



JANUARY 2014



SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

- Date:** Tuesday, February 11th, 2014
- Topic:** **LGBT (Lesbian, Gay, Bi-sexual and Transgender) Employee Rights**
- Speaker:** **Kelly Pate and Dorman Walker, Balch and Bingham Law**
- Time:** Luncheon Meeting
11:30am – 1:00pm
- Location:** **MAX Credit Union**
400 Eastdale Circle
Montgomery, AL 36117

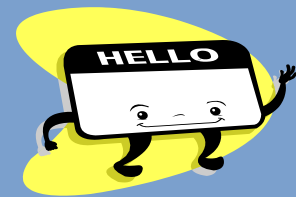


Registration Deadline: February 7th

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 meeting.
- Cancellations must be made 24 hours in advance of the meeting. SHRM-Montgomery reserves the right to bill if cancellation is not made in a timely manner.
- Luncheon Meeting Fees, payable at the door
 - Basic Members (excluding all-inclusive members) - \$15
 - Guests - \$20

We want to get to know you.



Please remember to wear your name badge to the next meeting.



Member Spotlight



Our member spotlight this month is on Rich Lewis who is a long time member of our SHRM Montgomery chapter. This article was recently published in Rich's home town newspaper in Greenville, AL.

Let's remember our veterans

Rich Lewis, Jr. closed his eyes and was transported to another time.

He was 19 again and marching through the jungles of Vietnam.

As he talked about his "best buddy" that hailed from the Smokey Mountains of Tennessee, Lewis cracked a smile – his eyes still closed. He talked about how the two became instant friends and how they shared everything, even the letters they received from home.

Then the story took a turn, and the smile vanished.

Lewis, his eyes still clenched tightly, recounted a day in June of 1970 when he and his buddy were preparing an ambush for the North Vietnamese soldiers. But the North Vietnamese beat them to the punch. Lewis' buddy was shot in the head.

As Lewis shared about how he rushed to his friend's side and attempted CPR, he fought back tears as he recalled his buddy's last words.

"Help me."

There was nothing more Lewis could do. His friend died that day.

Lewis, a Marine Corps veteran, is a Purple Heart recipient. He received the medal for wounds he suffered while fighting the North Vietnamese for a hill near Da Nang. Those wounds have healed. But the

wounds of seeing so many of his fellow troops pay the ultimate sacrifice on the battlefields of Vietnam remain to this day.

Nearly four decades after the fall of Saigon, an event Lewis experienced firsthand, the Butler County native is still fighting a battle. Lewis, who joined the Marines because he felt every young man should serve his country, is fighting to keep the memory alive of those who valiantly fought for their country in during the Vietnam War.

To this day, Lewis can remember the looks on the faces of a plane full of Marines who had been flown back to the United States because of injuries they suffered in battle, when their plane landed and was all but surrounded by war protesters.

He can still hear them shouting things like "baby killer" at the troops.

He can remember the feelings of anger and heartache that welled

up inside when he heard others criticize his buddies for fighting for their country, no matter how unpopular the war was.

Those wounds are still there.

Lewis admits that healing has begun. Folks tend to have a more positive perception of Vietnam veterans these days.

But Lewis believes they are still the least known group of veterans in our nation's history, and after what he has experienced and seen, that cuts deep.

I'd tend to agree with him about the amount of recognition Vietnam veterans receive.

When Veterans Day rolls around, we often hear stories of World War II veterans or even Gulf War veterans. Both groups are certainly deserving of being honored.

But let's not forget men like Lewis who bravely fought for their country because they were ordered to do so.

Let's not forget the men like Lewis' "best buddy" who gave their lives on the other side of the world so we can enjoy all the individual liberties that we enjoy today.

Let's remember and honor those sacrifices. In doing so, we may just help heal the wounds of brave and honorable men like Rich Lewis, Jr.

(This column originally ran on Nov. 14, 2012.)

COLLEGE COUNTS CAN HELP PARENTS PLAN FOR THE FUTURE.

CollegeCountsSM
Alabama's 529 Fund

Saving is Easy with CollegeCounts.

When parents think about saving for their child's college education, it can seem intimidating—college costs are on the rise, and it's hard to know what to expect. CollegeCounts can help.

When investors start a CollegeCounts 529 college savings plan, not only are they making it easy on themselves; they're paving the way for future opportunities for their child. And, you can offer a CollegeCounts savings plan to your employees at no cost to you.

The CollegeCounts
Fund Family:



Plan Benefits for Investors

- Alabama state income-tax deduction for contributions of up to \$10,000 (\$5,000 for single filers)¹
- Tax-deferred growth of interest plus dividends and capital gains
- Tax-free withdrawals for qualified college expenses²
- No minimum or annual contribution requirements
- Funds can be used at colleges nationwide and some foreign schools (1yr, 2yr, 4yr, public, private, trade, community colleges, graduate, and professional programs)

Plan Benefits for Employers

- By offering employees a CollegeCounts 529 plan, you're also giving them financial peace of mind
- There's no cost to you when your employees sign up!

Portfolio Options

- 3 age-based portfolio options (Aggressive, Moderate, and Conservative portfolios) that automatically adjust their investment amounts as the child gets closer to college
- 6 target portfolios that have a set or static investment allocation, ranging from 100% equity to 100% fixed income
- 19 individual fund portfolio options if employees want to customize their portfolio

Contribution Method Options

- Employees can have their investments automatically withdrawn from their bank account, making it simple for employers to administer
- Employers can withhold funds from employees' paychecks and remit directly to CollegeCounts, along with a list of contributing employees, their account numbers, and the dollar amounts of their investments (HR administration on the employer's part is required)

Help your employees brighten the future for their children and for themselves—have them contact us today!

