel at least 24 hours before the start of the meeting, will be billed for the cost of the lunch. This includes all-inclusive members. Please also note that if you show up for a meeting and haven't registered, you will not be able to eat the lunch provided. In order to register, you need to login to your account on the SHRM Montgomery website. If you are not logged in, you will not be able to properly register.

February 18th, 2021 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.

News and Information

MEETING HIGHLIGHTS

You're the coach, the teacher, the cheerleader. Your job is to motivate and inspire others to enthusiastically perform at higher level-to move, to stretch, to reach beyond their wildest dreams. Simply put, your job is to help them Win!!! So, what traits do YOU need to embody to successfully encourage others? One of the best ways to improve your personal and professional effectiveness is to master your superpowers, aka, your emotional intelligence IEQ).

This colorful, high energy session will help participants unmask the six success superpowers every professional must master to lead others to success. It will encourage professionals to use tried and true methods, coupled with innovative strategies to keep their purpose aligned while they assist others in discovering a way forward to successfully navigate life's growth, challenges, setbacks, and new experiences.

UPCOMING MONTHLY SHRM MEETING:

Speaker: Mr. Anthony Hall, P.T., DPT (Rehab Associates)
Date: March 11, 2021
Time: 11:30am – 1:00pm
Location: TBA

To view the latest edition of the HR Professionals Magazine, please visit the SHRM Montgomery website at the following link:

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

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>



Legislative Update from Thomas Anile, SHRM Montgomery Board Member

The new rule that was scheduled to go into effect on March 8th, 2021 clarifying who is an employee and who is an independent contractor under the Fair Labor Standards Act has been put on freeze by President Biden's administration until the rule can be reviewed by the new administration. In addition to the new independent contractor rule being put on hold, President Biden's administration's freeze will also impact other pending/proposed regulations. [SHRM.org](https://www.shrm.org)

On January 26th, 2021, the U.S. Department of Labor (DOL) withdrew three opinion letters that addressed compliance issues related to the Fair Labor Standards Act (FLSA). FLSA2021-4 addressed whether a restaurant could institute a combined tip pool including both hosts/hostesses as well as servers. FLSA2021-8 addressed whether or not manufacturers' food product distributors were independent contractors or employees under the FLSA. FLSA2021-9 addressed whether tractor-trailer truck drivers would be required to implement safety measures for purposes of their employee or independent contractor status. This information was sent through the DOL's email newsletter and has yet to be updated on the website. When it does update on the site, it should show up here:

<https://www.dol.gov/newsroom/releases?agency=All&state=All&topic=All&year=all&page=0>

On January 21st, 2021, President Biden signed an executive order requiring the Occupational Safety and Health Administration (OSHA) to issue new guidance to employers based on the safety of the workplace during the COVID-19 pandemic. In addition to this new guidance, OSHA has been instructed to review emergency standards, review enforcement efforts of OSHA related to COVID-19, identify changes that can be made to better protect employees, launch a national program to focus on OSHA enforcement efforts for violations regarding COVID-19, and coordinate with the Department of Labor's Office of Public Engagement and Public Affairs to create an outreach program to make employees aware of their rights. With all of that being said, employers should be prepared to make policy changes/adjustments relating to COVID-19 as OSHA updates its standards. While employers with "the largest number of workers at serious risk" will be targeted, that does not mean that OSHA will not cite an employer found to have smaller violations such as failing to follow new standards. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/21/executive-order-protecting-worker-health-and-safety/>



If you are planning on attending AL SHRM 2021, please use the link below to register as it helps out your local SHRM Montgomery Chapter!

<https://alshrm20.eventbrite.com/?aff=0092>

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Core Leadership Areas:

Governmental Affairs/Legislative
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Workforce Readiness

Thomas Anile, SHRM-CP
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