



January 2020



SHRM

Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Thursday, January 16th, 2020

Topic: **Legal Update**

Speaker: **Matthew W. Stiles**
Maynard Cooper Gale

Sponsor: **PNC Bank**

Time: Lunch Meeting
11:30 AM

Location: Capital City Club
201 Monroe Street #2100
Montgomery, AL 36104
Parking Deck Code: 698648

★ NOTE: All registration should be submitted 2 business days prior to the meeting.

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 meeting. Cancellations should be sent to shrmmontgomery0092@gmail.com at a minimum of 1 business day before the scheduled meeting. If you send notification within the cancellation time, we will apply the money to your next meeting; otherwise, you will lose your payment (it will be applied to the food that was ordered).

Basic Members (excluding all-inclusive members) - \$15

Guests - \$20



Speaker's Biography

Matthew W. Stiles

Shareholder

Maynard Cooper Gale



Matt's unique talent encompasses a broad range of expertise in the laws affecting the workplace, including labor and union relations, employment litigation, employee benefits, and executive compensation, trade secrets and restrictive covenants, Service Contract Act and federal contract employer compliance, PEO and staffing industry law, and employment law for faith-based employers.

Matt has extensive experience counseling employers involved in federal and state agency investigations, including his on-going appointment as Deputy Attorney General to represent the State of Alabama's interests in litigation pending against a prominent state Commission. He has successfully resolved complex, multi-party and multi-jurisdictional labor negotiations on behalf of his clients. He regularly advises employers and benefits consultants in strategic employee benefit plan design, implementation, and compliance. PEO and staffing industry employers regularly engage Matt to advise them on all aspects of their business, including for consultation with and defense of their own clients.

Prior to joining Maynard Cooper, Matt was Associate Counsel for three years with a Fortune 500 bank, where he was responsible for the bank's labor, employment and employee benefits matters nationally. Matt is also an Adjunct Professor at the University of Alabama School of Law.

Matt's skills and reputation continually distinguish him as a leading labor and employment and benefits lawyer. Since 2008, he has been recognized by Chambers USA: America's Leading Lawyers for Business as a leading practitioner in the area of Labor and Employment. In 2018 and again in 2019, he was selected as the exclusive recipient in the State of Alabama for the Lexology Client Choice Award for Employment & Benefits Law, a selection made by in-house general counsel recognizing lawyers who add value to clients' business above and beyond others in the market. In addition, Matt is consistently recognized by The Best Lawyers in America® and Super Lawyers, in which he has been included among the Top 50 Lawyers in Alabama since 2014.



For more than 160 years, we have been committed to providing our clients with great service and powerful financial expertise to help them meet their financial goals. We are proud of our longstanding history of supporting not only our customers but also our communities, employees and shareholders.

PNC offers a wide range of services for all our customers, from individuals and small businesses, to corporations and government entities. No matter how simple or complicated your needs, we're sure to have the products, knowledge and resources necessary for financial success.

Retail Banking

At PNC, we work hard to provide the easiest way to bank and invest to help customers achieve financial well-being.

We strive to provide a great customer experience through our branches, care center, ATMs, online and mobile solutions. Customers have secure and convenient access to personal financial expertise, tools and competitive products and services.

More than 8 million consumers and small businesses use our various deposit, lending, credit card, cash management and investment services. You can find PNC branches, solution centers and ATMs across the Mid-Atlantic, Midwest and Southeast. We also offer residential mortgage loans within our branch network and nationwide. We've expanded our Retail Bank nationally through a digital-focused, branch-thin strategy built around our Virtual Wallet® and a High Yield Savings product. We are growing customers across primarily digital channels supported by a limited number of brick-and-mortar solutions centers in select markets outside of our existing retail branch network.

Whether it's buying a home, saving for retirement, investing for the future or finding the right credit card, PNC Bank helps customers gain the confidence they need to make important financial decisions.

For more information regarding PNC's other services, visit the company website at <https://www.pnc.com/en/personal-banking.html>.

SHRM Montgomery Legislative Update



In mid-December, the Senate voted to pass H.R. 1865. It's one of two federal government spending packages.

There were four policy items included in the spending package that SHRM actively advocated:

1. The bill repeals the Cadillac Tax on high-value employer-sponsored health plans. It was scheduled to take effect January 2022.
2. The bill addresses the Setting Every Community Up for Retirement Enhancement Act (SECURE Act) to make it easier for small businesses to set up retirement plans. These plans are easier to administer and offer increased tax credit for plan startup costs, creating a more affordable option for small businesses.
3. The bill extends Work Opportunity Tax Credit (WOTC) through December 31, 2020. WOTC is a federal tax credit available to employers that hire and retain individuals from certain groups.
4. The bill extends E-Verify (and other immigration programs) to September 31, 2020. These programs offer employers access to global talent.

