



July 2013 Newsletter

July Meeting

Wednesday,
July 10th

Garden Plaza Inn

\$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 everyone.

Please RSVP by noon
Tuesday,
July 9th.

July Meeting Wednesday, July 10th

Our speaker:

Dr. Hiteshri Bhavsar with Decatur Morgan Hospital

Topic:

*“Healthy Lifestyle, changing trends of disease occurrence in
US and discussion of modifiable risk factors.”*

Dr. Hiteshri Bhavsar

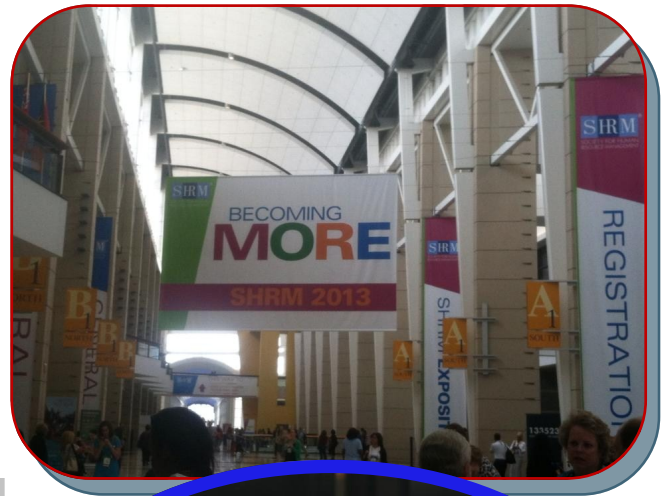


Dr. Bhavsar's Medical Education is from the Government medical college Bhavnagar, India. She also has a MPH from UAB School of Public Health. Dr. Bhavsar served in the UAB Family Medicine Residency program from 2008-2011

Thanks to our July Meeting Sponsor—Cook's Pest Control



2013 SHRM Annual Conference and Exposition in Chicago, IL



Legal Matters

Courtesy of Lehr, Middlebrooks and Vreeland, P.C.

Bring-Your-Gun-to-Work Laws: Employers in the Crosshairs

Since 2003, 20 states have passed laws authorizing employees to bring firearms to work as long as they are secured in employee vehicles. Alabama and Tennessee are the latest states to enact such laws, with Tennessee's law taking effect on July 1st and Alabama's on August 1st.

Tennessee's new law amends the criminal code generally to allow handgun carry permit holders to store guns in their vehicles so long as they are kept out of plain sight and are locked up when the owner is away from the vehicle. A recent opinion from the Tennessee Attorney General clarified that the new law did not restrict employers from prohibiting their employees from having firearms on company property. Many in the gun lobby have a different view of the Tennessee law, setting up a likely showdown in the courts.

Alabama's new law more directly authorizes employees to have firearms in their vehicles on the employer's property so long as the employees have a lawful right to possess or carry the firearm (they possess any requisite permits, or, in the event the firearm is a hunting firearm and it is hunting season, they have a hunting license) and the firearm is kept out of sight or locked up. The Alabama law does not regulate employer policy. It neither requires employers to have a policy on firearms nor regulates what employers may say in such policies if they have them. But the express intent of the law is to prohibit employers from prohibiting employees from storing firearms in their vehicles in compliance with the new law.

The Alabama law is similar to the Florida law, which expressly prohibits employers from firing employees who keep firearms in their vehicles. The Florida law goes a step further in barring employers from even asking employees if they have firearms in their vehicles. A similar law in Kentucky subjects employers to civil damages if they take an adverse employment action against an employee who legally possesses a firearm on company property. Under a similar law in Georgia, employers are barred generally from searching employee vehicles.

Most employers still believe strongly in policies that prohibit employees from possessing weapons, including firearms, on company property. Still, this growing trend of bring-your-gun-to-work laws requires employer attention and a review of existing policies to ensure those policies do not advertise an employer's violation of the law. In many instances, existing policy can be left virtually unchanged with little more than the addition of a clause stating that the policy applies, "to the fullest extent permissible under applicable law."

Thankfully, very few employers ever have to enforce policies against firearms at work. Still, in light of the sweeping trend of new state laws in this area, employers would be wise to review and revise workplace policies prohibiting firearms and consult counsel before carrying out discipline for violations of them.

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Congratulations to the Athens State SHRM Chapter!!

Congratulations to the Athens State SHRM Chapter for their recent SHRM Superior Merit Award. **See comment, below, from Dr. Kim LaFavor, Department Chair Human Resource Management at Athens State University:** *"I want to make a special note to recognize the TVC-SHRM Professional Chapter for its sponsorship of our local student chapter and its initiatives. From partnering to offer mentoring and internship opportunities in HR, to providing HR experts to present at sponsored HR seminars, TVC-SHRM has been at the foundation of our chapters success! On behalf of our student chapter and myself, I want to extend a huge thank you and express gratitude for everything you have done! Lets continue on this exciting path of developing our future HR professionals."*

Survey results are in!

Thanks to all chapter members who participated in our recent survey to ask about moving the monthly chapter meetings from our current location at the Garden Plaza Inn to the Decatur Country Club. An overwhelming majority of our membership was on-board with moving the meetings, even if it required a higher cost for the meal. This will be discussed and voted on by the board and communicated to the chapter later this year.

Save the Date! Upcoming Events

- **July 30th-Partners in Education Breakfast**—contact Taylor Simmons at Taylor@dcc.org to find out more about schools who are still looking for a 2013-2014 partner.
- **September 18th**—TVC-SHRM Fall Workshop
- **November 13th**--Annual Fall Legislative Meeting-speaker to be announced
- **December 11th-Annual TVC-SHRM Holiday party.** Wintzell's Oyster House in Decatur (on the Beltline). More details to come.
- **Every 1st Wednesday**-Workforce Coalition meeting at The Chamber of Commerce (Contact Mary Ila Ward at miw@mceda.org for more info)

Our August meeting will be held Wednesday, August 14th at The Garden Plaza Inn in Decatur. This meeting will feature Melissa Jackson from The Enrichment Center.

Hope to see everyone there!



Tennessee Valley Chapter SHRM