



SEPTEMBER 2021



SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Thursday, September 23, 2021

Topic: Who is the Alabama Office of Apprenticeship and how do they support the future of our Workforce?

Speaker: Joshua J. Laney, Alabama Office of Apprenticeship

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:**
- ❖ October 21, 2021: 2021 Plan Insights
 - Tom Tielbur-VP, Gallagher
 - ❖ November 18, 2021: Stress Management & Burnout
 - Crystal Mullen-Johnson-Strive Counseling Services
 - ❖ No December Monthly Meeting
 - ❖ January 20, 2021: Legal Update
 - Matt Stiles-Maynor 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, September 17, 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, September 17, 2021.

September 23, 2021 Speaker's Biography

Joshua J. Laney
Director
Alabama Office of Apprenticeship (AOA)



Who is the Alabama Office of Apprenticeship and how do they support the future of our Workforce?

Josh Laney serves as the first director of the newly established Alabama Office of Apprenticeship (AOA). In this role, Mr. Laney partners with industries and education providers across Alabama to develop and expand registered and industry-recognized apprenticeships for youth and adults. Mr. Laney also leads the AOA's support of Alabama's workforce development infrastructure by promoting the use of credentials of value and the expansion of work-based learning.

Mr. Laney previously served as Senior Director for Workforce Development for the Alabama State Department of Education. In this role, Mr. Laney supported k-12 career technical training and workforce development initiatives throughout the state. His prior experience includes teaching high school science, junior high assistant principal, high school assistant principal, high school principal, and career technical director.

Mr. Laney holds a bachelor's degree from Auburn University in Science Education, a master's degree from Troy University in Educational Leadership, and an Educational Specialist degree from Troy University in Educational Leadership.

MEMBER SPOTLIGHT



Andrea Jordan
SVP of Human Resources
Company: Envolve Community Management

Time Employed with Company: 25 Years
Graduated High School at Elmore County High
Bachelor's Degree in Early Childhood Education
Master's Degree in Human Resources Management
Certifications: PHR and SHRM-CP
Board Designation: Membership Director

I have two children. A daughter that is 15 and a son that is 12. We are very busy with gymnastics, cheer, football, and baseball. My hobby is photography. I used to photograph weddings and many other venues but now with my busy schedule I just stick with my kids and friends. Too much work was taking the joy from it.

NOTE: To be featured as our "Member Spotlight", please email your accomplishment(s)/achievement(s) to Tawanna Bedgood at tawanna.bedgood@abc.alabama.gov. Spotlight recipients are asked to provide a bio-introduction of themselves to include, but not limited to; their employment/school, the accomplishment(s)/achievement(s), and a headshot. Board members are asked to provide the capacity they operate in on the Board.

News and Information

NAME THAT NEWSLETTER

Submissions are no longer being accepted. Please be on the look out for a list of all the names submitted to cast your vote! Each person who submitted a name will be entered into a raffle for a prize. The winning name and the person who submitted it, will be featured in the October newsletter. A huge **THANK YOU** to all the participants!

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 (OSHA) updated its recommendations for protecting unvaccinated workers from COVID-19. OSHA's recommendations include having vaccinated workers wear masks indoors in areas where there is a high-risk for transmission of the virus and having fully vaccinated workers who have been in close contact with someone who tested positive for COVID-19 wear a mask for 14 days unless a negative test result is received 3-5 days after contact. This guidance was updated to align with the CDC's updated guidance. These are recommendations for non-healthcare employers as the Health Care Emergency Standard still applies for those work environments. These new recommendations are suggested/encouraged but are not required.

[OSHA COVID-19 Updates](#)

New FAQ guidance was issued August 20th, 2021 by the U.S. Department of Health and Human Services, Labor, and the Treasury. This new guidance delays several of the more challenging compliance requirements under the Consolidated Appropriations Act and the Affordable Care Act. While originally planned to take effect Jan 1st, 2022, many of these requirements have been delayed until regulations are issued. Compliance requirements including "advanced explanations of benefits" (EOBs), "a price comparison tool", extensive drug cost information, and public pricing disclosures have all been delayed.

[Health Plan Price Transparency Disclosures](#)

The Department of Homeland Security (DHS) and U.S. Immigration and Customs Enforcement (ICE) extended the temporary guidance that was put in place last year regarding remotely inspecting and retaining identity documentation to complete Section 2 of Form I-9. This extension is through the end of the year; however, it is important to remember that this guidance is only relevant for companies that are still 100% working remotely. If there is any part of the workforce back working onsite, regular rules of engagement for obtaining, verifying, and storing identification and verification documentation apply.

[Remote I-9 Document Verification](#)

BECOME A
VOLUNTEER!



SHRM Montgomery *WANTS* you!

2022 is just around the corner

Individuals who seek the betterment of Human Resources in Montgomery and the surrounding areas are encouraged to submit their name for consideration for the 2022 board year.

For more information about the Board positions,
please contact us at

shrmmontgomery0092@gmail.com or
paula.barlow@prattvilleal.gov

We would love the opportunity to collaborate with
you.



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:

- ❖ September 16, 2021
- ❖ 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.

SHRM21

If you attended this Annual Conference & Expo, please visit the blog section of our website to share your thoughts and experience.

2021 SHRM Montgomery Board Members

Board Members:

President
Past President
Treasurer
Membership
Programs Co-Chair
Programs Co-Chair
Webmaster
Newsletter
Secretary Co-Chair
Secretary Co-Chair

Paula Barlow, SHRM-CP, PHR
Dee Cook, SHRM-CP, PHR
Larissa Southey, SHRM-CP
Andrea Jordan, SHRM-CP, PHR
Cierra Belser
Fereisie King, SHRM-CP, PHR
Tara McDowell
Tawanna Bedgood
Tara Gibson, SHRM-CP, PHR
Krystal Bryan, SHRM-CP

Core Leadership Areas:

Governmental Affairs/Legislative
SHRM Foundation
Certifications
Workforce Readiness
College Relations

Thomas Anile, SHRM-CP
Shaneira Harris, PHR
Logan Dudley, SHRM-SCP, SPHR
Robin Ricks
Barbara Alexander