



October 2019



# SHRM

## Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

### General Membership Meeting

- Date:** Thursday, October 24<sup>th</sup>, 2019
- Topic:** Networking Event
- Sponsor:** MAX Credit Union
- Time:** 5pm – 7pm
- Location:** Montgomery Riverwalk Stadium  
Club Car Bar  
200 Coosa Street  
Montgomery, AL 36104
- Price:** Free!



**PLEASE WELCOME NEW MEMBERS:**

- Patricia Richards
- Megan Bradshaw
- Robin Ricks

**SAVE THE DATE**

Upcoming Meetings/Events for 2019:

- November 21<sup>st</sup> – SHRM Lunch Meeting - Time Management

**Networking Event Guidelines Checklist:**

Please go to <http://shrmmontgomery.shrm.org> and click the “Meetings and Events” tab. All members must go to the website to make a reservation in order to attend the networking event. Once under “Event Details”, click on the flyer to register. Cancellations should be sent to [shrmmontgomery0092@gmail.com](mailto:shrmmontgomery0092@gmail.com) at a minimum of 1 business day before the scheduled meeting.



MAX was founded in 1955. Over the past six decades, we've evolved into a stable, growing, full-service financial institution committed to making money management easier, smarter, and more affordable for our residents and businesses.

## WE OFFER A FULL RANGE OF FINANCIAL SERVICES.

Whether you need a mortgage, vehicle loan, home equity loan, credit card, business loan, construction loan, checking account, an IRA, or even insurance, we've got it all at MAX. Visit our [products page](#) to see a complete list of our products and choose which one is the best fit for you.

## WE WANT TO SAVE YOU MONEY.

Unlike other financial institutions, we're not constantly looking for ways to charge you more fees. In fact, we work overtime trying to find ways to reduce fees and save you money. We even pay you dividends on your checking account, and offer you competitive rates on your savings. Why? Because we know saving money — and earning a little, too — is very important to you.

## WE MAKE MONEY MANAGEMENT CONVENIENT.

Let's be honest: nobody loves managing their money. It's something you have to do. And we get that. So we try to make your money management experience as easy and convenient as possible for you. We offer robust [online banking](#), [mobile banking](#), and [friendly, centrally located branches](#) in our area. And, believe it or not, we can even make [switching to MAX](#) a breeze.

## WE'RE LOCAL.

These days, that's a big deal. If you need help, you won't end up talking to someone on another continent. You'll end up talking to someone from [your community](#) who cares about your problem and really wants to find a solution. In addition, you'll be doing business with an organization that cares about the community we live in, and takes advantage of every opportunity to give back. [Learn More.](#)

## WE'RE GOOD PEOPLE.

Sounds sort of hokey, but we think it's a big deal. Because everyone wants to do business with people who are [honest, genuine, and who keep their word](#). We're not trying to pull a fast one. We won't tell you things that aren't true. We take integrity very seriously [here at MAX](#). And once you do business with us, you'll see that commitment in action.

# Local Community Volunteer Opportunity



Hope Inspired Ministries (HIM) serves low-skilled, poorly educated, and/or chronically unemployed men and women by preparing them to obtain and maintain employment. We do so in a manner that develops individual worth, encourages personal responsibility, and promotes the value and honor of hard work. HIM provides over 300 hours of training in the areas of soft skills, character building, financial management, wellness, and computer skills during a 9-week course. Professional community volunteers, preferably with HR experience, serve as mock interviewers to assess a student's strengths and areas for improvement in the interview process. This experience allows the students to practice the skills they have learned in the classroom in a real-world scenario and receive constructive feedback that they can apply on a real interview. If you are available to conduct mock interviews please contact Jo Ann Johnson at 334-649-4330 or [joann@hopeinspiredministries.com](mailto:joann@hopeinspiredministries.com).

