



Greater Pensacola SHRM

QUARTERLY NEWSLETTER - EDITION 4 - APRIL 2024

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/company/gpshrm>

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: VP Membership at GPSHRMMembership@gmail.com



LEGISLATIVE UPDATES

FLORIDA:

The FY 2024-25 General Appropriations Act, better known as “the Budget,” came in at \$117.46 Billion, which is \$1 billion over the current year.

**HR Florida Priority Workplace Legislation 2024
HB49&SB1596 – Employment and Curfew of Minors -**
Sent to the Governor for signature. SB1596 died in Regulated Industries Committee.

HB433&SB1492- Workplace Heat Exposure Requirements – HB 433 Ordered Enrolled and sent to the Governor for signature.

HB765&SB818 – Leave of Absence to Officials and Employees – SB 818 Ordered Enrolled

NATIONALLY:

Equal Opportunity – Celebrate Women’s History Month

Women’s overall employment has recovered to pre-pandemic levels. In fact, the labor force participation rate for women between the ages of 25 and 54 has exceeded its 2019 levels by reaching 77%, according to Department of Labor data analyzed by the [Center for American Progress](#).

Department of Labor Independent Contractor Rule Effective March 11

- The permanency of the worker’s relationship with the potential employer. The nature and degree of the potential employer’s control. The extent to which the work performed is an integral part of the potential employer’s business; and whether the worker uses specialized skills indicative of business-like initiative.

SHRM Public Policy Priorities:

To learn about or to join our GPSHRM Legislative committee reach out to:

Sandy Whitaker
Legislative Chair:

sandy.whitaker@lifeviewgroup.org

Join SHRM’s A-Team to learn more about SHRM’s public policy priorities at www.shrm.org/advocacy

The President's Corner

I can't believe it is the end of the 1st quarter already! The Greater Pensacola SHRM board members, committee members and membership have been hard at work this quarter making an impact in our community and in our state.

I was fortunate to attend HR Florida's Legislative Conference in January. Members of Greater Pensacola SHRM met with the local delegation in Tallahassee to discuss HR Florida's position on legislation impacting business and human resources professionals. We were also able to observe a committee meeting to see how the public gets involved. There were certainly very passionate arguments from each side. If you haven't had an opportunity to experience this conference and the legislative process, I highly recommend you plan to attend next year's conference.

Greater Pensacola SHRM was awarded a \$10,000 grant from the SHRM Foundation to assist the local Big Brothers and Big Sisters with workforce readiness. The board selected Brandee Prange as the Workforce Readiness Chairperson and she is continuing to look for volunteers. We are in the planning stages right now, but we know it is going to take some assistance from local businesses. If your business would like to get involved and help the next generation entering the workforce, please reach out to Brandee.

Our legal conference committee has been working hard planning this year's legal conference. The conference will be held on Wednesday, May 8th at the Gateway Church. Back by popular demand is our break-out sessions. We will have more time for you to meet with the vendors. We also have a great speaker lineup. We encourage you to visit our website at www.gpshrm.org to get more information and register. Whether you're a seasoned pro or just dipping your toes into the HR waters, this conference is going to be a great event!

Last, but not least, please make plans to join Greater Pensacola SHRM on May 15th for our New Member Q&A and learn more about the benefits of being a member of the local chapter as well as national SHRM. This event is for anyone – newbie, veteran, or those just exploring their options.

In closing, I urge each of you to remain actively engaged in our chapter's initiatives. Together, we will continue to elevate the standards of HR excellence, drive positive change in our workplaces, and make a lasting impact on our community.





Workforce Readiness

Ellyson Industrial Park Career Fair!

Thinking outside the box – GPSHRM is working with CareerSource Escarosa and several organizations located within the Ellyson Industrial Park to do a **Career fair**. Local businesses in the Industrial Park will open their doors to the public who will be able to come in, take a tour, and see what it is they do. There will also be an opportunity for anyone seeking a career to speak with someone currently doing the job and possibly get some first hand knowledge from an expert about what the specific job entails.

