



# Monthly Newsletter

**BV-SHRM**

June 2021  
Chapter No. 0330

## 2021 Board Members

### President

Toni Steele, SHRM-SCP

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### VP-Programs (Speakers)

Bob Lewis

### VP Membership

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### Past President

Lauren Pearce, PHR,  
SHRM-CP

## June 3rd Luncheon

**Speaker:** Aaron Fichera, Radyx

**Topic:** Asking the Right Questions: Discovering  
Blindspots and Collaborating as a Team

**Location:** Embassy Suites

During meetings that require collaboration on a subject or issue, the Right Questions exercise guides us through a collaborative discovery and judgment process. During Right Questions, individuals, peers, and teams learn how to communicate better, expand our questions around a topic, and identify what questions are the most important and timely to ask. Once a Right Question is identified and gained a group's consensus, then a group can brainstorm around solutions and apply actions with greater engagement.

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## 2021 Directors

Certification (Co-Director)

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Certification (Co-Director)

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College Relations

Lesly Tomaszewski

Diversity

Jovannie Lagman, PHR

Government Affairs

Michelle Reyes

SHRM Foundation

Thom Holt

Workforce Readiness

Randy Goodson



## Cleaning out your closet?

BV-SHRM is collecting clothing, new toiletries, and new undergarments. Donated items are provided for free to help community members put their best foot forward at job interviews, career fairs, etc. Collection will take place during our July and August meeting!

Email [brazosvalleyshrm@gmail.com](mailto:brazosvalleyshrm@gmail.com) for pickup/drop-off options.

## Part-Time Job Fair

August 31, 2021

MSC Bethancourt Ballroom

2:00 PM - 4:30 PM

Presented by Texas A&M Student Employment

## Plan Ahead - Important Dates

**June 4th:** (NY) New York HERO Act Safety Plan Rule

**June 9th:** (WV) West Virginia Worker Classification Act Effective

**June 15th:** (CA) California to Adopt CDC Mask Guidelines

**June 19th:** Juneteenth

**June 30th:** End of Q2

**July 4th:** Independence Day

**July 19th:** Adjusted EEO-1 Reporting and Filing Deadline for 2019, 2020

**July 31st:** From 720, Firm 550, Form 5558, Form 941 due

## July 8th Luncheon

**Speaker:** Julie Burch, Julie Burch Speaks!

**Topic:** Conflict and Confrontation

**Location:** Embassy Suites

Note: This is a joint ATD Luncheon, a national SHRM email will be sent on June 28th.

## **2021 Committee Chairs**

### Communications

Jaiden Johnson, SHRM-CP

### Re-Certification (CEU)

Michelle Merritt, PHR, SHRM-CP

### Sponsor

Robin Hartley, SHRM-CP

### Website & Hospitality

Janice Quast

### Business Seminar

Jessica Lennerton

## **Project Committees**

### HRSW Ambassadors

Darla Guerra, PHR  
Kelley Ervin

## **TX-SHRM District 3 Director**

Mayela Macia

# SHRM

ANNUAL CONFERENCE & EXPO  
LAS VEGAS & LIVE ONLINE  
SEPTEMBER 9-12

# 21

## **SHRM National Conference, Sep 9-12**

Join thousands of HR professionals, executives, people managers and studies in Las Vegas and online to build workplaces where employees and employers thrive. SHRM21 is your opportunity to shine, inspire and create new possibilities within the HR community.

Learn more at [annual.shrm.org](http://annual.shrm.org)



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## **HR Southwest Conference, Oct 10-13**

The HR Southwest Conference (HRSWC) is recognized as the premier regional human resources event in the United States. The Conference offers more than 100 educational sessions, national renowned keynote speakers and a Marketplace of 200+ solutions and service providers. The event offers an abundance of networking opportunities to build connection and interact with the expert lineup of educational speakers.

Learn more at [hrsouthwest.com](http://hrsouthwest.com)

# NEW DATA REVEALS COVID-19 IMPACT ON TEXAS EMPLOYERS

A GROWING COALITION OF LEADING BUSINESS AND ECONOMIC DEVELOPMENT ADVOCATES TODAY RELEASED THE RESULTS OF A SURVEY ASSESSING COVID-19'S INITIAL IMPACT ON TEXAS BUSINESSES.

LED BY THE TEXAS ASSOCIATION OF BUSINESS (TAB) AND THE TEXAS ECONOMIC DEVELOPMENT COUNCIL (TEDC), THE COALITION INCLUDES NUMEROUS ORGANIZATIONS, INCLUDING TEXAS SHRM.

"THE IMPACT OF THE CORONAVIRUS ON TEXAS WORKERS, EMPLOYERS, AND BUSINESS OWNERS IS STILL EVOLVING AND TESTING THE OVERALL RESILIENCE OF TEXAS BUSINESS," SAID BOB CARTWRIGHT, LEADER OF THE TAB FUTURE OF WORK TASKFORCE AND PRESIDENT/CEO OF INTELLIGENT COMPENSATION. "THIS RESEARCH REVEALS THE EARLIEST IMPACT OF COVID-19 ACROSS THE STATE, INFORMING AN EFFECTIVE PATH THROUGH THE PANDEMIC, ONGOING RESPONSE TO THE POWER CRISIS, AND AN UPDATED VISION FOR THE FUTURE OF WORK IN TEXAS."

