



Monthly News Letter

BV-SHRM

December 2020

Chapter No. 0330

2020 Board Members

President

Lauren Pearce, PHR,
SHRM-CP

President-Elect

Toni Steele, SHRM-SCP

Treasurer

Krystal Broussard, PHR,
SHRM-CP

Secretary

Stacy Overby, SPHR,
SHRM-SCP

VP-Programs (Speakers)

Retha Youell - ARM-P

VP Membership

Angela Alston

Past President & Business

Seminar

Jessica Lennerton

SHRM Foundation

The SHRM Foundation's mission is to mobilize the power of HR and activate the generosity of donors to lead positive social change impacting all things work. The Foundation is committed to elevating and empowering HR as a social force through its innovative solutions to workplace inclusion challenges, programming designed to inspire and empower the next generation of HR leaders, and awarding scholarships and professional development grants to educate and develop students and HR professionals. The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management.

Scholarships

More than 300 scholarships will be awarded in 2020 for academic studies, SHRM certification, and professional development. View the list of all awards and application deadlines at shrmfoundation.org/scholarships

Inclusion Initiatives

- [Employing Abilities @Work](#): the SHRM Foundation's newest initiative to drive employment for individuals with disabilities.
- [Veterans at Work](#): the SHRM Foundation's commitment to empowering HR professionals to attract, hire and retain veterans.
- [Getting Talent Back to Work](#): Helping employers confidently hire individuals with a criminal background.

December Luncheon: Annual Holiday Meeting

- Food Drive Donations will be accepted at the door for the Brazos Valley Food Bank
- Raffle Items will be available at the meeting with all proceeds going to the Brazos Valley Food Bank.
- A matching Donation will also be provided to the SHRM Foundation
- The 2021 BV-SHRM Board will be sworn in

2020 Directors

Certification
(Co-Director)

Katherine Kleemann

Certification
(Co-Director)

Melissa Green

College Relations

Lesly Tomaszewski

Diversity

Bridgette Young

Government Affairs

Michelle Reyes

SHRM Foundation

Thom Holt

Workforce Readiness

Kristi Soria

AFFILIATE OF



BETTER WORKPLACES
BETTER WORLD™

**Thank you for being a member
of BV-SHRM!**

**Also, thank you to the mem-
bers who served on the 2020
board!**



All Things Work Podcast

SHRM's All Things Work podcast is an audio adventure hosted by SHRM's VP of Editorial, Tony Lee. We talk with thought leaders and tastemakers to bring you an insider's perspective on all things work.



Plan Ahead

December 25: Federal Holiday: Christmas

December 31: FFCRA set to Expire

Jan. 1 : Federal Holiday: Christmas

Jan. 1 New IRS Retirement Plan Limits

2020 Committee Chairs

Re-Certification (CEU)

Michelle Merritt, PHR,
SHRM-CP

Sponsor

Robin Hartley, SHRM-CP

Website & Hospitality

Janice Quast, PHR,
SHRM-CP

Project Committees

Welcome Program

Diana Clendenin, PHR

Diversity Committee

Jovannie Lagman, PHR

HRSW Ambassadors

Darla Guerra, PHR
Kelley Ervin

TX-SHRM District 3 Director

Mayela Macia

Extinguish Burnout

By Rob & Terri Bogue

An authoritative and relevant guide that provides practical advice for how to avoid and recover from burnout and embark on the pathway to thriving.

Trapped. Stuck. Helpless. These are the words that people experiencing burnout use to describe their lives, but they don't have to. The words used after extinguishing burnout are hopeful, thriving, flourishing, and powerful.

Nearly everyone has experienced burnout. Some have escaped burnout's grips, but at what cost, and after how long? When we find ourselves succumbing to the pressures of today that move us towards burnout, we need a clear path to get out and avoid it in the future.

Bonus: Eligible for 3PDC credits for SHRM Certifications!



BV-SHRM has been awarded the EXCEL Platinum Award for 2019!

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 impacting the workplace. You can enroll in the program by nominating yourself as an HR Advocate, or as an Advocacy Captain if you're interested in leading other Advocates in your congressional district.

Learn more at advocacy.shrm.org or contact Michelle Reyes, Director, Government Affairs, Brazos Valley SHRM.

BV SHRM Legislative Update – Q4 2020

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 Elections

Americans came out in record numbers to vote in the 2020 presidential election, congressional races in the U.S. House of Representatives and Senate, and various state and local-level elections. Despite voter turnout concerns due to the ongoing COVID-19 pandemic, the 2020 election had the highest voter turnout in 120 years with 66.9%. According to the U.S. Election Project, the previous record was 73.7% in 1900.