We will kick off the event with a scavenger hunt where participant(s) will pick up a map and have it checked off at each stop along the way. Once completed, they'll turn in the map at the check in location. Any participant that turns in a completed map has a chance to enter a prize drawing.

If your organization is in Ellyson Industrial Park and is interested in participating, they can reach out to Alan Galindo, Business Services Rep, CareerSource Escarosa 6913 North 9th Ave Ste 15 850-607-8748 or agalindo@Careersouceescarosa.com. Tell them Chiquita Payne, ECUA and GPSHRM referred you.

It's going to be a great event to network and have your curiosity peaked if you're not familiar with all the different jobs and careers awaiting!!!

Date of event - coming soon!

Apprenticeship Programs!

Interested in creating one for those hard to fill, highly skilled technical jobs? We've reached out to Susan Bosse, CareerSource Florida and Alan Galindo, CareerSource Escarosa to talk about Apprenticeship programs. Several organizations reached out looking for help with challenges in finding skilled technicians to fill their diesel mechanic positions. CareerSource will be working with Kristi Ford, Locklin Technical College who recently submitted paperwork to the Florida Department of Education for approval for our area. This will be a great opportunity for the organizations to partner with Locklin Tech to move the needle forward in getting mechanics who are both skilled in diesel and EV. Anyone wanting more information, reach out to CareerSource Escarosa and tell them you're interested in gaining more information and that Stephanie Norment, GPSHRM told you to reach out to them.

Take Good Care of YOU Wellness

NURTURE • LISTEN • ACT



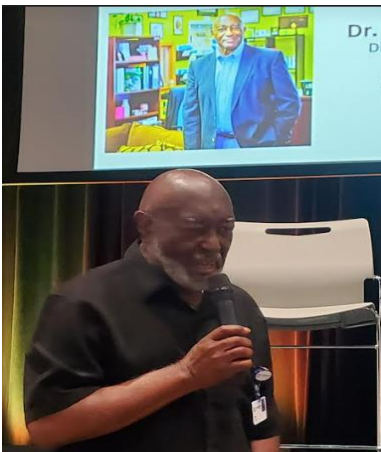
Wellness Ambassador



Several GPSHRM members have been on the move out in the community making connections and creating partnerships for healthier workplaces. There are so many resources right here in our community to assist workforce communities in knowing what is available. As HR professionals it is important for us to keep our resource toolkits filled when employees need help.

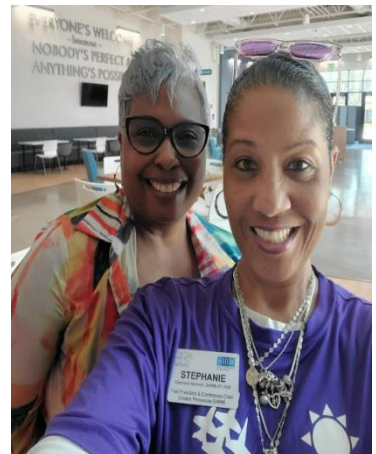
“Sharing Hope. A Gathering of Healing”

Dr. Taywana House, NAMI Pensacola and NAMI Florida conducted a workshop for mental health.



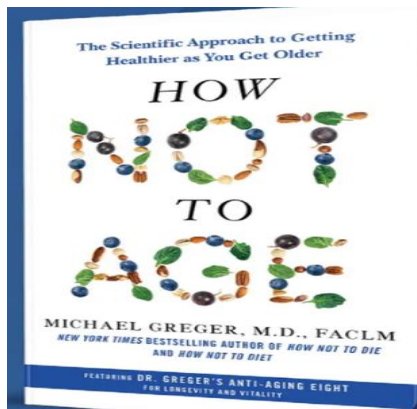
- NAMI Sharing Hope – Black/African Community
- NAMI Compartiendo Esperanza – Hispanic/Latin American Community
- NAMI Chal & Chat – South Asian community (India, Pakistan, Bangladesh, Sri Lanka ancestry)
- NAMI Maniwala – Philippine/Filipinx community
- NAMI Ally – for all ethnic communities other than BIPOC
- A Gathering of Healing - An annual Community Event open to all as an Orientation/Open House focusing on our NAMI CCIE Initiatives (to be held in February during Black History Month).

