



Greater Pensacola SHRM

QUARTERLY NEWSLETTER - EDITION 1 - JULY 2023

OUR MISSION

We create partnerships and connections to educate, serve, advise, and empower our local workforce communities.

OUR VISION

To be the premiere HR resource for our local workforce communities.

CONTACT US

Email: gpshrmfl@gmail.com

LinkedIn: <https://www.linkedin.com/>

Facebook:

<https://www.facebook.com/greaterpensacolaSHRM>

NOT A MEMBER?

Join today! Complete our membership application on our website at <https://www.gpshrm.org>

Questions?

Contact Rachel Osterman, SPHR, VP Membership at GPSHRMMembership@gmail.com



LEGISLATIVE UPDATES

FLORIDA: The Governor is expected to finalize the bills before him, to include:

Paid Family Leave

State Minimum Wage - www.dol.gov/Agencies/whd

COVID-19 Mandates & Treatment Options

Level 2 Background Screenings

Mandatory E-Verify for employers with 25 or more employees

NATIONALLY

Pump at Work - Requires employers to provide reasonable break time for an employee to express breast milk for their nursing child for one year after the child's birth. Employers **MUST** provide a place, other than a bathroom, shielded from view and free from intrusions from coworkers and the public.

FMLA - The required poster now includes a QR code to learn more about the complaint process. The poster is in Q & A form. www.dol.gov/fmla

SHRM Advocacy Priorities:

Modernize the Family Medical Leave Act

Improve on the Immigration & Nationality Act

Streamline the Fair Labor Standards Act

To learn more or to join our GPSHRM Legislative committee reach out to Sandy Whitaker, our Legislative Chair: sandy.whitaker@lifeviewgroup.org



AWARDS!



GREATER PENSACOLA SHRM

**Receives the SHRM EXCEL PLATINUM AWARD and the
HR FLORIDA CHAPTER EXCELLENCE AWARD!**

**SHRM
EXCEL
2022**

The EXCEL Award is given to state councils and chapters to recognize major accomplishments, strategic activities, and tactical initiatives that elevate the profession of human resources.



Chapter Excellence Award

The CHAPTER EXCELLENCE AWARD recognizes HR Chapters in Florida that have made a difference in the human resource profession, and their communities are honored for their work. GPSHRM received the award for its demonstrated achievements and execution in the core leadership areas for Diversity.



HR Florida Award nomination forms for 2023 are LIVE on the HR Florida website.
<https://www.hrflorida.org/>

1. The Spirit of Patriotism Award is an award that honors professionals who support our armed forces. Deadline for nominations: September 1.
2. The President's Award will recognize one exemplary Chapter President who has significantly impacted the performance of their chapter by leading with a combination of compassion, creativity and innovation.
3. The Chapter Excellence Award recognizes HR Chapters in Florida that have made a difference in the human resource profession and their communities are honored for their work. The Chapter Excellence awards focus on the demonstrated achievements and execution of one or more of the following core leadership areas: Deadline for nominations: September 6.

- Diversity
- Workforce Readiness
- College Relations
- Membership
- Certification
- SHRM Foundation
- Legislative Affairs
- Or ONE outstanding example of chapter leadership!





HOW TO IDENTIFY & OVERCOME YOUR IMPLICIT BIAS

We all have biases – unsupported assumptions we make about people or groups. Implicit bias, also commonly known as unconscious bias, refers to the various social stereotypes and judgments that people unknowingly assign to others based on a variety of factors, such as their age, socioeconomic status, weight, gender, race, or sexual orientation. And while these biases aren't always negative, they're shaped by a survival instinct that causes people to associate with people they perceive to be like them, because they're deemed to be "safe."

Everyone holds implicit beliefs about various social groups, and these biases can have a negative impact in our social, study, and work environments. Implicit biases are harmful because they influence the way we perceive and interact with others – and can lead us to depersonalize people from different groups based on perceived characteristics. Learning to identify and overcome them is an important step toward overcoming prejudice and social and racial stereotypes.

People can use several different strategies to overcome and address implicit biases, although this is an area that no one can ever fully master. Examples include striving to identify and understand your implicit biases, proactively becoming more inclusive, and spending time with people who are different from you.

The first step toward overcoming your implicit biases is to identify them. Reflect on your biases and be proactive in identifying the negative stereotypes you have about others. The American Academy of Family Physicians (AAFP) discusses eight tactics that can be used to **reduce** implicit biases, using the acronym IMPLICIT:

Introspection: Set aside time to understand your biases by taking a personal inventory of them. This can be done by taking tests to identify the biases you may have.

