



October 2012 Newsletter

October Meeting

In lieu of our normal October meeting, we will have our annual Fall Workshop at the Calhoun Robotics Center on the same date we normally have our meeting (Wednesday, October 10th). This will be an all-day event (8am-4:15pm)

Please contact Cathy Shallall, Special Events Director, shallalc@gmail.com for more information.

2012 TVC-SHRM Fall Workshop "Shaping the Future of Human Resources"

Workshop Agenda

- ◆ 8am-8:30am: Registration and breakfast
- ◆ 8:30am-9:30am: "From Hire to Fire-Avoiding the Top 10 Legal Mistakes"-Samantha Brinkley, Rocket City HR
- ◆ 9:30am-10:30am: "Moving Positively through Change"-Dr. Jess Brown, Professor of Political Science & Justice Studies at Athens State University
- ◆ 10:30am-11am-Break/sponsor table visit
- ◆ 11am-11:45am: "Social Media's Impact on Human Resources"- Stacy Adams, VP of Human Resources for People's Bank
- ◆ 11:45am-12:30pm: "How Laws and Legislation Impacts Our Work Environment"-Cindy Beresh Bryant-HR Solutions by Design
- ◆ 12:30pm-1:30pm: Lunch and Sponsor Networking
- ◆ 1:30pm-2:30pm: "Generational Differences in the Workplace"- Sergio Delgado, Director-Federal Mediation and Conciliation Service State of Florida.
- ◆ 2:30pm-3:45pm: "Health Care Reform-What's Next for HR?"- Jamie Brabston, Esq., Practical Employment Solutions
- ◆ 3:45pm-4pm: Sponsor spotlight
- ◆ 4pm-4:15pm: Closing remarks and Drawings

HRCI credits have been submitted for this conference

A big THANK YOU to all of our sponsors!!

- ◆ 3M
- ◆ Calhoun Workforce Solutions
- ◆ Decatur Optical
- ◆ Encore
- ◆ Midsouth Vending Co.
- ◆ Pine Ridge Day Camp
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- ◆ Del Monte Foods
- ◆ Health Group of America (OHG)
- ◆ Toray



2012 Fall Hill Visit

Report to the Alabama SHRM State Council, by Juanita Phillips, SPHR

Our Fall 2012 Hill Visit was a great success. The group was an excellent, cooperative and participatory group. Our twelve attendees included some first-time attendees and represented seven chapters throughout the state. The attendees were as follows:

- BSHRM – Todd Higey and Kim Sprouse-Howell
- NASHRM – Kristina Minyard, Sonya Tolliver and Juanita Phillips
- TN Valley SHRM – Pam Werstler, Forrest Keith and Robin Jackson
- Shoals SHRM – Sandra Sockwell
- SHRM Montgomery– Jamie Brown
- Baldwin County – Jeff LeBlanc
- East Al, Auburn, Opelika – Tommy Eden

In two of our nine appointments, we met with the congressional member, and with staffers in the other five as follows:

- * Chief of Staff Michael Staley in Congressman Spencer Bachus' office
- * Legislative Assistant Luke Strange in Congressman Jo Bonner's office
- * Congressional Fellow/Legislative Assistant Gregory Becker in Congresswoman Robert Aderholt's office
- * Congressman Mo Brooks and Senior Policy Advisor Anna Campbell
- * Legislative Aide Robert NeSmith in Congresswoman Terri Sewell's office
- * Legislative Assistant Aubrey Waldock in Congresswoman Martha Roby's office
- * Congressman Mike Rogers, Legislative Assistant and Director of Coalitions Cameron Bishop, and Deputy Chief of Staff Christopher Brinson
- * Legislative Counsel Mary Blanche Hankey in Senator Jeff Sessions' office
- * Legislative Assistant Andrew Newton in Senator Richard Shelby's office

Attendees are assigned to follow up with thank-you notes to each office, reiterating our topics thereby and offering ourselves as a resource going forward.

An attendee has been assigned to provide feedback on each office visit through SHRM's bit.ly system.

The topics we discussed on the Hill were:

- The need for a bi-partisan solution to prevent sequestration from taking place in January
- As the writing of an agreement to accomplish the above takes place, don't do away with the tax-free status of current employee benefits

- In particular, protect the tax status of education assistance and healthcare premiums
- We asked for more Alabama co-sponsors for H.R. 4137, the Employee Educational Assistance Act of 2012

Some important take-aways for us from my perspective are:

- Our attendees did an outstanding job of making our visit more of a conversation with the members and staffers.
- It is a great help to stay within walking distance of the hill, eliminating the issues of getting the whole group through the Metro system on the day of the visit.
- 1.5 hours for the briefing meeting worked out well.
- We were once again able to arrange free meeting space for our briefing meeting, but should remain aware that we may not always be able to do that.

Having an attendee from each district in our group is becoming necessary. In some cases this will require an additional scholarship from the council for chapters that cannot afford it.

Congressional offices are beginning to disallow our large numbers.

I would like to document once again in this report my ongoing recommendation that chapters make the chapter legislative position a two-year position and that the incoming person attend the fall hill visit before they begin their term in January.

My thanks to the State Council for giving me the opportunity to work in the legislative arena and to attend the hill visits.



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Welcome New Members!!

Please welcome the following new TVC-SHRM Member:

- Sabrina Weaver with Athens-Limestone Hospital

If you know an HR professional in the area that might be interested in joining our chapter, please RSVP that you will be bringing a guest with you to the meeting. The first meeting's meal is free for all guests, and it is a great way to introduce potential members to our group.



Open Positions for the 2013 TVC-SHRM Board

Are you interested in being a part of the 2013 TVC- SHRM Board of Directors?

*The following 2 roles are
open for next year:*

- ◆ Vice President of Programs
- ◆ Vice President of Membership

*If you are interested in volunteering
for either of these
positions, please contact
Robin Jackson,
Chapter President, at
Robin.Jackson@cookspest.com*

Save the Date! Upcoming Events

- **October 10th**—TVC-SHRM Fall Workshop at the Calhoun Robotics Center-from 8am-4:30pm. Please contact Cathy Shallal at shallalc@gmail.com for more information.
- **October 24th at noon**-North Alabama Committee on Employment of People with Disabilities Awards Luncheon at Turner-Surles Community Center. Contact Omar Smith at omar.smith@rehab.alabama.gov for more info.
- **November 20th**-TVC-SHRM Legislative meeting with Congressman Mo Brooks
- **December 12th**-TVC-SHRM Holiday Lunch-location TBA
- **Every 1st Wednesday**-Workforce Coalition meeting at The Chamber of Commerce (Contact Mary Ila Ward at miw@mceda.org for more info)
- **Every Wednesday—12:30pm-2pm**: The Job and Career Networking Club of Decatur meets at First Baptist Church Annex in Decatur (contact Deborah Ashley at deborah.ashley@gmail.com for more info)

**Next month's meeting will be held on a special date
(Tuesday, November 20th as opposed to the 2nd Wednesday of
the month). This will be our annual Legislative meeting
with special guest Congressman Mo Brooks.
Hope to see you all there!**



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