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How NOT to AGE!

University of West Florida College of Health, Healthy Living Summit with Dr. Michael Greger, M.D., FACLM and Catrine Tudor-Locke, PhD, FACSM, FNAK. **Dr. Michael Greger** is an internationally recognized nutrition expert and a New York Times bestselling author. He spoke on evidenced- based nutrition science in his new book, “How Not to Age.” Based on his reviews of over 13,000 scientific publications, he presented logical and practical “do-it-yourself” interventions to slow the aging process itself.





Health Education and Nutrition!

Carla Davis, RN, MS is the new Director of Education & Outreach in Minority Medicine for the Health and Hope Clinic. They launched their 3M Heart Health program this year and Carla has been diligently working to partner with employers and other organizations to bring awareness about the importance of Heart Health. GPSHRM understands the power of networking and bringing people together to seize the opportunity and create the ripple effect of driving change. And that's exactly what we're doing, making connections, building partnerships and sharing information so we can create a culture of health and wellness throughout our workforce communities.



Chef Heather is offering a 4-week class to learn how you can kick start your journey to a lifestyle of healthier habits; improve your blood pressure and/or cholesterol, maybe shed a few pounds, and improve your overall health and wellbeing. The class is free, and you can access more information by facebook or contacting the clinic via their website healthandhopeclinic.org

Visit them on Facebook and share the class with your co-workers, family, and friends. It's FREE



IE&D (Inclusion, Equity, & Diversity)



Several members of GPSHRM serve on the program committee for the Equity Project Alliance (EPA). We believe in diverse cities and the collective focus of the EPA is to live in a community of authentic relationships that reflect equity and a deep appreciation of inclusion. We come together and collaborate. We talk about what we can do to make our cities better. We participate in Dinners of Change events to build upon and expand conversations over dinner where we explore, conversate, and learn from one another. We work together on programming that causes us to look within ourselves when past and current social upheavals have caused such a divide and ask what is it that we can do to help create a better future.

HR recognizes that inclusion is necessary for better workplaces and a better world. SHRM said it best, "it is a catalyst that brings together an incredibly diverse group of individuals who all have the same goal: to protect, prioritize and (em)power the workforce to create better workplaces where all employees act with civility, and are made to feel as if they belong and have opportunities to thrive.

As GPSHRM continues to live its mission and vision of creating partnerships and connections, educating, serving, advising, and empowering our local workforce communities, we encourage you to be an active participant and get involved. The IE&D committee welcomes you to come and be a part of our efforts. Working together to provide safe spaces, civil and respectful workplaces where people are valued.

A few highlights for the month from our committee:



On March 9, 2024, the choir performed in Pensacola, FL, home of renown Tuskegee Airman, General Daniel "Chappie" James.



Participated in SHRM's Inspiring Inclusion: A Roadmap to Equity for Global Business Leaders webinar

Our 2024 GPSHRM Charity of Choice

Autism Pensacola



Our Mission

We are hope, love, compassion and a voice of empowerment. As navigators, advocates and educators, we demystify the autism diagnosis and connect those impacted by autism to a full circle of resources-from early diagnosis and education to support for the quality of life of adults-who then contribute back to our mission.

