



Monthly News Letter

BV-SHRM

March 2021
Chapter No. 0330

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March 4th Luncheon:

Speaker: Scholley Bubenik, Premier HR Solutions
“Developing an Ethics Program”

Please Note: The location of this month’s luncheon has changed.
This meeting will be held at Paolo’s Italian Kitchen on
University Dr in College Station.

SPONSOR HIGHLIGHT SANA

Tony Tovar is the Head of Community for Sana Benefits; he is located in Fort Worth, Texas & Austin, TX (yes two cities), and before COVID19, he was a road warrior. He is in charge of building TX, KY, IL, and OH community-led partnerships that can help Small and Medium-sized businesses offer rich employee medical benefits. Last year he traveled all over Texas and met with many CEOs, CFO’s and HR professionals. They shared with him how it is a yearly struggle to lower the opportunity to raise employee wages and pay high premiums from antiquated health plans.

Previously he used to work for Humana as the Community Relations Analyst helping them pursued the BOLD GOAL by raising awareness of how older adults don’t have adequate services to pursue a healthy life in Detroit, Chicago, Indianapolis, and Cleveland. He helped build partnerships with city officials, hospital systems, community centers, and historically black churches.

Dues are Due!

As a reminder, BV-SHRM Membership dues and
due at the end of this month.

\$40 - Non-SHRM Member

\$20 - SHRM Member

Dues can be paid at [https://squareup.com/store/
brazos-valley-shrm/](https://squareup.com/store/brazos-valley-shrm/)



2021 Directors

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Certification (Co-Director)

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Government Affairs

Michelle Reyes

SHRM Foundation

Thom Holt

Workforce Readiness

Randy Goodson



Plan Ahead:

March 2: Submit IRS Form M-1

March 5: Employee Appreciation Day

March 31: Forms 1095-B and 1095-C E-File deadline

March 31: Form 8890 E-File Deadline

March 31: End of Q1

Join the A Team!

The SHRM Advocacy Team has been developed by SHRM Government Affairs as a way to assist professionals like you in making their voices heard on public policy issues in the workplace. Learn more at advocacy.shrm.org, or contact Michelle Reyes, Director, Government Affairs, Brazos Valley SHRM.

BV-SHRM Business Seminar

BV-SHRM would like to extend their sincere appreciation to St. Joseph Health for sponsoring our 2021 Business Seminar and to Paylocity for helping us recognize our speakers for the event! There has been so much positive feedback about the seminar and it wouldn't be possible without amazing sponsors! THANK YOU!



**St. Joseph
Health**



paylocity

2021 Committee Chairs

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Jaiden Johnson, SHRM-CP

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Michelle Merritt, PHR,
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Business Seminar

Jessica Lennerton

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Kelley Ervin

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Director

Mayela Macia

Global HR Conference



Join global HR innovators, leaders and practitioners to share ideas on how to succeed in a seemingly borderless world. This strategic one-day conference will bring together diverse subject matter experts to discuss the risks, the rewards, the challenges and the opportunities for HR in a rapidly changing world. Created by industry experts and senior level practitioners, the Texas SHRM Global HR Conference involves participants who work within global HR at the world's top-tier companies as well as companies just starting out in international markets. Mark your calendars to spend a day designed for global HR!

For more information: <http://texasshrmglobalconference.org/>

Important: Luncheon Location Change

Phillips Event Center was damaged by the recent winter storms and will be unavailable to host luncheons through the remainder of the year. New locations will be updated via email, and can also be found on the website or in the newsletter.

BV SHRM Legislative Update – Q1 2021

Quarterly legislative updates are provided to alert members to new and emerging developments in the law with the understanding that they are not legal opinion or professional advice on specific facts or matters. For answers to your specific questions, please consult with counsel.

2020: SHRM Lookback

2020 was a year of challenge and change as HR professionals faced a variety of workplace issues related to the global pandemic, social unrest, and record-breaking elections across the country. It was also a year of opportunity for HR professionals to demonstrate resilience in the face of adversity and continue to advocate for workplace policy. SHRM had three major wins in 2020 by:

- Advocating for modern health savings plans and rules through key changes in the CARES Act,
- [Defending the Optional Practical Training \(OPT\) program](#) to keep open a critical talent pipeline, and
- Protecting the employee-employer relationship in California through changes to the [CA Consumer Privacy Act of 2018](#).

Learn more about these wins and other ways that SHRM elevated the voice of HR in 2020 by clicking [here](#). You can make your voice heard too by joining the A-team at [advocacy.shrm.org](#).