Mindfulness: Once you understand the biases you hold, be mindful that you're more likely to give in to them when you're under pressure or need to make quick decisions. If you're feeling stressed, pause for a minute, collect yourself, and take a few deep breaths.

Perspective-Taking: If you think you may be stereotyping people or groups, imagine what it would feel like for others to stereotype you.

Learn to Slow Down: Before jumping to conclusions about others, remind yourself of positive examples of people from their age group, class, ethnicity, or sexual orientation. This can include friends; colleagues; or public figures, such as athletes, members of the clergy, or local leaders.

Individualization: Remind yourself that all people have individual characteristics that are separate from others within their group. Focus on the things you have in common.

Check Your Messaging: Instead of telling yourself that you don't see people based on their color, class, or sexual orientation, learn to use statements that embrace inclusivity. For example, Apple Inc.'s inclusion statement circles around the topic of being different together: "At Apple, we're not all the same, and that's our greatest strength."

Institutionalize Fairness: In the workplace, learn to embrace and support diversity. The AAFP suggests individuals use the Equity and Empowerment Lens, which is designed to help organizations improve planning and resource allocation to foster more equitable policies.

Take Two: Overcoming unconscious biases takes time. Understand that this is a lifelong process and that deprogramming your biases requires constant mindfulness and work.

While implicit bias affects the workplace, school, and social situations, you can work to avoid it through awareness and conscious decision-making. Taking inventory of the biases you have and laying out strategies to overcome them can help lead to a more equitable society for all.

Source: *How to Identify and Overcome Your Implicit Bias* (n.d.). Maryville University. <https://online.maryville.edu/blog/addressing-implicit-bias/>

OUR OPINION COUNTS!!

SHRM SUBMITS COMMENT ON FTC BAN ON NONCOMPETE AGREEMENTS



Limited
Geographic Area



Limited
Duration



Limited
Scope



Employee
Compensation



Legitimate
Competitive Interest

ON APRIL 19, SHRM SUBMITTED ITS COMMENT, ALONG **WITH** OVER 27,000 OTHERS, ON THE FEDERAL TRADE COMMISSION'S (FTC'S) PROPOSED RULE THAT SEEKS TO IMPOSE A NEAR-TOTAL BAN ON NONCOMPETE AGREEMENTS IN EMPLOYMENT CONTRACTS. SHRM CHIEF OF STAFF AND HEAD OF PUBLIC AFFAIRS EMILY M. DICKENS WROTE TO EXPRESS CONCERN THAT THE PROPOSED RULE INVALIDATING ALL NON-COMPETES WILL IMPEDE SHRM MEMBERS' ABILITY TO BALANCE THE NEEDS OF WORKERS AND EMPLOYERS AND WILL REDUCE THE CONTRACTUAL CAPABILITIES OF REASONABLE AND CONSENTING PARTIES.

SHRM AGREES THAT NON-COMPETES ARE UNNECESSARY AND INAPPROPRIATE FOR LOW-WAGE WORKERS, BUT THE RULE IS NOT LIMITED TO SUCH EMPLOYEES. ADDITIONALLY, THE PROPOSED RULE'S PROVISIONS AFFECTING AN EMPLOYER'S ABILITY TO RECOUP ITS INVESTMENT IN PROVIDING TRAINING AND EDUCATIONAL ASSISTANCE TO EMPLOYEES MAY CAUSE EMPLOYERS TO RETHINK OR EVEN RESCIND THOSE PROGRAMS ALTOGETHER.

AS THE VOICE OF ALL THINGS WORK, WORKERS AND THE WORKPLACE, SHRM UNDERSTANDS THE NEED TO PROTECT WORKERS' MOBILITY AND OFFERED MEASURED ALTERNATIVES TO THE FTC'S NEAR-COMPLETE BAN. SHRM WILL CONTINUE TO ELEVATE THE COLLECTIVE EXPERIENCE AND EXPERTISE OF ITS MEMBERSHIP TO ASSIST POLICYMAKERS IN DRAFTING WORKPLACE LAWS AND POLICIES.

