

February 2014 Newsletter

February Meeting

Wednesday,
February 12th
Decatur Country Club

\$15.00

11:30am — 1:00pm

Networking will begin at
11:30 a.m. and the
program will start at noon.

If you RSVP that you are
coming and then you don't
attend, you will still be
charged for the meal.

For reservations,
contact
Patti Fowler at
pfowler@alliancehrservices.com

We want to make
sure we have
plenty of room
for everyone.

Please RSVP by noon
Friday,
February 7th

Wednesday, February 12th

Our Speaker:

Pam Werstler, SPHR, National Packaging Co., Inc.

Topic:

“The Future of HR: Are You Ready?”



Pam Werstler, SPHR, is the Director of Human Resources at National Packaging Company in Decatur, Alabama; she has been with NPC for almost 13 years. She has a BSBA in Human Resources from The University of Alabama in Huntsville. Pam obtained the Senior Professional in Human Resources certification in 2001.

Pam is currently the SHRM Alabama State Council Past Director and Co-Legislative Director. She also serves as the Legislative Director for the Tennessee Valley Chapter- SHRM where she has served as President four times. She is a Team Captain for the SHRM Advocacy Team. Other volunteer roles include the City of Decatur Personnel Board, Morgan County Personnel Board, Morgan County Sheriff's Department Personnel Board, Decatur/Morgan County Chamber of Commerce Board of

Directors, Alabama Association of Employers, Decatur Personnel Officers Association, Decatur/Morgan County Women's Chamber of Commerce and Women's Leadership Council.

The Learning Objectives of the Program:

1. What can we expect in HR in the next 5 years? Look at what is projected from CEO's, HR professionals, past SHRM leadership and consultants. Not just in the US but globally.
2. Look at current trends in business that will impact the future of HR ... how and why will they impact the future.
3. What competencies will HR professionals need for the future and tools to help companies strategize for the future?

How this Relates to HR Professionals:

Skills in strategic planning are required in any business; especially with human talent. In order to plan strategically, one needs to predict what the future may hold and be proactive rather than reactive.

How it Adds to a Certified Professional's HR Knowledge:

The presentation will cover key factors to facilitate the participation as a contributing partner in the organization's strategic planning process.



 Home Mortgage
of America, Inc.

**Thanks to Home Mortgage of America, Inc. and Bunge for
sponsoring our February meeting!**

13 States Raise Minimum Wage Effective January 1, 2014

Courtesy of Lehr Middlebrooks & Vreeland, P.C.

The fairness of the federal minimum wage (\$7.25/hour) has been a political football for the past few years. Many states and even some municipalities have responded on their own by increasing their minimum wages and varying minimum wages apply throughout the states. This is of particular importance to multi-state employers who find themselves monitoring multiple compliance standards. Effective January 1, 2014, the following states raised their minimum wage: Florida, New York, Ohio, New Jersey, Washington, Arizona, Missouri, Colorado, Oregon, Connecticut, Rhode Island, Montana, and Vermont. Employers in those states should review their lower wage rates to ensure that they comply with the higher minimum.

Below is a current list of the minimum wages for each state and the District of Columbia:

State	Minimum Wage
Alabama	\$7.25
Alaska	\$7.75
Arizona	\$7.90
Arkansas	\$7.25 (in some limited
California	\$8.00 (effective July 1, 2014:
Colorado	\$8.00
Connecticut	\$8.70
Deleware	\$7.25
District of Columbia	\$8.25 (effective July 1, 2014:
Florida	\$7.93
Georgia	\$7.25 (in some limited
Hawaii	\$7.25
Idaho	\$7.25
Illinois	\$8.25
Indiana	\$7.25
Iowa	\$7.25
Kansas	\$7.25
Kentucky	\$7.25
Louisiana	\$7.25
Maine	\$7.50
Maryland	\$7.25
Massachusetts	\$8.00
Michigan	\$7.40
Minnesota	\$7.25 (in some limited circumstances: \$6.15, \$5.25, or
Mississippi	\$7.25
Missouri	\$7.50

State Minimum Wage Increases in 2014

Montana	\$7.90 (in some limited circumstances: \$4.00)
Nebraska	\$7.25
Nevada	\$8.25 (if no health benefits available through employer),
New Hampshire	\$7.25
New Jersey	\$8.25
New Mexico	\$7.50
New York	\$8.00
North Carolina	\$7.25
North Dakota	\$7.25
Ohio	\$7.95 (in some limited circumstances: \$7.25)
Oklahoma	\$7.25
Oregon	\$9.10
Pennsylvania	\$7.25
Rhode Island	\$8.00
South Carolina	\$7.25
South Dakota	\$7.25
Tennessee	\$7.25
Texas	\$7.25
Utah	\$7.25
Vermont	\$8.73
Virginia	\$7.25
Washington	\$9.32
West Virginia	\$7.25
Wisconsin	\$7.25
Wyoming	\$7.25 (in some limited circumstances: \$5.15)

Do you know an HR professional in the area that is not currently a TVC-SHRM member?

All of us probably know at least one person to bring as a guest to a monthly chapter meeting that might be interested in being part of our group.

As both a membership initiative for 2014 and an incentive for our chapter members to attend the AL SHRM state conference, we will hold a drawing for all TVC-SHRM Professional members who bring a guest to the February, March or April chapter meetings for a **full conference registration fee** at the AL SHRM state conference in May. This conference will be held on May 13th and 14th at the Birmingham Sheraton in downtown Birmingham. This event will offer 11 HRCI recertification hours and will have a wellness theme. The conference normally sells out and is always very engaging.

The winner of the contest will win a paid registration to the conference. If the winner decides to stay overnight in Birmingham, they will be responsible for their own travel and hotel costs.

Thank you for your help with this initiative. We hope to achieve STAR and/or SUPERSTAR status with our chapter this year.

Make Plans to Attend Our March Meeting

When: Wednesday, March 12, 2014

Who: Peggy Anderson

Topic: “Understanding the Rehabilitation Act and How to Retain Employees with Disabilities”

Welcome the Newest TVC-SHRM Members

- **Susan Wright**, *HR/Payroll Coordinator*, Sonoco Products Company
- **Toni Douglas**, *HR Coordinator*, Del Monte

Congratulations!

Paul Nosal, Decatur Utilities, passed his SPHR exam!

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Newsletter

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2014 TVC-SHRM Board Members



Back row (left to right): Forrest Keith, Mary Ila Ward, Catherine Shallal, Valerie Curtis, Pam Werstler, and Jeff Powers. Front row (left to right): Mike Bean, Amy Smith, Pat Bearden, and Patti Fowler

Save the Date! Upcoming Events

- **February 28** TVC-SHRM Membership renewal deadline for 2014 membership
- **May 14** Alabama State SHRM Conference in Birmingham—more information to come soon!
- **June 22-25** SHRM 2014 Annual Conference in Orlando, FL. Go to shrm.org for more information and to register for the event.
- **Every 1st Wednesday**-Workforce Coalition meeting at The Chamber of Commerce (Contact Mary Ila Ward at miw@mceda.org for more info)

Please contact Tiffany Weaver at tweave@ascendmaterials.com if you have an upcoming event that you would like to add.

Our March meeting will be held on Wednesday, March 12, 2014 featuring Peggy Anderson at the Decatur Country Club.

Hope to see everyone there!



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