While recounts are ongoing and several lawsuits pending, former Vice President Joseph R. Biden and Sen. Kamala D. Harris, D-Calif., secured 290 electoral votes, according to AP data as of November 12. The Center for Presidential Transition indicates there are several important dates to note before Inauguration Day on January 20, 2021. First, state electors will meet on December 14 to formalize the election results. The new Congress will be seated on January 3, 2021. On January 6, a joint session of Congress will count the electoral votes.

According to AP data as of November 12, and pending the outcome of remaining races, Democrats are poised to maintain their majority in the House, but by a slimmer margin after losing several seats. In the Senate, Republicans hold 50 seats while Democrats hold 48, with two races in Georgia heading to a runoff in January. Democratic wins in both Georgia races could give Democrats the majority with the vice president serving as the tiebreaker. SHRM notes that the 117th Congress is expected to be the most diverse in history, with a record number of women, winners under the age of 45, members of the LGBTQ community and racial minorities in office.

At the state level, there were nearly 6,000 state legislative races in 44 states this year. According to the National Journal of the Associated Press, a majority of state governments are trifectas, meaning one party controls the governorship and both legislative chambers. Additionally, eighty-five [state ballot initiatives](#) were approved by voters in this election. The majority of the measures covered marijuana usage, health care, elections, redistricting laws, taxes, and civil and criminal justice.

How the New Administration May Impact HR

Given the election results, [analysts expect the new Democratic administration will:](#)

- Embrace upskilling/reskilling policies, as well as policies that increase access to education and training for under-employed talent, such as older workers, veterans and the formerly incarcerated
- Support [pro-union proposals such as the PRO-Act](#)
- Revisit previous regulatory actions on joint employer, overtime, independent contractor legislation
- Focus on workplace equity issues that advanced in the House during this Congress such as the [Paycheck Fairness Act](#), Equality Act, and [Pregnant Workers Fairness Act](#)
- Call for an emergency paid leave program, which includes the Healthy Families Act and 14 days of paid leave for those who are sick, exposed or subject to quarantines
- Support 12 weeks of paid family and medical leave as outlined in the [FAMILY Act](#)
- [Rescind prior administration executive actions](#) and proclamations relating to immigration and focus on employment-based issues such as H-1B visas and worker green cards

SHRM believes in the power of policy, not politics, to support policy solutions that benefit workers and workplaces regardless of party affiliation. As the Voice of All Things Work, SHRM pursues nonpartisan public policy efforts.

BV SHRM Legislative Update – Q4 2020

- [Maintain and expand Affordable Care Act \(ACA\) coverage](#), leave in place the ACA's employer mandate and tracking and reporting requirements, and support subsidized coverage on an ACA exchange, even if their employer offers ACA-compliant coverage

National SHRM Legislative Update

The DOL has published several Requests for Information (RFI) to seek feedback on FMLA, paid leave, independent contractor rules, and Executive Order 13950 on D&I training.

- [Wage and Hour RFI on FMLA](#) – SHRM offered recommendations on FMLA implementation including definitions of serious health condition, intermittent leave, and medical certification.
- [Women's Bureau RFI on Paid Leave](#) – SHRM outlined the costs and benefits of offering paid family and medical leave and shared HR's experiences working with state leave programs.
- [Wage and Hour Worker Independent Contractor Rule](#) – SHRM submitted comments in support of this rule, which, if promulgated, will set forth clear standards/factors for classifying workers as independent contractors under FLSA.
- OFCCP RFI on EO 13950 – The DOL is seeking information from federal contractors, subcontractors, and their employees regarding D&I training, workshops, or similar programming provided to employees. [SHRM continues to work with the administration](#) to seek clarity and ensure that all employers can provide D&I trainings without fear of unfair penalties.

In EEOC news, three new commissioners were confirmed (Sonderling – R, Lucas – R, and Samuels – D) and the agency is now operating with a quorum. On October 9, 2020, the [Federal Register published a Notice of Proposed Rulemaking \(NPRM\)](#) from the EEOC that proposes to amend procedural rules in order to enhance the effectiveness and accountability of the conciliation process.

Texas SHRM Legislative Update

Over 550 bills were filed by the Texas Legislature on the first day possible (the first Monday after an election). Topics included paid sick leave, predictive scheduling (restaurants and retail), minimum wage, wage inquiries, and more. Click [here](#) to view a full list of bills that may be of interest to HR professionals.

For additional COVID-19 compliance information, other legislative news, 5th circuit court decisions, and trending topics, please click [here](#) for the full BV SHRM Q4 Legislative Update located on our blog.