

MARCH/APRIL NEWSLETTER



BV-SHRM NEWSLETTER

Chapter No. 0330

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BETTER WORKPLACES
BETTER WORLD™

PROJECT UNITY CLOTHING DRIVE

BV-SHRM and Spherion Staffing have partnered up with Project Unity to collect business-appropriate clothing for those in need.

Accepting women's clothing, men's clothing, accessories and unused makeup.

The donations help local parents who are entering the workforce or need clothing to attend a job interview.

Donations accepted at BV-SHRM luncheons through July 9 luncheon or email brazosvalleyshrm@gmail.com for a porch pickup.



IF YOU'RE LOOKING, THEY'RE HIRING!

City of College Station

HRIS/Compensation Analyst

\$53,134.00 - \$66,419.00

Apply: csjobs.cstx.gov

BearX

HR Coordinator

\$53,134.00 - \$66,419.00

Apply: <https://bit.ly/BearX2020>

2020 DIRECTORS

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Certification (Co-Director)

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COVID-19 NEWS & UPDATES

Below are some highlights, resources and updates related to COVID-19:

- **FMLA Leave Expansion & Emergency Paid Sick Leave Policy:** The Families First Act rocked the HR world and sent many business owners and human resources professionals racing to ensure compliance. View some of SHRM's answers to Frequently Asked Questions [HERE](#).
- **Recertification:** SHRM and HRCI have both announced the ability to take your certification exams from home.
- **Shelter in Place Orders:** Texas will have their shelter-in-place order expire tomorrow, April 30th.
- **EEOC Approves Checking Employee Temperature:** Usually ADA protections would prevent employer's from checking temperature. After reviewing CDC recommendations, the EEOC has changed their stance. Read more [HERE](#).
- **I-9 Regulations have been relaxed:** View DHS regulations [HERE](#).

TEXAS IS REOPENING!

Texas is moving to Phase I of re-opening beginning May 1st, 2020.

Key Highlights:

- Retailers & Malls may re-open at 25% capacity.
- Restaurants are limited to 25%

capacity UNLESS they live in a rural county with less than 5 confirmed cases of COVID-19. Those who meet the criteria may serve 50% capacity.

- Movies, Museums, and Libraries may reopen.

See details of order [HERE](#).

TONS OF RESOURCES &
TOOLS TO HELP YOU BUILD &
IMPROVE YOUR HR
FUNCTION!

LEGAL UPDATES ON ISSUES
THAT AFFECT YOUR
BUSINESS

NETWORK & LEARN AT SHRM
CONFERENCES

DISCOUNTED LOCAL
MEMBERSHIP

**4 REASONS TO
BECOME A
NATIONAL SHRM
MEMBER**

WHY WAIT? JOIN TODAY!

2020 COMMITTEE CHAIRS

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Darian Villalobos, PHR

Re-Certification (CEU)

Michelle Merritt, PHR,
SHRM-CP

Sponsor

Robin Hartley, SHRM-CP

Website & Hospitality

Janice Quast, PHR,
SHRM-CP

2020 PROJECT COMMITTEES

Welcome Program

Diana Clendenin, PHR

Diversity Committee

JC Lagman

HRSW Ambassadors

Darla Guerra, PHR
Kelley Ervin

TX-SHRM District Director - 3

Mayela Macia

CDC RECOMMENDATIONS - EMPLOYERS

The CDC is frequently updating their recommendations and HR Professionals are highly encouraged to view the [CDC website](#) for the most up-to-date information.

1. Employers should encourage sick employees to **stay home**.
2. Implement flexible sick leave practices & policies.
3. Assess your essential functions and be prepared to change your business practices if needed to maintain critical operations.
4. Determine how you will operate if absenteeism spikes. **This is critical as Texas reopens.**
5. Continue practicing social distancing. (Telework, flexible work hours to stagger your workforce, rearranging work spaces to increase distance, using Zoom/Teams/GotoMeeting and other software to host virtual meetings.)
6. Maintain a healthy work environment. Encourage frequent handwashing and cleaning of workspaces.
7. The CDC also recommend increasing ventilation rates & increasing the percentage of outdoor air that circulates in the system.
8. Ask employees to check themselves for symptoms before traveling and while traveling for business purposes.

Getting Talent Back To Work

95%

of people in prison today will eventually be released — more than 650,000 people every year.

2020

more than 7.8 million jobs must be filled by 2020.

www.GettingTalentBackToWork.org

SYMPTOM SELF-CHECK!

Symptoms may appear 2 - 14 days after exposure to the virus.

People with these symptoms should **stay home**.

- Cough
- Shortness of Breath
- Fever
- Chills
- Headache
- Sore Throat
- New loss of Taste
- New loss of Smell
- Muscle Pain
- Repeated shaking with chills

[CDC SELF CHECK TOOL HERE](#)

STUDENT AWARDS

Each year, Texas A&M University joins colleges and universities across the country in recognizing the importance of the student employment experience during National Student Employment Week.

During this week-long celebration, which was held April 12- April 18, 2020, Texas A&M University named a Campus and a Community Student Employee of the Year, as well as two recipients of the Class of '56 Endowed Award.

Morse and Milby will each receive a scholarship from The Association of Former Students.



2020 STUDENT EMPLOYEE OF THE YEAR



Allison Milby from Magnolia, Texas, was recognized as the 2020 Texas A&M Community Student Employee of the Year. Milby, who works for Texas A&M AgriLife Research – Poultry Science, devotes her time in the Biosafety Level 2 laboratory and the animal rearing facilities.



Ethan Morse, a native of San Antonio, Texas, was honored as the 2020 Texas A&M Campus Student Employee of the Year. Morse serves as a student worker in the AggieFab Nanofabrication Facility, where he writes and develops process recipes, assists researchers who utilize the lab, and helps train new lab users.

STUDENT AWARDS

On their fiftieth anniversary, The Texas A&M University Class of 1956 established the Class of '56 Student Endowed Awards to assist students, so they could work less and graduate sooner.

Manisha Islam and Lee Pearman were recognized as this year's Class of '56 Student Endowed Awards recipients.

Congrats to all of the award recipients from BV-SHRM!



CLASS OF '56 AWARDS



Islam, of Cypress, Texas, serves as a student assistant for Scholarships and Financial Aid Department, where she performs the imaging and processing of student financial aid documents.



Pearman, of Alto Texas, who works as a student assistant for the Texas A&M AgriLife Extension Service -Veterinary Medical Extension Unit, serves as the coordinator for 4-H camps, contests, skill-a-thons, and various tours.