



January 2013 Newsletter

January Meeting

Wednesday,
January 9th

Holiday Inn Lounge

\$12.00

11:30am — 1:00pm

Networking will begin at
11:30 a.m. and the
program will start at
noon. We will eat from
the buffet.

For reservations,
contact

Amy Smith at
Amy.Smith@delmonte.com
or 256-552-7470

We want to make
sure we have plenty
of room for every-
one.

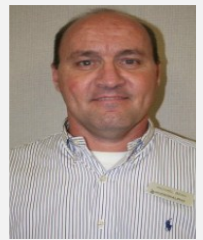
Please RSVP by noon
Tuesday,
January 8th.



January Meeting Wednesday, January 9th

Our speaker:

Michael W. Bean, PHR, MSHRD



Michael Bean (Mike) is a HR professional with over 20 years of human resource experience in the private and public sector. As Director of Human Resources at HudsonAlpha Institute for Biotechnology, Mike is the leader for the HR function. His role includes coaching, succession planning, human resource planning, recruitment and selection, employee relations, compensation/benefits, performance management and conflict resolution. Prior to joining HudsonAlpha, he worked within the automotive, chemical, engineering and steel manufacturing industries. Mike has been with HudsonAlpha since September 2008, and considers being associated with HudsonAlpha one of the highlights of his career to date.

Affiliations:

- Member, Society of Human Resource Management
- Member, North Alabama Society of Human Resource Management
- Board member of the Al. State Council of SHRM – Business Manager

Education:

- Certified Professional in Human Resources (PHR); through the Human Resource Certification institute (1995)
- Bachelor of Science – Human Resource Management (1989): University of Alabama at Birmingham (UAB)
- Masters of Science in Human Resource Development (2012): Amberton University

Thanks to Redstone Federal Credit Union for sponsoring the January meeting!

We will also hold the induction of the 2013 Board of Directors at the January meeting. As mentioned previously, the new Board of Directors will be the following TVC-SHRM members:

- **President:** Robin Jackson from Cook's Pest Control
- **Vice President of Programs:** Linda Robinson from R&R Strategies, LLC and Taylor Simmons from the Decatur-Morgan County Chamber of Commerce
- **Vice President of Membership:** Beverly Thompson from Nichols Aluminum Alabama
- **Secretary/President-Elect:** Amy Smith, PHR from Del Monte Foods
- **Treasurer:** Pat Bearden from National Packaging Co., Inc.
- **Legislative Director:** Pam Werstler, SPHR from National Packaging Co. Inc.
- **Director of Community Relations:** Denny Smith, PHR, from Calhoun Community College
- **Director of Certification:** Mary Ila Ward, PHR from Horizon Point Consulting
- **Director of College Relations:** Jeff Powers, SPHR from Toray CFA
- **Director of SHRM Foundation:** Melva Gray
- **Special Events Director:** Cathy Shallal from Hospice
- **Past President:** Chasitie White, SPHR, from Lean Frog Business Solutions

SHRM Member Speaks Before the U.S. Commission on Civil Rights

(Article courtesy of SHRM Advocacy Team)

SHRM member and Pennsylvania state legislative director, Jonathan Segal, represented the Society on Friday, December 7, 2012, before the U.S. Commission on Civil Rights. The Commission is an independent, bipartisan, fact-finding federal agency with the mission to inform the development of national civil rights policy and enhance enforcement of civil rights laws. Tomorrow's briefing is on the impact of criminal background checks and the Equal Employment Opportunity Commission's (EEOC) conviction records policy on employment of black and Hispanic workers. SHRM's testimony describes SHRM survey results on how HR professionals use background checks in the hiring process, explains the specific role of criminal background checks, and touches on two specific areas of concern in the recent EEOC guidance on the use of criminal background checks.

First, the EEOC guidance includes the statement that compliance with state and local laws will not shield employers from liability under Title VII. SHRM's testimony makes clear that this provision places employers between a rock and a hard place---between losing their state license (or opening themselves up to liability) if they don't comply with a state law mandating criminal background checks and risking a class action lawsuit if they go forward with criminal background checks and base hiring decisions on the results.

In addition, the guidance seems to indicate that the EEOC may justify a Title VII investigation based on national data showing that black and Hispanics are disproportionately affected when employment is denied based on criminal records. In both areas, SHRM recommends that the EEOC clarify how these issues will work in practice.

