

## May 2013 Newsletter

### **May Meeting**

**Wednesday,  
May 8th**

**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](mailto:Amy.Smith@delmonte.com)  
or 256-552-7470**

**We want to make  
sure we have plenty  
of room for every-  
one.**

**Please RSVP by noon  
Tuesday,  
May 7th.**

### **May Meeting**

**Wednesday, May 8th**

#### **Our speaker:**

Byron Hedrick from Lean Frog

#### **Topic:**

**“Process, Process, Process -The Way to Continuous Improvement”\***

#### **Byron Headrick, MBB, CQE**



Started in 2009, Lean Frog is a Huntsville-based company that specializes in utilizing the Lean Systems method to help schools, municipalities and businesses strengthen, streamline and grow their organizations by “making efficiency easy.”

LEAN Frog Founder Byron Headrick, who recently achieved his Master Six Sigma Certification, and is also a Certified Quality Engineer, has over 20 years’ experience as an expert in Lean and Six Sigma productivity tools. As a Lean visionary and creative thinker, he helps his clients to develop work systems to improve efficiency and effectiveness while increasing customer value.

His areas of concentration include manufacturing, small businesses, medical professions and recently School Districts in Alabama. He has, to date, completed assessments and made recommendations in many non-instructional School District departments throughout Alabama — Huntsville City Schools; Madison City Schools; Madison County Schools; Morgan County Schools; Chambers County Schools; Tallapoosa County Schools; Fayette County Schools; Phenix City Schools. Most notable is Byron’s on gong work with Huntsville City Schools where in 2012, LEAN Frog helped to save the school system over \$7 Million. Byron was recently nominated for Executive of the Year for the Huntsville/Madison County Chamber of Commerce and his company was named a Finalist for the Madison Chamber of Commerce Small Business of the Year. He was named to the Presidential Who’s Who Among Business and Professional Achievers of 2009-2010, and Calhoun Community College awarded him recognition for contributions toward the Center for Manufacturing Innovations Initiative in 2008.

*\*HRCI Credits pending*

**Our community speakers for the May meeting  
will be Leah Amos from Junior Achievement.  
Also, a special thanks to our sponsors for the  
May meeting—Marketing Works and Benders  
Gym.**

# Alabama SHRM State Conference—May 15th!

**When:** Wednesday, May 15th (pre-conference is May 14th)

**Where:** Cahaba Grand Conference Center in Birmingham

*The 2013 SHRM Alabama State Conference has applied for a total of 11.5 general and strategic HRCI recertification credits for the two day event. A total of 8.5 strategic credits have been applied for.*

## Sessions include:

### ♦ May 14, 2013:

#### > Pre-Conference Sessions

- The New Era of Leave Management (1:30 pm - 2:45 pm)
- Navigating the Challenges of Same-Sex Marriages, Domestic Partnerships and Civil Unions (3:00 pm - 4:45 pm)

### ♦ May 15, 2013:

- > Opening Keynote: Get PSST! Igniting Employee Passion & Preferences (8:25 am-9:35 am)
- > Morning Concurrent Sessions (9:50 am - 11:00 am)
- > Lunch Keynote: Diversity 3.0 Implementing a Strategic D&I Initiative Focused on the ROI (11:30 am - 12:30 pm)
- > Afternoon Concurrent Sessions (12:45 pm - 1:55 pm)
- > Closing Keynote: The 9 Faces of HR! (2:10 pm - 3:20 pm)



## Legislative Update

### Working Families Flexibility Act of 2013

On Tuesday, April 9, Representative Martha Roby (R-Ala.), introduced the [Working Families Flexibility Act of 2013](#) (H.R. 1406) also known as the “comp time” bill. The proposal will remove a federal restriction on the private-sector and help Americans better address family and work needs. H.R. 1406 would permit private-sector employers to offer employees the choice of taking over-time in cash payments as they do currently or in the form of paid time off — or comp time.

The House Subcommittee on Workforce Protections held a legislative hearing on H.R. 1406 on April 11. SHRM member [Juanita Phillips](#), director of Human Resources for Intuitive Research and Technology Corporation in Huntsville, Ala. testified at the hearing in support of the bill. H.R. 1406 is expected to go before the full House of Representatives for a vote in early May.

SHRM supports H.R. 1406 and we need your help! Please e-mail your U.S. Representative and ask him or her to vote “YES” for H.R. 1406 when the proposal goes to the House floor. Read SHRM’s position paper on the comp bill [HERE](#).

### Alabama HR Professionals Urge Your State

#### Representative to Oppose S.B. 286 and H.B. 570

In early April, the Alabama Senate approved a bill (S.B.286) that would restrict employers from enforcing a workplace policy that prohibits a person who lawfully possesses a firearm from storing that firearm in a locked motor vehicle while parked on their property. Now a companion bill to the Senate-passed measure has been introduced in the House (H.B. 570) by Rep. Ed Henry, Hartselle.

***Please send your State representative a letter/ email urging them to vote 'NO' on S.B. 286 and/or H.B. 570, if either is taken up on the House floor.***

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Cook's Pest Control  
[Robin.jackson@cookspest.com](mailto:Robin.jackson@cookspest.com)

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Open

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**Spring Hill Visit-March 2013. The Alabama SHRM Team (including TVC-SHRM's own Pam Werstler and Linda Robinson) with Congressman Mo Brooks.**

## Open position on TVC-SHRM Board

Please note that the following position is available on the TVC-SHRM Board for the remainder of 2013:

- Director of SHRM Foundation

This position is responsible for overseeing any fundraising efforts to benefit the SHRM Foundation.

Please contact Robin Jackson, President, at [Robin.jackson@cookspest.com](mailto:Robin.jackson@cookspest.com) if you would be interested in this role.

## Save the Date! Upcoming Events

- **May 15th**-Alabama SHRM State Conference (pre-conference will be held on May 14th). Go to the Alabama SHRM website <http://www.shrmalabama.org/StateConference/tabid/54/Default.aspx> for more information.
- **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](mailto:miw@mceda.org) for more info)

**Our June meeting will be held Wednesday, June 12th at The Garden Plaza Inn in Decatur. This meeting will feature Cooper Johnson from S.S. Nesbitt & Company and the topic will be "Healthcare Reform Update".**

**Hope to see everyone there!**



**Tennessee Valley Chapter SHRM**