Our History: Susan's Story

Susan Byram, Past President & Co-Founder

Susan's adventures in autism first began in 1994, when her eldest son, David, was diagnosed at the age of four. Like many parents, Susan found herself thrust into a strange new world filled with questions and uncertainties but also a strong desire to connect with others. Susan began to learn about autism and to reach out to others living with autism to share that knowledge. Joining together, they discovered answers to those questions, and the initial weight of uncertainty was lifted; replaced with hope, determination and a feeling of promise and potential.

With the help of friends, colleagues and a growing connection to families and resources, Susan soon found herself at the center of a growing passion for autism education, advocacy, and networking. Applying her experience in elementary education, Susan was an instrumental figure in the development of programs to help her son, David-and others like him-in the community and beyond. Shortly after moving to Pensacola in 2001, Susan worked with community members Jacqui O'Connell, Marilyn Irby, Dr. Ben Renfro as well as local agencies, FSU-Center for Autism and Related Disabilities and ARC Gateway, to establish Autism Pensacola in 2002, and was part of the organization until her retirement in 2018.

NEW MEMBER UPDATE!



From our VP Membership, Lenicha Bell

Hey there GPSHRM Crew! Hope this message finds you all in high spirits and ready to kickstart another awesome quarter with GPSHRM!

First things first, let's give a big shoutout to all the new members who jumped on board in the first quarter. Welcome to the GPSHRM fam! It's awesome to have you onboard and we're thrilled to have your energy and perspectives in our community! We can't wait to see all the amazing things we'll accomplish together.

To our newbies, whether you're a seasoned HR pro or just dipping your toes into the field, you're in for a ride filled with learning, connections and tons of fun! GPSHRM is all about supporting each other so don't be shy! Dive into our events, workshops and networking opportunities!

Now, speaking of events, why not spice things up a bit? Have you ever thought about bringing a buddy along to our next event? It's always more fun with friends and it's a great way to introduce them to the amazing things we do here at GPSHRM.

Also, quick call to action: we're on the lookout for awesome volunteers to join our Membership Committee. If you're passionate about making a difference and want to help shape the GPSHRM experience for everyone, we'd love to have you on board!

Got any questions, suggestions or just want to chat? Email me anytime at gpshrmmembership@gmail.com. I am all ears and eager to hear from you!

Let's keep the GPSHRM vibes strong and make this quarter one to remember!

Thanks for being awesome an awesome GPSHRM crew!

OUR NEWEST MEMBERS!

Jennifer Hartman

Madison Hagler

Caroline Torrens

Kelsey Anderson

Terri Blackburn

Lakora Cobern

Heather Lupinetti

Karen Whiddon

Charity Fountain

Bess Denny-Abernathy

Stacie Orren

Audrey Scott

Hillary Anaya-Branson

Elizabeth Wilson

Kelly Wilson

Melissa Eckroth

Sara Haughton

Danielle Prince

SHRM MEMBERSHIP!
DO YOU KNOW THE IMPORTANT BENEFITS?

TAKE CONTROL OF YOUR CAREER

INVEST IN YOUR FUTURE AND YOUR ORGANIZATION TODAY.

A SHRM and local chapter membership provides you with exclusive benefits, promotes career growth and networking opportunities, and gives you the chance to elevate HR wherever you are.



1,000 CUSTOMIZABLE JOB DESCRIPTION TEMPLATES



LOCAL AND NATIONAL HR NETWORKING OPPORTUNITIES



MULTI-STATE LAW COMPARISON TOOL



LOCAL CAREER ADVANCEMENT OPPORTUNITIES*

*Local chapter resource



HR KNOWLEDGE ADVISOR ASSISTANCE

**Join SHRM
and your local
chapter to make
your network
even stronger.**

75TH ANNIVERSARY

SHRM
BETTER WORKPLACES
BETTER WORLD™

Join SHRM or Renew Your Membership Today!
[SHRM.org/JoinSHRM](https://www.shrm.org/JoinSHRM)



SHRM Membership: \$264.00

Greater Pensacola SHRM Basic Membership: \$65.00

****Pay ahead and save with GPSHRM All Access and Basic Access Memberships****

Visit www.gpshrm.org for more details.