**Date of mock interviews: November 14, 2019**

# SHRM Montgomery Capitol Hill Visit



## **SHRM Capitol Hill Visit – September 19, 2019**

Representing SHRM National, AL SHRM, local chapters, HR professionals and employers across our state, several SHRM members traveled to Washington DC to meet with staffers and members of Congress and Senate on Capitol Hill. From the Montgomery Chapter, Carla Copeland was among the eleven who had the honor of speaking to our representatives. Below were our topics of discussion:

### **Middle Class Health Benefits Tax Repeal Act of 2019 (H.R. 748/S. 684)**

The SHRM group extended a congratulations for H.R. 748/S.684, repeal of the ACA excise tax, passing in Congress and encouraged its passage in the Senate. Congress overwhelmingly voted in favor (419 to 6), and hopefully, the bill will be brought before the Senate for voting by year's end. Many of Alabama's representatives support the bill, including Congressmen Aderholt, Byrne, Rogers, and Congresswoman Roby, as well as both of our Senators, Jones and Shelby.

Originally, the excise (Cadillac tax) was to become effective in 2018. It was delayed by legislation and is currently scheduled for 2022. A recent analysis by Kaiser Family Foundation revealed a 1:5 ratio of health benefit plans would be affected, unless employers reduce the value of their plans. Please contact representatives to encourage the bill to be brought before the Senate.

### **Employer Participation in Repayment Act of 2019 (H.R. 1043/S. 460)**

The SHRM group extended its support for H.R. 1043/S. 460, employer-provided education assistance bill. Section 127 of the Internal Revenue Code currently allows employees to lower their income by \$5250 per year for current education assistance (amount same since 1978).

The bill calls for a broadened definition; though, it does not include an increased monetary allowance. A broadened definition would allow employers to contribute to employees' past educational loans that would help alleviate their employees' student loan debt and encourage attraction and retention of talent. In Alabama, the average student loan debt is \$31,900.

SHRM members in attendance encouraged our representatives to support the broadened definition of education assistance to include past student loan debt (fosters debt reduction) and encouraged future action to include a monetary increase (relative to today's tuition costs), as well as allow employers receiving increased tax credit for contributions to employees. Congressman Byrne, Congresswoman Sewell, and Senator Jones support the bill. To express your support, please contact representatives.

Should you need contact information, use <https://www.usa.gov/elected-officials>.

# Update from the U.S. Department of Labor



## Final Rule: Overtime Update

**On September 24, 2019, the U.S. Department of Labor announced a final rule to make 1.3 million American workers newly eligible for overtime pay.**

The final rule updates the earnings thresholds necessary to exempt executive, administrative and professional employees from the Fair Labor Standards Act's (FLSA) minimum wage and overtime pay requirements, and allows employers to count a portion of certain bonuses/commissions towards meeting the salary level. The new thresholds account for growth in employee earnings since the thresholds were last updated in 2004.

In the final rule, the Department is:

- raising the "standard salary level" from the currently enforced level of \$455 per week to \$684 per week (equivalent to \$35,568 per year for a full-year worker);
- raising the total annual compensation requirement for "highly compensated employees" from the currently enforced level of \$100,000 per year to \$107,432 per year;
- allowing employers to use nondiscretionary bonuses and incentive payments (including commissions) paid at least annually to satisfy up to 10% of the standard salary level, in recognition of evolving pay practices; and
- revising the special salary levels for workers in U.S. territories and the motion picture industry.



**The final rule is effective on January 1, 2020.**

# October Networking Social



Riverwalk Stadium

Thursday, October 24, 2019

5:00 pm—7:00 pm

No cost for local members and HR guest but  
all please register @

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





## **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)<mailto:BusinessSuccessCenter@aum.edu>.

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

# New Program Announced by SHRM!

## 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](http://www.GettingTalentBackToWork.org).





## Earn PDCs During the Grace Period

Effective August 1, 2019, SHRM Certification holders who are working toward recertification can earn PDCs for activities they participate in through their grace period (the 60-day period between their certification end date and expiration date).

### The Benefit of this Change

- Allows more time to add activities to your account.

### Details

- Any PDCs earned during this period may be applied toward the recertification requirement.
- No maximum on the amount of PDCs you can earn during this period aside from categorical PDC limits (Advance Your Organization - 20 PDC limit & Advance Your Profession - 30 PDC limit.)
- Since this activity is taking place after the regular recertification cycle, a \$50 late fee (in addition to the recertification application fee) to recertify will apply.