News from the HR Certification Institute



Beginning in 2014, we will be implementing a new “*Birthday Rule*” for recertification deadlines.

After the *Birthday Rule* goes into effect on **February 1, 2014**, your new recertification date will be the end of your birth month. You will continue to have at least three (3) years to complete your recertification cycle. However, instead of your cycle ending in the month in which you became certified, it will be extended to the end of the month in which you were born. You will **NOT** need to earn more than 60 credits during this one-time initial extended cycle.

This change will result in a number of benefits:

- It will allow you to more easily remember when your recertification cycle ends (just like your driver’s license!)
- It will spread our workload out evenly throughout the year, allowing us to provide better and timelier service.

Here is how the new rule will be implemented for all recertification cycles ending February 1, 2014, and later:

- If the month in which you are due to recertify (for example, June 2014) is the same as your birth month listed in our records (for example, June 2014), your cycle date will remain the same.
- If the month in which you are due to recertify (for example, June 2014) occurs earlier in the year than your birth month listed in our records (for example, December 2014), your cycle date will be extended to the end of your birth month, later that same year (in this example, December 31, 2014).
- If the month in which you are due to recertify (for example, June 2014) occurs later in the year than your birth month listed in our records (for example, January 2014), your cycle end date will be extended to the end of your birth month in the *following* year (in this example, January 31, 2015).

With this change, no one will have less than three (3) years to recertify. You will also receive a new certificate *in late March 2014* with your new recertification cycle end date. We will share additional details about the *Birthday Rule* through our website and blogs in early 2014.

Please stay tuned, we’ll be sharing more of the enhancements, features and updates to the recertification program over the coming weeks.

Sincerely,
HR Certification Institute

SHRM Sponsorships

Sponsoring SHRM Montgomery programs and conferences are a great way to inform and educate chapter members about your organization. It is an excellent opportunity to get your company or organization networked with the community and with those who may be in a position to engage your organization's services to improve or advance their own efforts. Let SHRM Montgomery help get your organization engaged with potential clients.

To provide an additional benefit to our valued sponsors, SHRM Montgomery is offering an additional half price value for the second meeting sponsorship!! If you book two Gold sponsorship packages for the year, you receive half price for your second sponsorship. Thus, you receive two times the exposure to the SHRM Montgomery membership for only \$750.00.



Gold Sponsor \$500.00

- **Opportunity to give sales/benefit presentation for five minutes prior to speaker**
- **Sponsorship Recognition at the monthly meeting and on website**
- **Exposure/Ad in the SHRM Montgomery e-Newsletter**
- **Slideshow/PowerPoint during meal at the monthly meeting**
- **Meal for 2 at the membership meeting**
- **Registration Table Display at the monthly meeting. You may bring literature to hand out and meet and greet as members come into the meeting. You may also offer a door prize (optional to you)**



Silver Sponsor \$300.00

- **Registration Table Display at the monthly meeting**
- **Sponsorship Recognition at the monthly meeting and on website**
- **Exposure/Ad in the SHRM Montgomery e-Newsletter**

Sponsorship is Subject to the Following Guidelines

- **Sponsors should conduct business within a company that supports or relates to the HR profession.**
- **Direct selling of goods or services, or prospecting of meeting attendees at SHRM Montgomery meetings is strictly prohibited.**
- **Payment via check, money order or Paypal must be made no later than 21 days in advance of the sponsored event.**

What's New and What's Next in Employment Law for 2014



Join ManpowerGroup for a complimentary webinar designed to provide insight into what's new and what's next in employment law for 2014.

It's a new year and there's no shortage of interesting things happening in the world of employment law. In this engaging and interactive webinar, Mark will provide

updates on all the latest developments as well as his perspectives on what may be coming next. Along the way, he'll share plenty of tips and tools to help you stay out of legal hot water.

After this fast-paced hour, you'll walk away with:

- The very latest updates on employment law
- A peek into the future of employment law
- Tips and tools for everything from hiring to firing
- Practical solutions based on real-life examples

Your host is Mark Toth, Chief Legal Officer of ManpowerGroup™ North America, a former partner in a major employment law firm, and widely known for his ability to present legal and HR issues in a uniquely entertaining style.

What's New and What's Next in Employment Law For 2014

Thursday, January 30, 2014

12 p.m. – 1 p.m. ET

11 a.m. – 12 p.m. CT

10 a.m. – 11 a.m. MT

9 a.m. – 10 a.m. PT

To register for this event,
visit us.manpower.com/webinarseries

Get a sneak peek at Mark's style.

Check out his popular employment law blog, or "blawg" at

manpowergroupblogs.us/employment_blawg/.



This program has been approved for 1 recertification credit hour toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

The use of this seal is not an endorsement of the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

DISCLAIMER: This presentation and the materials are provided for informational purposes only and should not be considered legal or HR advice. Please consult your HR or Legal representative before using or implementing any of the processes or information contained herein.

SHRM FOUNDATION BAKE SALE



Please bring your check books to the February meeting to purchase baked goods for a good cause.

All proceeds will go to the SHRM Foundation.

2014 Montgomery SHRM Board Members

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