



AFFILIATE OF



January 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, January 28th, 2021

Topic: Legal Update

Speaker: Matthew W. Stiles

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

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



***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 the Friday before a meeting at 12:00pm. 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.

January 28th, 2021 Speaker Information

****Initially, this meeting will be limited to SHRM Montgomery Members, but it will open up to guests and students on 1/11/2021 if seats are still available.****

**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.

News and Information

SHRM Montgomery 2021 Membership Discount!!!

Are you looking to save a little bit of money on your SHRM Montgomery 2021 membership?

If you register or renew ONLINE before 1/15/2021, you will receive a \$15 discount. This discount is for All-Inclusive memberships only.

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

The SHRM Montgomery website has the January edition of the HR Professionals Magazine on it. To view it, follow the below 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 Consolidated Appropriations Act (CAA), 2021, was signed into law by President Trump on 12/27/2020. I have included several links below to articles explaining what this Act means for employers. Some big takeaways include the following:

- The Families First Coronavirus Response Act (FFCRA) expired 12/31/2020; however, under the CAA, employers can voluntarily continue to receive refundable employer payroll tax credits for paid sick and family leave through March 2021. <https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/coronavirus-DOL-guidance-expiration-FFCRA.aspx>
- Certain provisions were included in the CAA in an attempt to increase transparency for employee health benefit plans. <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/legislation-increases-employee-health-plan-transparency.aspx>
- Employers now have the option of allowing unlimited carry-overs for Flexible Spending Accounts for the 2020 to 2021 plan year and for the 2021 to 2022 plan year. Additional voluntary extensions can be read at <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/appropriations-act-permits-midyear-fsa-elections-and-unlimited-carryover-amounts-through-2021.aspx>

On March 8th, 2021, a new rule will go into effect clarifying who is an employee and who is an independent contractor under the Fair Labor Standards Act. The rule reaffirms an “economic reality” test by using two core factors to determine economic dependency. The two core factors are the nature and degree of control over the work and the worker’s opportunity for profit or loss based on investment and/or initiative. When the two core factors do not point to the same classification, there are three additional factors used including the amount of skill required, the working relationship’s degree of permanence, and whether the work is an integral part of production. <https://www.dol.gov/agencies/whd/flsa/2021-independent-contractor>

The U.S. Immigration and Customs Enforcement has created another extension of its interim policy which allows for virtual document inspection methods for the I-9 until 1/31/21. As a reminder, this interim policy is only available to employers operating totally remotely due to COVID-19.



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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