



Volume 15

Number 5

May 2008



### Monthly Meeting and Luncheon

When: **May 9, 2008**

Time: **11:15 – 1:00**

Where: **Heron Lakes Country Club**

Lunch only: \$10 per person for members and \$15 per person for guests (includes tax & gratuity)

### **IMPORTANT!!**

**RSVP your reservation to  
Billy Boswell at:  
[billy@clarkpersonnel.com](mailto:billy@clarkpersonnel.com)**

**Reservations must be made  
by 10:00 am  
Tuesday,  
May 6, 2008**

## PRESENTATION

### **TOPIC: Union Organizing in Alabama: Issues for the Union-Free Employer**

Recently there has been a noticeable increase in the amount of union organizing activity along the Gulf Coast. Area employers need to be aware of that activity, forces behind that activity, and the rules associated with union organizing. Employers will learn proactive steps that can be taken to reduce the likelihood of being the target of a union organizing campaign, as well as the employer's rights and responsibilities if a union does come calling.

### **SPEAKER: Dr. Kelly Woodford**



**BIO:** Dr. Kelly Woodford teaches courses on the Legal Environment of Business and Labor and Employment Law. She is also Special Counsel with Jackson Myrick L.L.P. Her legal career has focused exclusively on representing management in labor, employment and employee benefits matters. Dr. Woodford earned her B.S. degree, summa cum laude, from Spring Hill College in Mobile, Alabama, and her J.D. degree, cum laude, from Georgetown University Law Center in Washington, D.C. where she served as senior editor of the Journal of Law and Policy in International Business. Dr. Woodford is a frequent speaker on labor and employment topics. She is a member of the Alabama State Bar, District of Columbia Bar, the Mobile Society for Human Resource Management, and the Women Lawyers Section of the Mobile County Bar Association.



## **PRESIDENT'S MESSAGE**

Dear MobileSHRM Members,

I wanted to thank everyone that attended our mini-seminar last month with Libby Anderson. It was a tremendous turnout and the positive response was well received.

A reminder for those members who have children enrolled or planning to attend college in the fall. The deadline for the MobileSHRM Son's and Daughter's scholarship is May 15. You can obtain information from our website at [www.mobileshrm.org](http://www.mobileshrm.org).

We were pleased this week to roll out our new website design. There are still a few kinks to work out but we are happy with the results. A big "thank you" to Randy Olson at MTI for working on this project. The website was outdated and needed updating. In addition to the scholarship link we have added a photo gallery to share moments of our monthly meetings. Please feel free to share your comments with any board member.

Don't forget the Alabama SHRM State Conference is scheduled for May 21<sup>st</sup> at the Cahaba Grand Conference Center in Birmingham. There will also be a pre-conference workshop from 3-6 p.m. on the 20<sup>th</sup>. The pre-conference workshop session is pending for 2.5 HRCI strategic recertification points and the regular conference sessions are pending for 6 HRCI general credits. You can visit the website at <http://guest.cvent.com/EVENTS/Info/Summary.aspx?e=5ce6186c-59e7-440f-84ce-e66d30e73cf6> to register and look up speaker information.

We look forward to seeing you Friday at our luncheon.

Sincerely yours,

*Billy Pine, SPHR*  
President



## UPCOMING EVENTS

May 9	MSHRM Monthly Meeting/Luncheon Speaker: Kelly Woodford Topic: Union Organizing in Alabama: Issues for the Union-Free Employer	Heron Lakes CC
May 21	Annual State Conference	Cahaba Grand Conference Center—B'ham
June 13	MSHRM Monthly Meeting/Luncheon Speaker: Jaime Brown Topic: HRCI Certification/Recertification	Heron Lakes CC
July 11	MSHRM Monthly Meeting/ <b>Breakfast</b> Speaker: Charles Story Topic: Recruitment	Heron Lakes CC
August 8	MSHRM Monthly Meeting Speaker: TBD Topic: Workforce Readiness	Heron Lakes CC
Sept 12	MSHRM Monthly Meeting Speaker: Congressman Jo Bonner	Heron Lakes CC
Oct 24	2008 Gulf Coast Human Resource Conference	Mobile Convention Center
Nov 14	MSHRM Monthly Meeting Speaker: Trenea Gillespie, Asst. Professor, Dept. of Management, University of South Alabama Topic: Performance Evaluations	Heron Lakes CC
Dec 12	MSHRM Monthly Meeting Speaker: Steve Brandon/Paul Myrick Topic: TBA	Heron Lakes CC

### Are you a member of National SHRM?

Did you know that the Southeast Region has its own code for discounted membership for **NEW SHRM members**? Yes, it's true; any new members that want to join SHRM for the first time can join at the rate of \$145.