SHRM'S INNOVATIVE COMMENT, WHICH FEATURED MEMBER STORIES AND WAS SUBMITTED ON BEHALF OF 30 SHRM STATE COUNCILS, RECEIVED INSTANT MEDIA ATTENTION FROM NBC. AS THE FTC CONTINUES THE RULEMAKING PROCESS, SHRM WILL BE ACTIVELY TRACKING THIS IMPORTANT ISSUE AND ENSURING THAT MEMBERS ARE KEPT UP-TO-DATE.

SHRM's 2023 Advocacy Priorities

[HTTPS://ADVOCACY.SHRM.ORG/ABOUT-US/](https://advocacy.shrm.org/about-us/)

SHRM is calling on Congress to update three key pieces of legislation that greatly impact the future of work, workers and the workplace.

Streamline the Fair Labor Standards Act (FLSA)

Given recent attention to key topics addressed in the FLSA — particularly worker classification and overtime exemptions — SHRM advocates for **clear, consistent and balanced laws and regulations** that benefit employers, workers and the economy.

Improve on the Immigration and Nationality Act

SHRM supports **removing barriers to recruiting, hiring, transferring and retaining top talent**; the efficient use of employment-based visas; improving case processing; and boosting efficiency, transparency and fairness in workplace immigration.

Modernize the Family Medical Leave Act (FMLA)

SHRM proposes a balanced approach through a voluntary federal insurance market that allows employers to **fund paid leave benefits by tapping into pooled resources**. This will increase worker access to paid leave and minimize risk to employers.

Join SHRM's Advocacy Team - Elevate the Voice of HR!



SEIZE THE OPPORTUNITY

THE 45TH ANNUAL HR FLORIDA CONFERENCE & EXPO

AUGUST 27-30, 2023

ROSEN SHINGLE CREEK | 9339 UNIVERSAL BOULEVARD | ORLANDO, FL 32819

REGISTER AT [HRFLORIDACONFERENCE.ORG](https://hrfloridaconference.org)

#HRFL23

HR FLORIDA CONFERENCE & EXPO! REGISTER TODAY!!

<https://hrfloridaconference.org>

2023 Registration Rates

Pre Sale	9/1/22 - 9/30/22	\$845.00
Super Saver	10/1/22 - 2/28/23	\$1049.00
Early Bird	3/1/23 - 4/30/23	\$1199.00
Regular	5/1/23 - 7/31/23	\$1399.00
Late	8/1/23 - 8/15/23	\$1599.00
Walk In	After 8/15/23	\$1749.00

*Bulk Chapter

	5-9	10+
9/1/22 - 9/30/22	\$760.50	\$718.25
10/1/22 - 2/28/23	\$944.10	\$891.65
3/1/23 - 4/30/23	\$1079.10	\$1019.15
5/1/23 - 7/31/23	\$1259.10	\$1189.15
8/1/23 - 8/15/23	\$1439.10	\$1359.15

Bulk Corporate

	5-9	10+
9/1/22 - 9/30/22	\$802.75	\$760.50
10/1/22 - 2/28/23	\$996.35	\$944.10
3/1/23 - 4/30/23	\$1139.05	\$1079.10
5/1/23 - 7/31/23	\$1329.05	\$1259.10
8/1/23 - 8/15/23	\$1519.05	\$1439.10



Greater Pensacola SHRM
"Half Day"
Leadership Workshop



Pensacola Bay Center

September 20, 2023

7:30am – Noon

Sizzlin' Hot Strategy!

Turning it up for the C-Level

Everything we do for business should have tangible, measurable impact to the bottom line – Not just the goals framed on a wall, but the ones that REALLY matter!

This engaging Leadership Workshop will teach professionals to retrain their mind to think strategically, brainstorm effectively, and communicate winsomely. This highly interactive workshop is designed for those ready to sizzle in their strategic approach!

- Identify and create initiatives that effectively align with corporate strategies
- Communicate effectively through group problem-solving techniques, inclusive meetings, collaboration, and attention-getting, action-sparking messages.
- Position oneself in a manner that demonstrates credibility as an effective and collaborative business partner, capable of navigating the organization in the execution of strategic plans.



Keynote Speaker:
J. Lenora Bresler



REGISTER TODAY!

www.gpshrm.org

Member: \$75
Non-member: \$100

GPSHRM ON THE MOVE!!!