REGISTER NOW!

MAY 8, 2024

WEDNESDAY

8:00AM - 5:00PM

(DOORS OPEN @ 7:15)

21ST ANNUAL GREATER PENSACOLA SHRM LEGAL CONFERENCE

Mark your calendar for another dynamic and informative event with legal experts and professionals bringing you the latest developments in human resources law.

Early Registration (thru March 31) - \$150 members/\$175 non-members

After March 31 - \$175 members/\$200 non-members

1/2 day rate - \$85 members and non-members

Student Rate - \$75 (For student volunteer opportunities, please contact Anna)

2024 Topics & Speakers

Legislative Updates from The Capitol (Dee Anna Hayes)

“The Do’s and Don’ts with Employee Investigations” (Michelle Anderson)

“Is Your Employee Handbook Up To Date? Artificial Intelligence, Arbitration,
Pregnancy Protections & More” (Amy Bender)

“What Every HR Professional Should Know (and be Worried) About the NLRB and Unions”
(Mike Perkins)

“Restrictive Covenants in Florida – A Changing Landscape?” (Daniel Harrell)

“Ethical Organizations: HR’s Role” (GinNeal McVay)

Legal Speaker Panel (Erick Drlicka, Daniel Harrell, Jennifer Shoaf-Richardson, Russell Van Sickle)

“The Art and Science of HR” (Amie Remington)

We are applying for 5.5 PDC through SHRM and HRCI.

GPSHRM is recognized by SHRM to offer Professional Development Credits (PDC) for SHRM-CP® or SHRM-SCP® recertification activities.

**Sponsor & Vendor Partnerships
Still Available!**

**FOR MORE INFORMATION
CONTACT ANNA CAUSEY**

850-433-9996

www.gpshrm.com

anna@tcbenefitgroup.com

EVENT LOCATION:

**GATEWAY CHURCH OF CHRIST
445 CREIGHTON RD
PENSACOLA, FL**





SHRM Certification

Randy Ardis, Certification Chair, is working closely with Northwest Florida State College to start a program there sometime this year. The 40-hour certification course will be 50% in-person and 50% remote. Dates and physical class locations to be announced. Stay tuned!! Reach out to Randy Ardis for additional information: randyardis@att.net

GPSHRM Monthly Chapter Meeting – April 10, 2024 – Gateway Church, Pensacola, FL

GPSHRM invites you to join us this month where we will learn about “The Elephant in the Room”. Our thanks in advance to our speaker, Teri Haggerty and our April sponsor, The Standard, for making this event possible! Register today at: www.gpshrm.com

21st Annual Greater Pensacola SHRM Legal Conference – May 8, 2024 – Gateway Church

Anna Causey, Legal Conference Chair, has an amazing conference scheduled – you won’t want to miss it! Visit our website to see the exciting speaker line up and informative topics at this year’s event! Sponsor and vendor partnerships are still available. Reach out to Anna Causey for additional information: anna@tcbenefitsgroup.com

New Member Q & A – May 15, 2024 – via Zoom

GPSHRM invites new (or existing) members to join via Zoom to learn more about membership benefits.

HR Florida Conference & Expo – August 27 – 30, 2024 at the Rosen Shingle Resort, Orlando, FL

Pat Holtman, HRFL Ambassador, is looking for creative and talented individuals to join the HRFL bandwagon! The LipSync competition will be tough this year with the Motown theme! We have come home 2 years standing with the 1st place trophy and hope to continue this trend! If you aren’t registered, don’t miss out! You will receive over 14 credits, learn and grow and network with HR professionals from all over the U.S.! And have tons of fun too! Reach out to Pat Holtman for additional information: pat5385@att.net REGISTER TODAY! at <https://web.cvent.com/event>