"THERE'S NO QUESTION THE TEXAS ECONOMY IS TAKING A HIT," SAID CARLTON SCHWAB, TEDC PRESIDENT, AND CEO. "WE JUST CLOSED OUR ANNUAL LEGISLATIVE CONFERENCE, AND THERE'S A GROWING CONSENSUS AMONG ECONOMIC DEVELOPERS, BUSINESS OWNERS, AND POLICYMAKERS THAT SHARED DATA WILL GO A LONG WAY TOWARD NEGOTIATING A SAFE RECOVERY AND DELIVERING A RETURN TO SUSTAINED GROWTH IN A NEW LANDSCAPE."

THE RESULTS INTRODUCE NEW BASELINE INSIGHT ON TEXAS BUSINESS PREPAREDNESS, EXAMINING THE PANDEMIC'S IMPACT ON FINANCIAL PLANNING, FOREIGN TRADE, RESILIENCE, STAFFING, AND WORKFORCE ISSUES. IT ALSO PROVIDES INSIGHT INTO THE INFORMATION AND LEADERSHIP RESOURCES MOST UTILIZED BY TEXAS EMPLOYERS. THE SURVEY WAS DESIGNED AND CONDUCTED IN PARTNERSHIP WITH NON-PROFIT USTOMORROW AND THE NATIONAL RESEARCH CENTER USING THE POLCO DIGITAL PLATFORM. [READ MORE](#)



## **The American Rescue Plan Act of 2021**

On March 10, the final version of the [\*American Rescue Plan Act of 2021\*](#), was approved by Congress, with most of the employer provisions from the original proposal unchanged. As expected, the provision raising the federal minimum wage was excluded from the final relief package. The American Rescue Plan was signed into law by President Biden on Thursday, March 11.

### **COBRA Continuation Coverage**

Subsidizes 100% of premiums for eligible COBRA recipients for continuation coverage if they lose their job through Sept. 30, 2021 and no longer available once an individual becomes eligible for coverage under another group health plan or Medicare.

### **Dependent Care Flexible Spending Accounts**

Raises the 2021 contribution limit for Dependent Care Flexible Spending Accounts (FSAs) to \$10,500 for single taxpayers and to \$5,250 for married individuals filing separately. The provision raises the exclusion limits for the plan year beginning after December 31, 2020 and before January 1, 2022.

### **Modification to the Paycheck Protection Program**

- Increases funding total to a little under \$814B.
- Maintains eligibility for 501(c)(3) and 501(c)(6) organizations.
- Expands eligibility to labor organizations, social/recreational clubs, and fraternal benefit societies.

### **Veteran Rapid Retraining Assistance Program**

- Provides \$386 million for rapid retraining program to reskill unemployed veterans for high-demand jobs or in high-technology programs.

### **Extension of Federal Pandemic Unemployment Assistance**

- Benefit remains at \$300/week through September 6, 2021.
- Increases the total number of weeks from 50 weeks to 79 weeks for individuals that don't qualify for regular benefits.
- No changes to eligibility to benefits for individuals that don't qualify for state unemployment benefits (e.g., self-employed, gig workers, and others in non-traditional employment).

### **Extension of Pandemic Emergency Unemployment Compensation**

- Extends CARES benefits to individuals that exhausted benefits to September 6, 2021 – from 24 weeks up to 53 weeks.

### **Extension of Emergency Unemployment Relief for Governmental Entities and Nonprofit Organizations**

- Increases Federal payments to nonprofits and government agencies from 50 percent to 75 percent after March 31, 2021 through September 6, 2021, for the cost of providing unemployment benefits.

#### **Employer Credits for Paid Sick and Family Leave**

- Extends to September 30, 2021, for employer-provided paid sick and family leave – established under the Families First Coronavirus Response Act (FFCRA).
- Qualified Family Leave covered wages increases from \$10K to \$12K per employee.
- Increases the number of days of paid leave for self-employed from 50 days to 60 days.
- Expands the paid leave credits, including self-employed individuals, to cover COVID-19 vaccinations or wait times for test results or diagnoses.
- Adds employer restrictions on receiving credits if paid leave policies favor highly compensated employees, full-time workers, or employees based on tenure.
- Provides for reimbursement of pension plan and apprenticeship program contributions made by employers under a collective bargaining agreement that are allocable to employee paid sick and family leave.

#### **Employee Retention Credit**

- Extends the employee retention credit through December 31, 2021. The employee retention credit was originally enacted in the Coronavirus Aid, Relief, and Economic Security (CARES) Act, P.L. 116-136, and it allows eligible employers to claim a credit for paying qualified wages to employees.
- Expands eligibility for the credit to new startups that were established after Feb. 15, 2020, and companies if their revenue declined by 90% compared to the same calendar quarter of the previous year. The credit is capped at \$50,000 per calendar quarter for startups.