To read SHRM's testimony, [click here](#).

The hearing will be held at the U.S. Civil Rights Commission in Washington, D.C. For additional information and questions contact SHRM's Senior Government Affairs Policy Counsel, Nancy Hammer at Nancy.Hammer@shrm.org or 703-535-6030.

Sponsors Needed for 2013 Chapter Meetings

Would your company (or one of your vendors) like to be recognized at one of our monthly chapter meetings? For only \$100, your company will be recognized in the chapter newsletter, be able to display promotional materials and give a short overview of what your company does. This is a very inexpensive way to advertise and will help our chapter reach our donation goal to the SHRM Foundation for 2013.

If your company or a company you know would be interested, please contact Linda Robinson at LindaRobinson@bellsouth.net or Taylor Simmons at Taylor@dcc.org. They can let you know which months are available for sponsorship.

TVC-SHRM Membership Increases by 17 in 2012

TVC-SHRM's membership increased by 17 members in 2012. This is a 28.33% increase!

We hope to have even more members by the end of 2012. Please spread the word to any HR professional you know that might be interested in joining our chapter. Potential members can attend their first meeting free as your guest.

Ways to Connect with SHRM

- SHRM's Website is open to the public but most information is for SHRM National members only. To access SHRM's website, go to: www.shrm.org
- SHRM is also on Twitter (@SHRM) and Facebook (just search for SHRM and you should find it).
- SHRM has their own social media platform called SHRM Connect. SHRM members can create a profile and connect with other members all over the world. Go to <http://community.shrm.org/> for more information.
- TVC-SHRM has both a website and a Facebook page. The website is: <http://tvc.shrm.org/>. To get full access/passwords, please contact Amanda Tidwell, Advisor to the Board, Technology, at Amanda.tidwell@npcoinc.com.



2013 BOARD OF DIRECTORS

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Robin Jackson
Cook's Pest Control
Robin.jackson@cookspet.com

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lindarobinson@bellsouth.net
Taylor Simmons
Decatur-Morgan Co. Chamber
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Willo Products.
cwhite@willoproducts.com

Diversity Director (open)

Special Events Director

Cathy Shallal
shallalc@gmail.com

Advisor to the Board-

Technology
Amanda Tidwell
Amanda.tidwell@npcoinc.com

Recognizing TVC-SHRM Retirees

TVC-SHRM is proud to recognize Cathy Chiles and Christy Lamb, 2 of our retired TVC-SHRM members, at the January 2013 meeting. Christy and Cathy both retired last year.

Congratulations to Tiffany Weaver!

Congratulations to Tiffany Weaver, the Athens State University Student Chapter President, for being the first Athens State University student to sit for and pass the SHRM Assurance of Learning Assessment.

Way to go, Tiffany!

Save the Date! Upcoming Events

- **February 25th**—*Taste of the Valley* event at The Holiday Inn, Decatur
- **March 10th-13th**-SHRM Employment Law & Legislative Conference in Washington, DC. Go to <http://www.shrm.org/Conferences/EmploymentLawLegislativeConference/Pages/default.aspx> for more information or to register.
- **March 13th**-SHRM's Spring Hill Visit to Washington, D.C.
- **April 10th**-Spring Legislative meeting featuring local elected officials
- **May**—TVC-SHRM Spring Social-date and location to be announced
- **May 15th**-Alabama SHRM State Conference (pre-conference will be held on May 14th). Go to the Alabama SHRM website <http://www.shrmalabama.org/StateConference/tabid/54/Default.aspx> for more information.
- **June 16-19** —2013 SHRM National Conference in Chicago—reserve your rate and housing now! <http://annual.shrm.org/>
- **September 11th**—TVC-SHRM Fall Workshop
- **November 13th**--Annual Fall Legislative Meeting-speaker to be announced
- **December 11th**-Annual TVC-SHRM Holiday party. *Time and location to be announced.*
- **Every 1st Wednesday**-Workforce Coalition meeting at The Chamber of Commerce (Contact Mary Ila Ward at miw@mceda.org for more info)

Our February meeting will be held Wednesday, February 13th at The Holiday Inn in Decatur.

Hope to see everyone there!



Tennessee Valley Chapter SHRM