



May 2020

AFFILIATE OF



SHRM

Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Thursday, May 21, 2020
Topic: **Mental Health & COVID-19**

Speaker: **Martha B. Ellis**
Ellis Counseling

Time: **Virtual** Meeting from
12:00 PM to 1:00 PM

Location: **Virtual!!!** – **Once you register, the link/dial in information will be sent in the registration email.**



Upcoming Meeting:

- Stay tune for the rescheduled date for the Labor and Employment Law Seminar.
- ALSHRM State Conference Sept. 21-22, 2020
- SHRM National scheduled for June 29 - July 1 has been canceled due to COVID-19.

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 in order to attend the free virtual meeting.

Speaker's Biography



MARTHA B. ELLIS

B.S. Psychology
M.S. Counseling and Human Development
Ed.S. (Education Specialist) Agency Counseling

Licensed Professional Counselor (#1835)
National Certified Counselor
Counselor Supervisor
Adjunct Professor: Troy University (Montgomery)
Certified Imago Relationship Therapist

Martha Ellis began practicing mental health counseling in 1995. She has experience working with children and adolescents, foster care/adoptive children, families, and couples. Her counseling experiences include anxiety, depression, marriage counseling, grief and loss, divorce, custody issues, self-injury, abuse, and issues of confidence. Martha also specializes in Imago Relationship Therapy and Brainspotting, a therapeutic intervention for trauma and anxiety disorders.



Testing Information

The SHRM testing window for the spring has changed. Testing dates are June 1st until August 15th, 2020. The application deadline is now May 15th 2020. Now is a great time to work on your credentials. SHRM Montgomery will have a scholarship available for anyone who receives their SHRM certification between April 8th, 2020 and December 14th, 2020. You can apply with your test results.

Many people are working virtually now and several conferences have been cancelled or postponed. This is a great time to join national SHRM. For only \$219 a year you can join in many free webinars that provide timely and up-to- date information especially on the COVID-19 pandemic.

If you have any questions you can reach out to Stephanie Fulmer, our Certifications Board member, at stephbrownfulmer@gmail.com.

HRCI also understands everyone is dealing with the effects of COVID-19 and to alleviate any worries concerning HRCI credential status, HRCI has extended the time to complete and submit your recertification application to **Wednesday, September 30th, 2020 at 11:59pm ET**. Also, you only need to submit 30 general credits for aPHR/aPHRi or 15 specified credits plus 30 General for SPHR/SPHRi/GPHR/PHRca. Once you start the next three- year recertification cycle, you **must** acquire 15 additional HR credits to the normal 45-60 credits required.

If you require additional assistance, please contact HRCI's Customer Experience team at info@hrci.org or call 1-866- 4724.



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



Legislative Update from Carla Copeland SHRM Montgomery Board Member



As we prepare to return to work, SHRM has an excellent checklist to help ensure employers think through the process and protect employee health and safety. Summarizing the checklist, the major points are workplace safety, recall procedures, employee benefits, compensation, remote work, communications, new hire paperwork, policy changes, continuity plans, and unions.

The checklist will help you plan employee health screening, cleaning procedures, and distancing measures. Recalling employees that may entail staggering report times, lunch times, or prolonging work from home. You may have employees who do not wish to return to work, are fearful of returning, or cannot return due to family obligations. This, along with many resources, can be found at www.shrm.org; search COVID checklist. Legal counsel may also help employers prepare for a safe and healthy return.

<https://www.shrm.org/resourcesandtools/tools-and-samples/hr-forms/pages/covid-19-back-to-work-checklist.aspx>

(Some items are only available to those with SHRM National membership.)



#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

[Click Here to Register](#)

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

HR News

HR Professionals Magazine is a great resources for current HR Topics. Below is a link to the May addition.

https://issuu.com/hrprofessionalsmagazine/docs/may_2020_high_rez_issue/4



What do People Need Now?

- **Security** – People are afraid.
- **Admiration, Acceptance and Approval** – People need to belong.
- **Time** – People want time more than almost anything.
- **Control** – Psychologists tell us that people are hoarding food and supplies because it gives them a sense of control.
- **Escape** – People want an escape from the stress of life.

Article by Cammie Scott,
President CK Harp & Associates
cscott@ckharp.com www.ckharp.com

To read the full article go to <https://hrprofessionalsmagazine.com/2020/03/27/what-do-people-need-now/>



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.

2020 SHRM Montgomery Board Members

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Reminder

Don't forget to renew your SHRM Montgomery membership at
<https://shrmmontgomery.shrm.org/membership-dues-and-payment-options>

Uncertainty
is the spotlight
that reveals your
leadership.

Embrace uncertainty.
Some of the most
beautiful chapters in
our lives won't have
a title until much
later.

~Bob Goff