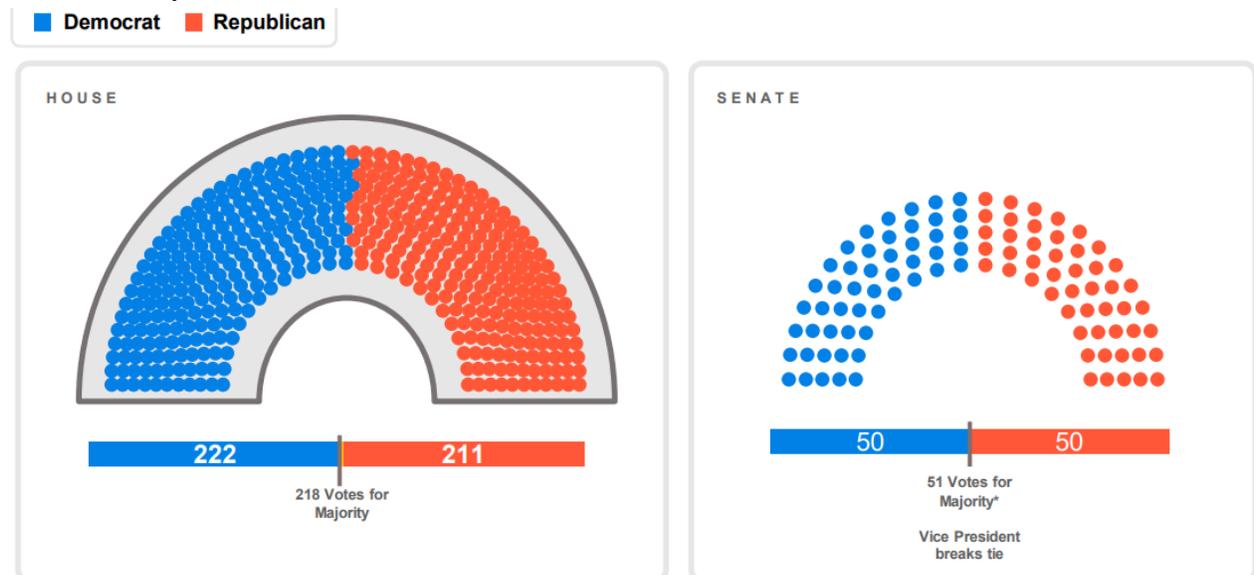
2021: What to Expect

With a new presidential administration in place, analysts expect there will be an attempt to change many regulations from the previous four years. Click here to view the [Q4 Legislative Update](#), summarizing the federal programs that are likely targets for change.

117th Congress Makeup

Sworn in last month, Congress has begun its 117th session as the most gender and ethnically diverse Congress in the nation's history. According to the Center for American Women in Politics, at least 141 women will serve in the 117th Congress, setting a new record. Notable firsts include the first female senator from WY, the first black women in congress from both MO and WA, and the first Republican congresswomen from both IA and SC.

Key in understanding how workplace policy will be impacted moving forward, the 117th Congress began with Democratic majorities in both the House and Senate.



SOURCE: Associated Press
AP DATA AS OF 1/15/2021

*Independent Senators Sanders (I-VT) and King (I-ME) counted as Democrats

BV SHRM Legislative Update – Q1 2021

With an evenly split Senate, not seen since 2001, Senate Majority Leader Chuck Schumer and Minority Leader Mitch McConnell recently reached a power sharing agreement. With this mutual agreement in place, Democrats have a slight edge in controlling the chamber and can move forward with setting up committee chairs, ranking members and a process for legislating. Given the tight split between parties, increased cooperation will be required in the Senate. New coalitions are beginning to emerge, such as the Problem Solvers Caucus in the Senate and the Common Sense Coalition in the House of Representatives. Both coalitions consist of lawmakers committed to seeking common ground and bipartisan policy solutions.

First 100 Days: Democratic Legislative Priorities

The first 100 days are key to any new president's administration. According to SHRM, democratic legislative priorities are expected to be as follows.

"American Rescue Plan"

- Additional checks for \$1,400
- Increases minimum wage to \$15
- Increases and extends supplemental unemployment insurance
- Hundreds of billions of dollars for state and local governments and schools

Health care reform

- Pass H.R. 3 and H.R. 1425 to reduce drug prices and expand coverage under the ACA
- Additional health legislation would attempt to create a public insurance option, address surprise billing, and reinstate funding for reproductive health

Climate change/infrastructure

- Part of a 2nd COVID stimulus package, the "American Recovery Plan"
- Additional climate legislation would aim for emissions-free energy by 2035, net-zero emissions by 2050 with an emphasis on environmental justice

Immigration reform

- Pass an immigration reform bill with a path to citizenship for some undocumented residents
- Codify protections for children who came to the United States illegally from deportation

Political/government reform

- Pass H.R. 1/S.1, the For the People Act
- The bill would establish a national voter registration program, establish nonpartisan commissions to redraw congressional maps, and create a public financing system for federal campaigns, among other provisions

Education reform

- Education legislation would attempt to make four-year public universities debt-free for low-income families

SOURCE The State, The Washington Post, Joe Biden for President, Forbes

PRESENTATION CENTER 1/19/21

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State Updates

Interesting trends are emerging in COVID-era legislative sessions. Some sessions are being held in person, some remote, and some through a hybrid model. Some legislative sessions, such as in Connecticut, are taking public testimony via Zoom or Skype type platforms, while others are not. Regardless, windows for public comment are tight and workplace legislation is moving rapidly. Nearly all states are in session, with the exception of Florida (March) and Louisiana (April). Virginia wrapped up its session in February, but the Governor requested lawmakers to stay for a special session giving the general assembly more time to review bills presented for the 2021 session. This may kick-off a trend of state legislatures returning for special sessions as they attempt to wrap-up.

The 87th Texas Legislative session began January 12, 2021, but 91 employment bills had already been filed by December. Despite many bills filed, the chambers were slow to assign committees, with the House still not having

BV SHRM Legislative Update – Q1 2021

named committees as of January 28. Click [here](#) for a document summarizing 29 bills that may be of general interest on issues ranging from paid sick leave to prohibiting wage history questions to hair discrimination. Other bills are specific to certain employers such as law enforcement and teachers. You can track these and other bills of interest online at capitol.texas.gov.

Helpful Resources

- For the latest on handling COVID-19 in the workplace, visit SHRM's [Coronavirus and COVID-19](#) site.
- [Subscribe to SHRM's HR Policy Briefing](#), a bi-monthly newsletter on laws and regulations that govern the workplace.
- Checkout SHRM's new [State Legislative Tracker](#) to receive real-time information about legislation affecting the world of work in your state.
- For a full list of state law reminders and developments, click [here](#).
- Click [here](#) for the 2021 SHRM Advocacy Congressional Calendar.