**We want our members to have access to this benefit when joining National SHRM.**

The code is **CHSED**. When joining SHRM on line, this should be placed in the field for promotional codes. **Begin using it as soon as TODAY!!**

**Also, when you join, please designate Mobile SHRM as your local chapter affiliate.**



## Mobile SHRM Announces Fall 2008 PHR/SPHR Certification Training Courses

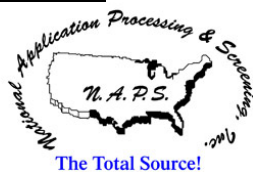
Ready to earn your PHR/SPHR certification? Make plans to sign up for Mobile SHRM's fall 2008 certification preparation course! Mobile SHRM is sponsoring an exam training preparation course for the the PHR & SPHR exams. **Classes begin on Monday, September 8** and will meet from 5:30 – 8:30 pm each Monday for 13 weeks. The final class meeting will be December 1. The course will be held at Mobile Technical Institute (MTI), which is located at 3013 Airport Blvd., Suite 400.

Cost for each participant will be \$785, which will include the complete SHRM Learning System and coverage of all 6 training modules. Classes will be taught by Mary White, M.A., SPHR. Graduates will receive a certificate of completion for the training course, suitable for framing! Individual purchase of the SHRM Learning System alone would cost you \$595 TO \$695.

As an **added bonus**, all members of Mobile SHRM who sign up by the preparation course deadline and successfully pass the exam during the winter 2008/2009 or spring 2009 testing window will receive reimbursement for their PHR/SPHR exam at the national SHRM member rate.

Please contact Mary White at [mgwhite@mtimail.com](mailto:mgwhite@mtimail.com) or 251-478-6848 for more information or to register for the class.

### **PAID ADVERTISEMENT**



Does your job involve screening employees or tenants? Wish you knew more about how to make sound decisions based on background checks? Mark your calendars for June 18 and make plans to attend **Background Checks Revealed - The Good, The Bad & The Ugly**. Presented by National Application Processing & Screening, Inc. (NAPS), in partnership with Mobile Technical Institute, this seminar is designed to help apartment managers, recruiters, and human resources professionals master the art of screening applicants and vendors.

Information is a "powerful tool" and in today's ever changing electronic age of running background checks, you need to be armed with meaningful assessment tools that can help you make sound decisions. This informative seminar will focus on helping participants understand just what makes a background check good, bad or ugly. Attendees will also find out the real truth about the current state of the background screening industry.

The **Background Checks Revealed - The Good, The Bad & The Ugly** seminar will be held on June 18 from 9 am – noon in the Cypress Workshop at the USA Brookley Center. Seating is limited and pre-registration is required no later than May 30. To reserve your seat or to request additional information, call 251-478-6848 or e-mail [info@mtimail.com](mailto:info@mtimail.com). The seminar fee is \$25, and a continental breakfast will be served. This course is approved for three hours of HRCI recertification credit. Continuing education credit is available for a variety of additional professional occupations.

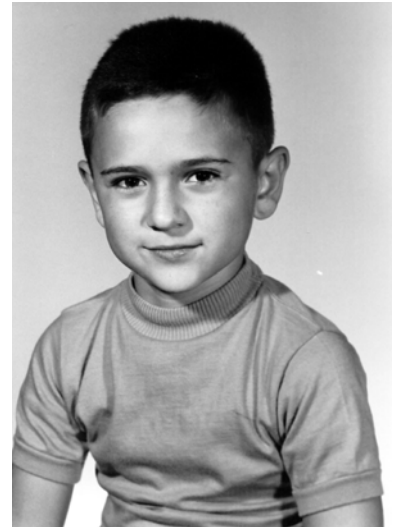
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**Christine Sampson**  
Human Resources Director  
Franklin Primary Health Center, Inc  
[Christine.sampson@franklinprimary.org](mailto:Christine.sampson@franklinprimary.org)  
251-471-1484

**Barbara Shelly**  
HR Assistant  
Franklin Primary Health Center, Inc.  
[bpshelly@franklinprimary.org](mailto:bpshelly@franklinprimary.org)  
251-471-1484

**Shemaika Brock**  
HR Assistant  
Franklin Primary Health Center, Inc.  
[slbrock@franklinprimary.org](mailto:slbrock@franklinprimary.org)  
251-471-1484

**Judy Stitt**  
Benefits & Employment Manager  
Infirmiry Health System, Inc.  
[Judy.stitt@mobileinfirmiry.org](mailto:Judy.stitt@mobileinfirmiry.org)  
251-435-5720

**Judy Fleischamel**  
Owner  
Embroidery By the Bay  
[info@embroiderybythebay.com](mailto:info@embroiderybythebay.com)  
251-634-2175

**Bill Opava**  
Regional HR Coordinator  
Whitney National Bank  
[bopava@yahoo.com](mailto:bopava@yahoo.com)  
251-665-1638

**New Members:**

Please update your profile on our website, [www.mobileshrm.org](http://www.mobileshrm.org), at the "member login" link.