For more detail, visit [SHRM.org](https://www.shrm.org).



ALABAMA SHRM

Conference & Exposition | May 11-12 | Birmingham

EMBRACING THE HUMAN IN HUMAN RESOURCES

Register NOW!

**Register for ALSHRM 2020 State Conference & Expo before
January 31st and get an Early Bird discount!**

Individual Rate - \$389

Group Rate- \$1,556 for 5 registrants

Student Rate- \$99

#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

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

2020 Medical and Psychological Aspects of Disability in the Workplace

Presented by Disability:IN Alabama (formerly Alabama Business Leadership Network) and the READI-Net program of the Alabama Department of Rehabilitation Services

January 22 – 23, 2020

Trussville Civic Center

5381 Trussville Clay Road, Trussville, AL 35173

Registration Deadline: January 15, 2020

Two-Day Workshop At-A-Glance

Wednesday, January 22 (Half-day event)

| | |
|--------------------|---|
| 12:30 pm – 1:00 pm | Registration and Welcome |
| 1:00 pm – 1:30 pm | EEOC Guidance on Drug Use and Drug Abuse in the Workplace |
| 1:30 pm – 3:00 pm | Alabama's Opioid Crisis, Marijuana and Synthetic Marijuana, and other Alabama drug issues |
| 3:00 pm – 3:15 pm | Break |
| 3:15 pm – 4:15 pm | Addiction and Recovery: Implications for the Workplace |
| 4:15 pm – 4:30 pm | Closing |

Thursday, January 23 (One-day event)

| | |
|--------------------|---|
| 8:00 am - 8:30 am | Registration and Continental Breakfast |
| 8:30 am – 8:45 am | Welcome |
| 8:45 am - 11:30 am | Medical Aspects of Disability and Reasonable Accommodations |
| 11:30 am – 1:30 pm | Lunch and Learn – Service Animal vs. Emotional Support Animals (Lunch Provided) |
| 1:30 pm – 4:30 pm | Psychological Aspects of Disability and Reasonable Accommodations |

Registration Information: **(Deadline – January 15th)**

- January 22nd and 23rd, two-day training: \$150
- January 22nd, half-day training only: \$75
- January 23rd, one-day training only: \$125

Late Registration Information: (January 16th – January 20th)

- January 22nd and 23rd, two-day training: \$175
- January 22nd, half-day training only: \$100
- January 23rd, one-day training only: \$150

Registration Information:

- Registration Fee includes break on January 22nd and breakfast, lunch, and breaks on January 23rd
- Registration fees are non-refundable; however, substitutions are allowed
- Group rate of \$20 off per person is available for 10 or more attendees.
- *To register a group, or for additional information, please contact: Becky Parker, at (205) 290-4446 or by*



The Alabama Department of Rehabilitation Services is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP[®] or SHRM-SCP[®]. This program is valid for [9] PDCs for the SHRM-CP[®] or SHRM-SCP[®]. For more information about certification or recertification, please visit www.shrmcertification.org.

- CEU's for HRCI, CRC, CLE, and Social Work have been applied for



(Formerly Alabama Business Leadership Network)



Medical and Psychological Aspects of Disability in the Workplace
January 22-23, 2020
Trussville Civic Center
REGISTRATION DEADLINE: January 15, 2020

First Name: _____ M.I. _____ Last: _____
Name to appear on Name Tag: _____
Job Title: _____
Company/Organization Name: _____
Mailing Address: _____
City: _____ State: _____ Zip: _____
Company Phone: _____ Cell Phone: _____
Email Address: _____

(Please indicate accommodation needs in the box at the bottom of this page.)

I am registering for: (Please check one)

Regular Registration: (Deadline – January 15th)

- January 22nd and 23rd, two-day training: \$150
- January 22nd, half-day training only: \$75
- January 23rd, one-day training only: \$125

Late Registration: (January 16th – January 20th)

- January 22nd and 23rd, two-day training: \$175
- January 22nd, half-day training only: \$100
- January 23rd, one-day training only: \$150

METHOD OF PAYMENT (Payment must be received 1 week prior to the workshop.)

