

November 2021

BCSHRM NEWS

The Official Newsletter of Baldwin County SHRM
Insightful thinking. Real-world solutions.

**Plan to join us for our November 18th
Workshop on...**

The Good, The Bad, & The Ugly: Ethics for HR

BY: KATE SHOCKEY, PHR, SHRM-CP



HR professionals have some very intense moments! During those intense moments, you must rely on values and ethics to make quick decisions. The business pressures you, the staff pressures you, everyone talks about “gray” areas – like so many ethical dilemmas, the answer depends upon the situation. Just how do you get through the ambiguity to make ethical decisions in HR?

In this session you will learn how to:

- Manage ethics in the workplace
- Approach the top 10 potential HR conflicts of interest
- Create organizational strategies to limit conflicts of interest
- Not make a promise you can't keep; i.e., the “promise” of confidentiality
- Ask the right questions for “fact-finding” before taking action

SHRM & HRCI credits applied for. (HRCI, Business Credit)



SAVE THE DATE!
December 3rd, 6pm -10pm
Jesse's Restaurant
Magnolia Springs
for our December Meeting

In addition to socializing and eating, you will have the opportunity to bid on silent auction items and participate in the split the pot to benefit the SHRM Foundation this year. More information to be shared later this month.

Thank you!

Thank you to Johnstone Adams LLC law firm for sponsoring our September meeting and thank you Beth Rehm with Johnstone Adams for the informative workshop on OSHA and COVID19.

Thank you to Tae Phillips with Ogletree, Deakins, Nash, Smoak & Stewart P.C., our October workshop presenter. Tae shared with us about medical marijuana and what's legal under the law, updates on drug testing, and how to deal with failed drug tests, etc.



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.

If you or your business would like to contribute to the SHRM Foundation please contact bcshrm.info@yahoo.com. ***Please also note you will be able to contribute at our December Meeting.***

Membership Renewal

Renew your annual membership for 2022 and encourage other HR professionals to join. Benefits of membership are monthly meetings and networking opportunities, up-to-date information concerning a variety of HR and business-related topics, recertification credits, and information about must-see conferences and workshops.

New professional members should apply online at our website via the Join Now link at the top of the page. Annual renewal rates are \$50 per year for Professional Members.

BCSHRM Board Openings

Please consider filling one of the following board vacancies:

President -Elect
Membership Director
Programs & Certification Director

The criteria is only that Board members must be current Baldwin SHRM professional members in good standing. The certification role does require SHRM credentials. If you know anyone interested in serving next year, please have them contact Jennifer Crawford at jennifer.crawford@vulcaninc.com.

Careers

Please visit our website and click on the Careers link at the top of the page to view current open positions. To post a HR related position on our Careers Page please email bcshrm.info@yahoo.com.