**CONTACT INFO UPDATE**

Laura Kirby's contact information has changed:

*Laura Kirby*

*Corporate Relocation Coordinator*

*Coldwell Banker United, Realtors*

*Relocation Services*

*Corporate Office: 850-432-4643*

*Cell: 850-450-8400*

*Toll Free Cell: 866-240-6205*

*E-mail: [laura.kirby@cbunited.com](mailto:laura.kirby@cbunited.com)*

# Mobile SHRM

Alabama

## Officers— MSHRM 2008

President	<b>Billy Pine, SPHR</b> <a href="mailto:wlpine@west.com">wlpine@west.com</a>	(251) 706-4109
President-Elect	<b>Angie Bedgood, PHR</b> <a href="mailto:abedgood@imiallc.com">abedgood@imiallc.com</a>	(251) 957-2164
Vice President Membership	<b>Jeff LeBlanc, SPHR</b> <a href="mailto:jleblanc@pilotcat.com">jleblanc@pilotcat.com</a>	(251) 607-7775
Secretary	<b>Lana Mosley</b> <a href="mailto:lane.mosley@rbc.com">lane.mosley@rbc.com</a>	(251) 431-4983
Treasurer	<b>Lorinda Day</b> <a href="mailto:lday@rehab.state.al.us">lday@rehab.state.al.us</a>	(251) 479-8611

## Core Leadership Area Directors—MSHRM 2008

College Relations	<b>Kelly Woodford</b> <a href="mailto:kwoodford@usouthal.edu">kwoodford@usouthal.edu</a>	(251) 460-6723
Diversity	<b>Cindy Giddens</b> <a href="mailto:cgiddens@soearth.com">cgiddens@soearth.com</a>	(251) 344-7711
Governmental Affairs	<b>Tom Woodford</b> <a href="mailto:tjw@kullmanlaw.com">tjw@kullmanlaw.com</a>	(251) 432-1811
HRCI Certification	<b>Mary White</b> <a href="mailto:mgwhite@mtimail.com">mgwhite@mtimail.com</a>	(251) 478-6848
SHRM Foundation	<b>Harold Williamson, SPHR</b> <a href="mailto:haroldw@wescoweld.com">haroldw@wescoweld.com</a>	(251) 378-4131
Workforce Readiness	<b>Sherri Grubbs</b> <a href="mailto:sgrubbs@hpcinternational.com">sgrubbs@hpcinternational.com</a>	(251) 441-1990

## Directors—MSHRM 2008

Past President	<b>Harold Williamson, SPHR</b> <a href="mailto:haroldw@wescoweld.com">haroldw@wescoweld.com</a>	(251) 378-4131
Conference Chair	<b>Belinda Thomason</b> <a href="mailto:bthomason@mobile-works.org">bthomason@mobile-works.org</a>	(251) 461-4484

## Appointed Coordinators—MSHRM 2008

Audio & Visual Coordinator	<b>Renee Sorensen</b> <a href="mailto:rsorensen@lonshrs.com">rsorensen@lonshrs.com</a>	(251) 476-4933
Conference Co-Chair	<b>Teresa Taylor</b> <a href="mailto:aim153@aimmailcenters.com">aim153@aimmailcenters.com</a>	(251) 666-6432
Door Prize Coordinator	<b>Candice Swiger</b> <a href="mailto:candices@wescoweld.com">candices@wescoweld.com</a>	(251) 378-4151
Job Posting & Website Coordinator	<b>Kathy Deckbar, PHR</b> <a href="mailto:kathyd@personnelboard.org">kathyd@personnelboard.org</a>	(251) 470-7727
Publicity Coordinator	<b>Cindy Stueve</b> <a href="mailto:cstueve@newhcu.org">cstueve@newhcu.org</a>	(251) 316-3276

### MOBILE SOCIETY FOR HUMAN RESOURCE MANAGEMENT MISSION STATEMENT

*The Mobile, Alabama chapter of SHRM exists to promote quality human resource practice among local industries, businesses, educational institutions, and government agencies. We bring together leading practitioners to provide education, networking and discussion of various human resource topics and to identify the best practices for all aspects of human resource and industrial relations work.*

Mobile SHRM  
P.O. Box 2424  
Mobile, AL 36652-2424  
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Local Website: [www.mobileshrm.org](http://www.mobileshrm.org)

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