- My payment will be included in a group invoice. Name of Company: _____
Please Contact Becky Parker at 205-290-4446 to request a group invoice.
- I am sending a check in the amount of \$ _____, made payable to the ABLE Network, and mailed to ADRS, c/o
Becky Parker, 236 Goodwin Crest Drive, Homewood, AL 35209
- I have submitted my payment in the amount of _____, on PayPal. My confirmation number is _____.

PayPal links for online payments: (A \$3 additional charge is applied for payments made through PayPal)

January 22nd and January 23rd, two-day registration @ \$150**: [CLICK HERE](#) or use the following link:

https://www.paypal.com/cgi-bin/webscr?cmd=s-xclick&hosted_button_id=7ZQNXH69QSBMJ

January 22nd, half-day only registration @ \$75**: [CLICK HERE](#) or use the following link:

https://www.paypal.com/cgi-bin/webscr?cmd=s-xclick&hosted_button_id=LMJUW3F64UFEQ

January 23rd, one-day only registration @ \$125**: [CLICK HERE](#) or use the following link:

https://www.paypal.com/cgi-bin/webscr?cmd=s-xclick&hosted_button_id=6UWNSZ2NW596L

** PayPal charges automatically increase by \$25 beginning January 16th for Late Registration

For additional information, please contact: Becky Parker, DisabilityIN: Alabama assistant, at (205) 290-4446 or by email at Becky.Parker@rehab.alabama.gov. If paying via PayPal, registration forms may be emailed to Becky Parker. Please be sure to include the confirmation number on the requested location above.

Cancellations and Refunds: Registration fee is non-refundable; however, substitutions are allowed

CONTINUING EDUCATION: This program has been submitted to HRCI, SHRM, CRC, CLE and SW for review.

SPECIAL NEEDS REQUEST: (Check all that apply)

- Braille
- Electronic File
- Captioning
- Large Print
- Interpreter
- Special Diet _____
- Other _____

Don't miss these special guest speakers...

Wednesday, January 22



Derek Osborn, CPS CPM
Executive Director, PRIDE of Tuscaloosa

Derek has been the Executive Director of PRIDE since 2013. Derek speaks at various conferences throughout the southeast regarding current drug trends, accessibility, chemical composition, and the dark net. Derek is a Certified Prevention Specialist (CPS) by AADAA and IC&RC and is one of the few Certified Prevention Managers (CPM) in the State of Alabama.

Thursday, January 23

On the Road with Lon, Gander and Project Fetch



Lon Hodge is a medically retired, 100% disabled veteran and Army military enlisted officer who has beaten the survival odds, not only during his military career, but also throughout his life. He now uses his life to be of service to others. He was a National Endowment for the Arts Fellow in Literature, and he became a nationally recognized poet with the publication of his book of poetry entitled "Fishing For The Moon." However, as the accolades poured in, the physical injuries and PTSD soon took control of his life. Severe panic attacks, agoraphobia, elevated heart rate, night terrors, and excessive prescription drug treatment provided by the VA resulted in years of stress and anxiety.

Along came a Labradoodle named Gander! Gander, who became Lon's service dog, is a survivor himself. Gander was saved from a Colorado high kill shelter and was sent to a prison program in Canon City, Colorado, for obedience training. He was then rescued and trained by Freedom Service Dogs in Englewood, Colorado. It was there, in September 2012, that Lon and Gander became a team. They have not spent one day apart since then and Lon credits Gander with literally saving his life. This inseparable team is on a mission. Together, they have traveled the United States for Operation Fetch to encourage education and awareness for PTSD, veteran suicide, service dogs, and persons with visible and invisible disabilities.



Hotel and Lodging Information

Holiday Inn and Express & Suites (2.7 miles from Civic Center)
5911 Valley Road, Trussville, AL
Room rates start at \$89 per night
Reservation number is 844-216-2918

Comfort Inn and Suites (2 miles from Civic Center)
4740 Norrel Drive, Trussville, AL
Room rates begin at \$118.75 per night
Reservation number is 205-340-7319

Register online at...

www.alabamabln.org

For additional questions, or if you need assistance in registering, please contact
Becky Parker at 205-290-4446 or
Becky.Parker@rehab.alabama.gov



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>>.

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

***** Upcoming 3-Day SHRM Test Prep Bootcamp*****

January 27th – 29th, 2020 at the AUM Center for Lifelong Learning, room 219
The last day to register for this course is 1/17/2020!

Register online: <https://www.auburn.edu/outreach/opce/shrm/shrm.htm#RegisterNow>

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.



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 Foundation giveaway!



At our next meeting you can purchase tickets for our SHRM Foundation giveaway. Please help the future of HR with your purchase and have the opportunity to win an amazing prize.

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