Honoring our Heroes Career Fair
 Military, Military Spouse, Veterans, and First Responders are invited to attend the event taking place at
Immanuel Baptist Church 4187 Hwy 90 Pace, FL 32571
Thursday, March 30th, 2023
 10:00^{am} to 2:00^{pm}
 This event is open to the public

CareerSource ESCAROSA

Immanuel Baptist Church

The Center
 NAS Whiting Field
 The Center for Public Support

CareerSource Escarosa and its programs are supported 100% by the Department of Housing and Community Development and the Department of Labor, U.S. Department of Agriculture, and the U.S. Department of Health & Human Services as part of awards totaling \$8,372,055.00.

EOS ENTREPRENEURIAL

GET A GRIP ON YOUR BUSINESS
 Six Keys to Getting What You want from your Entrepreneurial Company

Human Resource Managers Roundtable Agenda

Wednesday, April 26, 2023
 7:05 a.m.
 418 W. Garden St.
 4th Floor
 Pensacola, FL 32502

- Welcome & Introduction Jan Miller
- Breakfast Host: Jerry Kraybill, Vice President, HR, WCA Florida West Hospital
- Presentation: Mike Elkoff, Professional EOS implementer, "Aligning Heads & Feet!"
Simple tools for entrepreneurial businesses to get everyone on the same page with where you are going and how you'll get there, create focus & accountability and build a team who's open and honest, functional, cohesive and fun loving!



Greater Pensacola SHRM needs volunteers like YOU!



Volunteers are unique individuals whose varied talent and experiences bring value to the human resources profession. So, whether you are a Generalist, Director, Manager, tech savvy, or a people person, GPSHRM provides an ideal opportunity to challenge yourself, grow and give back to the HR community.

Connect with Professionals	Make a Difference	Collaborate, Lead & Sharpen Your Skills
Share your professional interests and goals. Pick up new ideas and discuss common challenges. Make new friends and expand your professional network.	Volunteer with GPSHRM and make a difference! Give back and make HR visible in your community by participating in activities such as workforce readiness, legislative advocacy, and diversity initiatives.	Sharpen your leadership and expand your professional skill set by working with teams of like-minded professionals to develop HR events and programs and learn from experience.

Types of Volunteerism

Micro-volunteering: Focuses on short-term or event-based assignments that can be completed in a matter of a few hours. This type of volunteering does not require a long-term or on-going commitment.

Committee/Project Based: Formed to focus on a specific function that supports the overall Chapter's Strategic Plan. Committees are created around the Society for Human Resource Management Core Leadership Areas (CLAs) and in accordance with the Chapter Bylaws. Committees are long-term/on-going commitments to the Chapter.

Committee Chairperson: Positions with oversight of a specific committee. These positions report to the Board of Directors and often serve in the succession planning of future Board of Directors members. There are no term limits for these positions.

Board of Directors: Serves as the governing body of the Chapter. Board members take part in the strategic planning for the Chapter and provide tactical execution of the day-to-day running of the Chapter. Being a Board of Director member requires active engagement, tactical and leadership abilities. Board of Director positions serve a 1-year term except for the President and President-Elect which serve a 2-year term.

Greater Pensacola SHRM is making
connections and partnerships in the community.
Help further the mission by volunteering.



The President's Corner

At Greater Pensacola SHRM, we want to make sure you know we're here to serve our members and our community. We believe in our mission to create partnerships and connections. We want to be a part of the process of educating, serving, advising, and empowering our local workforce communities to work together to make Pensacola the best place to live, work, and play. As HR leaders and professionals, it is up to us to seize the opportunity to help define and reshape our workforce so they can thrive and help us create a better world with better tomorrows for generations to come.



2023 GPSHRM Board of Directors:

Stephanie Norment, PHR, SHRM-CP, ACA – President
stephanie.norment@ecua.fl.gov

GinNeal McVay, PHR, SHRM-CP, President Elect ginnealmcvay@gmail.com

Melissa Lewis, SHRM-CP, Secretary melissa.lewis@uwwf.org

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Anna Causey, ChHC, RHU, REBC, SHRM-SCP anna@tcbenefitsgroup.com

Randy Ardis, SPHR, SHRM-SCP, Immediate Past President
randyardis@att.net

Doug Mullins, SPHR, SHRM-SCP, Director douglas.mullins2@yahoo.com

Reminders!!

GPSHRM General Membership meetings are held the 2nd Wednesday of each month at the Pensacola Bay Center.

- \$25.00/meeting for general member
- \$30.00/meeting for guests
- \$10.00/meeting for Student Membership
- GPSHRM Meeting Sponsor \$250.00