

June 2013 Newsletter

June Meeting

Wednesday,
June 12th

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,
June 11th.**



June Meeting Wednesday, June 12th

Our speaker:

Cooper Johnson, CLU, Senior Vice President, Employee Benefits with
S.S. Nesbitt & Company

Cooper Johnson, CLU



As a benefits consultant, Cooper's core expertise is designing customized benefit programs for businesses. Working with corporate executive teams he offers risk management strategies that include not only basic life, health, disability and voluntary benefits, but comprehensive solutions to meet the goals of the employer's benefits programs. Cooper serves as a business partner to employers, listening to their concerns, developing metrics, applying diagnostic techniques, and helping to define strategic goals and provide solutions. He is known for identifying creative ways to reduce the costs associated with providing employee benefits.

Cooper has specialized expertise in healthcare reform impact planning within the changing healthcare reform landscape. His analysis and consulting approach includes cost/benefit modeling, and strategic recommendations. He utilizes analytical tools and his expertise to highlight the critical financial, compliance and compensation implications of the Accountable Care Act on businesses.

Cooper supervises a highly qualified support team which provides not only traditional benefit account management services, but also the services of an Actuarial Analyst, a Human Resources Consultant and a Wellness Consultant/RN. In addition, his team includes other brokers/benefits consultants who market, advise and service customer risk management needs. Under his management, Cooper's team utilizes extensive educational and analytical resources to meet customer needs.

Cooper has 15 years experience in the marketing and service industry with the last 10 years marketing and consulting in the benefits and insurance sector.

Thanks to our June Sponsors—AFLAC and Alliance HR!!



2013 SHRM Annual Conference and Exposition in Chicago, IL

If you aren't registered for the 2013 SHRM Annual Conference in Exposition, it isn't too late! You can still go to <http://annual.shrm.org/> and register.

Featured speakers this year include former Secretary of State Hillary Rodham Clinton, journalist Fareed Zakaria, Tom's Shoes founder Blake Mycoskie, author Daniel Pink, and former Congresswoman Gabby Giffords. The Tuesday night entertainment this year will be Kelly Clarkson.

There are hundreds of sessions to choose from at the event, ranging from every aspect of the HR spectrum. You can also download the SHRM 2013 app on your smartphone to keep track of your sessions, download a conference center map and much more.

The Exposition features over 700 different vendors, covering every aspect of HR imaginable. For a full list of vendors, you can visit: <http://expocad.shrm.org/13ann.html>

See you in Chicago!

Expansion of FMLA To More Relatives Proposed

Courtesy of shrm.org. By Allen Smith

Since the FMLA's enactment in 1993, more than 50 million Americans have taken leave protected by it. But Sen. Richard Durbin, D-Ill., thinks the law's coverage is too narrow, so he reintroduced the Family and Medical Leave Inclusion Act on April 25, 2013.

The bill, S. 846, would amend the FMLA to permit leave to care for a same-sex spouse, domestic partner, parent-in-law, adult child (regardless of whether he or she has a disability), sibling, grandchild or grandparent who has a serious health condition. Rep. Carolyn Maloney, D-NY, introduced a companion bill, HR 1751, in the House.

The law has been expanded in recent years to provide up to 12 weeks of exigency leave annually for the spouse, son, daughter or parent of someone on or about to be on active military duty, and up to 26 workweeks of unpaid leave for family caregivers of wounded service members.

But as conceptions of who is considered family has changed in the 20 years since the FMLA's enactment, its coverage has worn too thin, according to Durbin.

"When it passed, the FMLA was an important and historic expansion of our nation's laws," he remarked on the Senate floor. "Unfortunately, as families have evolved and expanded, we've learned that the FMLA does not adequately nor equally protect all American families. Under current law, it is impossible for many employees to be with their loved ones during times of medical need".

So far, pleas by the bill's proponents to expand the FMLA have fallen largely on deaf ears. But Durbin has continued to persevere with the legislation, slowly gaining co-sponsors. He said it's time that Congress "recognize in law that a healthy workforce, regardless of sexual orientation, is a critical component of a healthy, modern and efficient national economy."

And 47 percent (247) of Fortune 500 companies extend family leave to employees with same-sex partners, according to the Human Rights Campaign. The District of Columbia and 12 states require this benefit, as well.

Many state and local government employers already have included families headed by same-sex couples for purposes of family leave, "recognizing that an inclusive workforce is a competitive workforce," noted the Human Rights Campaign and National Partnership for Women & Families in a Feb. 16, 2007, letter to the U.S. Dept. of Labor's Wage and Hour division.

The Family and Medical Leave Inclusion Act is supported by more than 80 organizations such as The American Federation of State, County and Municipal Employees, the American Civil Liberties Union, Families USA, People for the American Way, The Service Employees International Union and the Leadership Conference on Civil and Human Rights.

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Gov. Bentley Signs off on SB286 (aka "Guns in the Parking Lot" Bill)

Info courtesy of www.lexology.com

On May 20, 2013, Gov. Robert Bentley signed off on SB286, aka the "Guns in the Parking Lot" bill. This bill will limit an employer's ability to restrict employee possession of firearms in employers' parking areas. The new law will go into effect on 08-01-13.

Employers can still restrict an employee from carrying firearms while on company property or in engaged in work duties. Employers may not restrict the transportation or storage of a lawfully possessed firearm or ammunition in an employee's privately owned motor vehicle while it is parked or operated in a public or private parking area under the following circumstances:

- **The employee has a valid concealed weapon permit; or**
- **The weapon (other than a pistol) is legal for hunting, and:**
 - ⇒ *It is hunting season in Alabama*
 - ⇒ *The employee has not been convicted of a violent crime*
 - ⇒ *The employee has no prior documented workplace incidents involving the threat of physical injury or which resulted in physical injury*
 - ⇒ *If the vehicle is attended by the employee, the firearm or ammunition is kept from ordinary observation within the vehicle, or, if the vehicle is unattended, the firearm or ammunition is kept from ordinary observation and locked within a compartment or container*

Save the Date! Upcoming Events

- **June 16-19**—2013 SHRM National Conference in Chicago—reserve your rate and housing now! <http://annual.shrm.org/>
- **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 July meeting will be held Wednesday, July 10th at The Garden Plaza Inn in Decatur. This meeting will feature Dr. Hiteshri Bhavsar from Decatur Morgan Hospital. and the topic will be "Occupational Medicine".

Hope to see everyone there!



Tennessee Valley Chapter SHRM