



NOVEMBER 2021

AFFILIATE OF



SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Thursday, November 18, 2021

Topic: Stress Management & Burnout

Speaker: Andrea Lewis, The Great Facilitator Institute

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

Location: Montgomery Country Club (MCC)
3001 Narrow Lane Road
Montgomery, AL 36106



MONTGOMERY COUNTRY CLUB



UPCOMING MEETINGS:

- ❖ No December Monthly Meeting
- ❖ January 20, 2021: Legal Update
 - Matt Stiles-Maynard
 - Cooper Gayle

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

Reservations must be made by 12:00pm on Friday, November 12, 2021 by logging into your account on the SHRM Montgomery website. The number of attendees determines if we will have a buffet or plated meal, so please be mindful of the deadline. **ALL** SHRM Montgomery members, guests, and students who register for a meeting/lunch and does not attend/cancel will be subject to a cancellation fee as the Chapter is responsible for the cost of reserved meals. Cancellations should be emailed to SHRMMontgomery0092@gmail.com by 12:00pm on Friday, November 12, 2021.

November 18, 2021 Speaker's Biography

Andrea Lewis
Founder
The Great Facilitator Institute©



Stress Management and Burnout

Andrea is a certified and award-winning professional with more than 20 years of progressive leadership, coaching, and business ownership experience in the field of human resources, customer service, and training. She is the Founder of The Great Facilitator Institute©. Her firm facilitates Talent Assessments and coaching to individuals and organizations that value the importance of self-awareness and helps to build a development plan for growth.

News and Information

PLEASE WELCOME NEW MEMBERS



NAME THAT NEWSLETTER

A HUGE thank you to all who submitted a name for the newsletter and all those who voted. Those who submitted a name will be entered into a drawing during this month's meeting. The winner will receive a discount off of their 2022 All-Inclusive membership. Now...for the moment we've all been waiting for! The new name for the newsletter and the person who submitted it is....

RECRUIT NEW MEMBERS

Encourage current and future HR professionals to join our Chapter. SHRM Montgomery offers opportunities to meet their peers to exchange ideas and discuss problems through monthly meetings, occasional seminars, legal updates and website information.

We welcome them to use our site as a resource and encourage them to check back frequently for updated information. We also encourage their involvement and suggestions about all of our activities and events.

We look forward to seeing them at an upcoming meeting or event.

HOT TOPICS

Please visit the new "BLOG" section of our website. This is a place where you can ask questions and get feedback from our members about hot topics, situations, and/or problems you are experiencing.

Check out the latest edition of the HR Professionals Magazine on our website. To view it, follow the link below:

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



Legislative Update from Thomas Anile, SHRM Montgomery Board Member

The Occupational Safety and Health Administration's (OSHA) emergency temporary standard (ETS) regarding COVID-19 vaccine mandates for private employers with 100 or more employees has been released. The ETS requires private employers with 100 or more employees to mandate that its employees be vaccinated against COVID-19 or wear a mask and receive weekly COVID-19 testing. Important takeaways:

1. Employees must be fully vaccinated by 1/4/22. Those that are not vaccinated must produce a negative test result at least on a weekly basis starting on 1/4/22 and must wear masks at all times.
2. Covered employers must provide paid-time for their employees to get vaccinated effective 12/5/21 and, if needed, sick leave to recover from side effects.
3. Employers must mandate masks for unvaccinated employees effective 12/5/21 even though the weekly testing requirement doesn't become effective until 1/4/22.
4. The ETS does not require employers to pay for or provide weekly tests for unvaccinated employees.

<https://www.whitehouse.gov/briefing-room/statements-releases/2021/11/04/fact-sheet-biden-administration-announces-details-of-two-major-vaccination-policies/>

<https://public-inspection.federalregister.gov/2021-23643.pdf>

Heavy pushback is expected on OSHA's ETS as well as President Biden's executive order requiring most federal contractors and employees to be vaccinated, and on Monday, 10/25/21, Governor Ivey signed Executive Order 724 to announce and get the ball rolling on fighting the federal government's COVID-19 vaccine mandates.

<https://governor.alabama.gov/newsroom/2021/10/governor-ivey-issues-executive-order-to-fight-overreaching-covid-19-vaccine-mandates/>

Senator Tommy Tuberville sent the White House a letter on October 26th stating that the federal contractor COVID-19 vaccine mandate will have adverse impacts on national security, and he asked that President Biden remove the requirements or at least delay them and clarify them. On October 27th, the White House indicated that the 12/8/21 federal contractor deadline to be vaccinated isn't set in stone. Again, as more concrete information comes across, we will update you.

<https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/coronavirus-White-House-flexibility-vaccination-deadline.aspx>



2022 ALSHRM Legislative Symposium

February 24th, 2022

Alabama Department of Archives and History

624 Washington AVE Montgomery, Alabama 36104

TICKETS ARE ON SALE NOW!

<https://2022alshrm-leg-symposium.eventbrite.com>

Reception will be on February 23, 2022

Breakfast and Lunch are included

Speakers include: *Steve Marshall (Tentative)– Attorney General for Alabama, *Tae Phillips – Ogletree Deakins, *Matthew Stiles – Maynard Cooper

More Speaker info and details to come!

Workforce Readiness

Ready
Set :
Work



Hope **I**nspired **M**inistries is looking for a few good HR professionals who are willing to give a little of their time to perform mock interviews.

Hope **I**nspired **M**inistries seeks to serve those who are low skilled, poorly educated, and chronically unemployed by preparing and equipping them to obtain and maintain employment through an 11-week job training course.

Our program is relational and transformative in nature, providing more than 400 hours of training, including life skills, employment skills, character building, unpaid internships with local businesses and GED training.

What makes our program different is that we are relational in nature, meaning we invest time in peoples' lives and walk out this process of transformation with each our students. We are willing to walk hand-in-hand as they walk out this journey and hold them accountable to meet the high standards of our course. We not only want to instill education, soft skills and training into our students, but we also want to help them become the person God intended for them to be.

The interviews are scheduled from 1:00pm – 4:00pm on the following dates:

- ❖ November 10, 2021

We can be flexible on the date and time, if someone wants to serve; but not available on that exact date and time. We also prefer 2 volunteers. Thank you!

Please contact Robin Ricks at robin@manufacturealabama.org to find out more information.

NOTE: For more information and/or details for publishing workforce readiness programs in our newsletter, please contact Robin Ricks at robin@manufacturealabama.org.

2021 SHRM Montgomery Board Members

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Barbara Alexander



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Our newsletter's official name is:

SHRM-MONTGOMERY HR CONNECTION

You will receive a discount off of your 2022 All-Inclusive membership and a gift card!!!!