

SHRM

Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Thursday, June 18, 2020

Topic: HR in Crisis Mode

Panelist: Panel Discussion
Alice Gordon
Sheila Fondren

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

Location: Virtual!!! – You will receive a confirmation email with the link to the virtual meeting once you complete your registration.



Upcoming Meeting:

- July In-Person Meeting Pending – Following all CDC Guidelines. (FOR MEMBERS ONLY).
- August In-Person Meeting Pending - Following all CDC Guidelines.

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 to attend the free virtual meeting.

Speaker's Biography



Alice M. Gordon Holloway;
Skye Connect, Incorporated

Results-Oriented and Hands-On. Those characteristics are what describe, Alice M. Gordon Holloway, Chief Executive Officer for Skye Connect Incorporated and Adjunct Business Professor, who firmly believes, “*what gets measured gets done.*” This four-time serial entrepreneur is known for identifying practical but methodical approaches to solving problems for major corporations and national organizations. She employs technology in her daily work and currently uses over 20 software applications including Salesforce, Zoho, Adobe, and others. In 2013, she channeled her corporate experience into a successful enterprise where she is called upon to lead high-level initiatives, projects, and issues. Her growing enterprise, Skye Connect Incorporated, is a nationally certified Women Business Enterprise (WBE) and Alabama and Georgia state Disadvantaged Business Enterprise (DBE). Corporate, Crisis Communications and Supply Chain Department Manager skilled at managing budgets, developing processes, leading teams, using various branding and communications platforms, as a high-level Strategist and Leader.

She has 12 years of experience working in corporate communications, community relations, and Supply Chain for Southern Company, one of the largest electric utility providers in the US. Alice has served as a business trainer for Nissan Corporation, Tennessee Department of Transportation, Birmingham-Jefferson County Transit Authority, Birmingham-Shuttlesworth International Airport, Alabama Department of Transportation, the University of Alabama at Birmingham, Edison Electric Institute and many non-profit and business organizations. Listed as a Small Business Contender by the Birmingham Business Alliance, Emerging Leader Fusion Award nominee, she is the winner of a Merit Award by the International Association of Business Communicators and listed as Top 2012 Supplier Diversity Ambassador nationally by MBN USA Magazine. She has also been featured in Savoy Magazine, MBE Magazine, Diversity Careers Magazine, Newsweek Magazine, Whose Who in Black Alabama, and Birmingham Magazine. Alice is a featured writer on diversity issues nationally for Diversity Professional Magazine and formerly MBE (Minority Business Enterprise) Magazine. Alice has been admitted to a research-based Doctor of Business Administration program and currently possesses a Master of Business Administration (MDA) Degree from the University of Alabama at Birmingham in Management and a Bachelor's Degree in Public Relations from the University of South Alabama.

Sheila K. Fondren

Shelia K. Fondren attended college at the University of North Alabama where she studied business administration. After following her husband to Eastern Kentucky University, she discovered her passion for talent acquisition and human resources while working in the university's career development and placement office. Upon moving back to Alabama, Fondren was hired by Enterprise Rent-A-Car as an administrative specialist to the General Manager for the South Central Group. In 1998, Fondren became the Group Human Resources Supervisor for Enterprise and earned the title of Human Resources Manager one year later. As the manager, she created the first diversity team in the South Central Group and was instrumental in diversity initiatives within the company and the Birmingham metro community. In 2008, Fondren was promoted to Vice President of Human Resources where she led a team covering a 4-state area and 3,000+ employees. She retired in 2015 and began community service work in the community full-time. She is now a Corporate Recruiter who stays engaged in HR topics, loves her church, family, hobbies, and helping people find meaningful work.

News and Information

Congratulations to SHRM Montgomery on being awarded the 2019 Platinum EXCEL award.

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 May virtual meeting Mental Health and COVID-19? Visit our website under News and you can view the meeting and download a copy of the slides.

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

Capell & Howard has asked for our input. Please go to the survey tab of our website and complete the survey to give your input for the 2020 Capell & Howard Labor & Employment Law Seminar.

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

ALSHRM has asked for our input as well. Please take this 1 minute poll to help the Conference Committee in planning the ALSHRM State Conference in September.

Take the 1 minute poll here: bit.ly/alshrm2020june



#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



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)



Legislative Update from Carla Copeland, SHRM Montgomery Board Member

Employers are beginning to re-open and hiring has begun with unemployment dropping to 13 percent during May, down from 14.7 percent in April. As businesses re-open, COVID practices are of concern. There are several resources on the SHRM National website for COVID checklists, policies, and practices that will help guide HR in implementing changes in workplace practices, while still protecting employee privacy and addressing fears. <https://www.shrm.org/resourcesandtools/pages/communicable-diseases.aspx>.

The Senate approved a bill to ease restrictions on the Payroll Protection Program and President Trump signed it into law on June 5. The easing is to assist businesses as re-openings have been delayed and employers are finding it challenging to rehire staff.

PPP now provides more flexibility for use of the PPP money. Originally 75 percent was to be used for payroll and has now been lowered to 60 percent. The remaining 40 percent may be used on items such as mortgage interest, rent, and utilities. Additionally, because opening businesses have been delayed, employers are now given 24 weeks to spend the money, rather than the original 8 weeks.

The rule to maintain consistency in payroll has been revised to have the PPP loan forgiven. One of the rules initially set in place was that an employer had to maintain their employees and compensation. The new rule provides no penalty for employers who offer to rehire employees and they refuse the offer. There are documentation requirements, such as retaining offer letters, consistency in wages, noting rejection in the documentation, and notifying the unemployment office.

<https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/bill-to-ease-restrictions-on-paycheck-protection-program.aspx>

AND

<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/paycheck-protection-program-rehire-exemption-sba-loans.aspx>

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/>

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Reminder

Don't forget to renew your SHRM Montgomery membership at

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