## Immediately Begin Earning PDCs for the New Recertification Cycle When You Recertify Early

Effective August 1, 2019, the new recertification cycle for SHRM Certification holders who recertify early will begin the day after they recertify. Their end date will still be on the last day of their birth month.

### Benefit of This Change

- Allows you to begin earning PDCs in your new cycle right away!
- If you recertify early you may have more than 3 years in your new cycle.

## Carry Over a Maximum of 20 Credits to the Next Recertification Cycle

Effective August 1, 2019, SHRM Certification holders who recertify with more than 60 PDCs in their account will be able to carry over up to 20 credits to their new cycle.

### Benefit of This Change

- Allows you the opportunity to get credit for up to 20 excess credits in your new cycle.

### Details

- You must have successfully recertified with more than 60 credits to carry over the excess.
- Maximum carry over is 20 credits per recertification cycle.
- Carry-over credits will be auto uploaded into your certification portal and will appear as an activity in the Advance Your Education category.
- Auto upload will appear in your certification portal at the end of the month following recertification.



Morale Resource LLC

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# HRCI CERTIFICATION PREP COURSE

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MONTGOMERY &  
BIRMINGHAM

STARTING JANUARY 25, 2020

9 week course meets Saturdays

Montgomery 8-12pm

Birmingham 3-7pm

Cost \$1895 \*\*

\*\*includes workbooks, practice tests, flashcards, and more

Register at [www.moraleresource.com/hrcicertprep](http://www.moraleresource.com/hrcicertprep)



# 2019 Human Resources Symposium and Vendor Fair October 24, 2019

7:45AM-1:30PM  
Green Island Hills Country Club  
Columbus, GA 31904

## Riding the Rapids of Human Resources

### Keynote Speaker



Jason Treu  
Founder of Jason Treu  
Executive Coaching  
Best Selling Author,  
Social Wealth

### Breakout Speakers



Cheryl Frazier  
Asst. State ADA  
Coordinator  
Georgia State ADA Office



Barbara Tucker  
Information and  
Referral Specialist  
Georgia State ADA Office



Yvette Partridge  
Investigator  
US Department of Labor  
Wage and Hour Division



Thomas M. Eden, III  
Partner,  
Constangy Brooks, Smith &  
Prophete, LLP



Shana Young  
Executive Director,  
Leadership Institute of  
Columbus State University

### Lecture Topics

- Standing Firm - Weeding Out
- FLSA Updates
- ADA Best Practices & Resources
- Strategic Thinking
- Secrets to Maximizing Employee Engagement & Performance in 45 Minutes

### Symposium Registration

SHRM Columbus Chapter Members	FREE
Non-SHRM Columbus Members	\$45
Sister SHRM Chapter Members	\$36
Day of Event	\$50
Includes Light Breakfast, Lunch, Vendors & Networking	

### Professional Accreditation

SHRM	3 (PDCs)
HRCI	3 HRCI Credits



For more information and registration please contact:

Amarylis West, Chapter Management Professional  
E-mail: [shrm@pilink.org](mailto:shrm@pilink.org) Phone: 706-649-6400 Ext. 1204

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## 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 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.

### 2019 Montgomery SHRM Board Members

President	Dee Cook, SHRM-CP, PHR
President Elect	Paula Barlow, SHRM-CP, PHR
Membership	Andrea Jordan, SHRM-CP, PHR
Treasurer	Larissa Southey, SHRM-CP
Programs	Cierra Belser
Secretary	Tara Gibson, SHRM-CP, PHR
Webmaster	Tara McDowell
Newsletter	Thomas Anile, SHRM-CP
SHRM Foundation	Pam Chut, SHRM-SCP, SPHR
Certifications	Stephanie Fulmer, SHRM-CP, PHR
College Relations	Logan Dudley, SHRM-CP, aPHR
Workforce Readiness	Ken German, SHRM-SCP
Legislative	Carla Copeland, SHRM-CP, PHR