



TVC~SHRM

TENNESSEE VALLEY CHAPTER OF SHRM - ALABAMA



September 2013 Newsletter

September Meeting

In lieu of our normal September meeting, we will have our annual Fall Workshop on the 18th of September. Please contact Cathy Shallal for more info.

You can also go to the TVC-SHRM website to download your registration form:

<http://tvc.shrm.org/>

This year's workshop will feature several great speakers on Healthcare Reform, include breakfast and lunch and earn you HRCI recertification credits. Currently, we have 5 HRCI credit hours that have been submitted for approval.

TVC-SHRM Fall Workshop* Wednesday, September 18th at Calhoun Robotics Center in Decatur

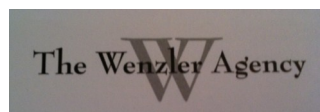
*5 hrs of HRCI credit pending

This year's theme is "Health Care Reform"

Speakers include:

- Matthew Stiles, Attorney for Lehr, Middlebrooks & Vreeland
- Cooper Johnson, CLU, Sr. Vice President, Employee Benefits with S.S. Nesbitt & Company
- Allen Chappelle, Tax Attorney/Employee Benefits Consultant
- Nathaniel Richardson, CEO, Decatur Morgan Hospital
- Michael Smith, ADP

Thanks to all of our sponsors:



Athens State University Student SHRM Chapter News

Congratulations to the following 2 Athens State Student SHRM Chapter members:

- Rebecca Dubach will be accompanying Pam Werstler to Washington, D.C. in September for the SHRM Fall Hill Visit. Rebecca will report back to the chapter about the experience.
 - Sandra Reyes was selected as the winner of a \$500 scholarship awarded by TVC-SHRM
- TVC-SHRM is proud to sponsor these students as they begin and/or continue their careers in human resources.

OMG—Time 2 Send Employees Texting Policy?

Courtesy of Allen Smith via www.shrm.org

Anyone who has come in contact with Millennials knows how frequently many of them text. A lot of them don't make or answer many phone calls but will answer or send a text in a nanosecond. That raises the question of whether employers need a texting policy to set the parameters for this activity in the workplace.

In some instances, texting might not require a separate policy but could be addressed in other practices or policies.

Reset Expectations

Take a call-in policy. Christine Walters, J.D., SPHR, an HR consultant and sole proprietor of FiveL Co. in Westminster, MD., recalled a manager who "was frustrated and wanted to issue corrective action to an employee who was repeatedly texting the manager when she would be late or absent."

But the call-in policy did not expressly require an employee to call in, Walters noted. "It only directed employees to 'notify' their manager in advance of an absence or lateness," she said.

"So the question was 'Why does that frustrate you?' The manager was struck by a strong sense that texting just was not professional or appropriate, but could not really say why. It just didn't seem professional. It was one of those learning moments when we realize that standards and expectations we take for granted may have to be expressly communicated—if they really need to be communicated at all. Maybe we need to be willing to change our expectation."

In this instance the purpose of the communication was still achieved, because the texts notified the manager ahead of an absence or lateness, she observed.

'I Need You Now'

Reasonable minds can disagree about what approach to take with texts.

Nesheba Kittling, an attorney at Fisher & Phillips in Chicago, said a call-in policy may include a provision prohibiting texts or e-mails. Sometimes employees "wait until the last minute and send a text. It's a way to avoid speaking with the supervisor," Kittling noted. "If the employee can't speak on the phone, the supervisor doesn't know why the employee is absent. If the supervisor does not get this information, the employer will not send Family and Medical Leave Act notification" when required.

Kittling is also wary of supervisors sending texts to employees. Shorthand is common in this type of communication and could create misinterpretations that lead to trouble under Title VII. For example, if a supervisor texts "I need you now", meaning "I need you to report to work now", or "I need you to answer my text now" an employee might misconstrue the message as salacious.

While supervisors shouldn't be texting back and forth with employees, Kittling said, the organization might text employees about an emergency, such as someone with a gun entering the workplace or dangerous weather conditions. "It's a quick way to reach everyone," she noted.

The National Labor Relations Board has started to closely scrutinize social media policies, which is another reason employers should consider putting their rules about texts in a separate policy, rather than folding them into a social media policy, Kittling observed. The policy should also warn workers about texting so much that it interferes with their ability to get their job done.

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Congratulations, Denny!

TVC-SHRM's own Dr. Denny Smith recently published an article entitled "Reducing the Chances of Litigation in Hiring Practices" in annual May edition of HR Alabama magazine.

This magazine is distributed to 4000 Human Resources Directors across the State and was distributed at the 2013 Alabama SHRM conference in Birmingham.



Save the Date! Upcoming Events

- **September 18th**—TVC-SHRM Fall Workshop-Calhoun Robotics Center
- **September 24th**-Diversity Summit/Banquet at Ingall's Harbor-TVC-SHRM will have a table at the banquet. Contact Robin Jackson at Rob-in.jackson@cookspet.com if you would like to attend.
- **September 19th-28th**—Morgan County Fair
- **November 13th**--Annual Fall Legislative Meeting-speakers to be announced
- **November 21-23rd**-SHRM Leadership Conference in Washington, DC
- **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)

Please contact Amy Smith at Amy.Smith@delmonte.com if you have an upcoming event that you would like to add.

October's meeting with feature Derek Heap with Sterling Financial Group.

Derek will present

"Understanding Fiduciary Responsibilities in HR"

This meeting has been approved for HRCI recertification credits.

Hope to see everyone there!



Tennessee Valley Chapter SHRM