



# SOUTHEAST TENNESSEE SHRM NEWSLETTER



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### June General Meeting

In partnership with the CRMA, this month's meeting showcased a dynamic panel discussion, which explored the timely and important topic of "Fair and Equitable Practices of Hybrid Work."

The panel discussion provided insights and shared experiences from various industries on the implementation of hybrid work, the challenges faced during and after the COVID-19 pandemic, and the innovative solutions that have been developed to overcome these challenges.

### Introducing the Dual Membership Program

With the goal of long-term maximization of membership benefits and growth for our members, the Southeast Tennessee SHRM Chapter is excited to more fully partner with National SHRM by implementing the Dual Membership Program this August. This alignment with National SHRM brings increased credibility and strength in numbers which will increase our effectiveness to represent HR professionals.

The Dual Membership Program means that you will be renewing both your National and Local Chapter membership on the National SHRM website. This process is simpler for you and for our local chapter. New members will also enroll through this website.



## DUAL MEMBERSHIP RELEASE

### UNLOCK HR EXCELLENCE LOCALLY AND NATIONALLY

Gain access to a vast network of HR professionals, exclusive events, and resources to help you advance your career by combining local and national SHRM membership.



## Dual Membership Program (continued)

As a Dual Member chapter, local members will transition to be dual members of both National SHRM and the Southeast Tennessee Chapter.

In the coming months we will be sharing additional information about how this transition will occur. Be on the lookout for a special edition Southeast Tennessee SHRM newsletter in July as well as an FAQ page on our website. We will host webinars in July as well. Our official launch will be August 19, 2024.

### Features/Benefits of Being a Dual Member Chapter:

#### Simpler Renewal Process

- One and done transaction - one invoice, one payment, and one renewal date for both local and national membership. Simplifying the process of becoming a member and renewing membership will allow us to focus on more member engagement events and activities. Watch for information on Member Engagement Activities and member orientation.

#### More National Support

- More speakers, more marketing, and more financial support

These additional resources will continue to expand our network of speakers and attendees making a greater impact in the Southeast Tennessee region for HR professionals. Strengthening our partnership with SHRM will provide a comprehensive suite of resources, tools and templates that are utilized on a daily basis to assist members in delivering exceptional results for their organizations.

## SHRM AND CHAPTERS ARE BETTER TOGETHER

### WHY BELONG TO SHRM AND A SHRM-AFFILIATED CHAPTER?

#### SHRM MEMBERSHIP



Download 3,000+ articles, tools, templates and how-to guides



SHRM-certified HR knowledge advisors can help with your most pressing HR questions



Stay on top of critical HR issues through e-newsletters, webcasts and *HR Magazine*



Receive alerts on federal, state and local employment laws

#### CHAPTER MEMBERSHIP



Create a network with HR professionals and companies in your community



Advance your career through local professional-development learning opportunities



Gain insights on HR best practices including recruitment, training, benefits and more



Earn PDCs for attending chapter-approved programs

## Anti-Harassment Policies in Light of EEOC Guidance

SHRM News - Published June 5, 2024

Employers should update their anti-harassment policies in light of the U.S. Equal Employment Opportunity Commission's (EEOC's) guidance clarifying that harassment of LGBTQ+ employees can violate Title VII of the Civil Rights Act of 1964. The guidance also indicates when single instances of harassment are so extreme that termination might be in order.

Read the remainder of the article at:

<https://www.shrm.org/topics-tools/employment-law-compliance/update-anti-harassment-policies-in-light-of-eeoc-guidance>

## How to Prepare for the Overtime Rule Changes

SHRM How To Guide - Published May 13, 2024

On April 23, 2024, the U.S. Department of Labor (DOL) issued a final rule that would increase the salary threshold effective July 1, 2024, to \$844 a week (\$43,888 a year) and increase it again effective Jan. 1, 2025 to \$58,656 for the Fair Labor Standard Act's (FLSA's) white-collar exemption from overtime pay. The final rule was published in the April 26, 2024, issue of the Federal Register.

Read the remainder of the article at:

<https://www.shrm.org/topics-tools/tools/how-to-guides/how-to-prepare-proposed-overtime-rule-changes>

## Podcast Bites - Coming Next Month

Podcast Bites will be dropping the week of July 22nd! Be on the look out on how to access in our next newsletter!

Please don't forget to send us an email with suggestions or topics you would us to cover at [setnshrm.inclusion@gmail.com](mailto:setnshrm.inclusion@gmail.com).

"We think we listen, but very rarely do we listen with real understanding, true empathy. Yet listening, of this very special kind, is one of the most potent forces for change that I know." - Carl Rogers



## UPCOMING EVENTS

- HRXchange - 2nd Quarter
  - June 26, 2024
- Dual Membership Webinar
  - July 9, 2024
- SETN SHRM & CRMA Event
  - August 13, 2024
- Dual Membership Launch
  - August 19, 2024



### June Trivia Question:

**What recent landmark case redefined the "undue hardship" standard for religious accommodations?**

**Answer on our LinkedIn post to be entered to win a door prize at the next General Membership meeting.**

We are an affiliate chapter of the Society for Human Resource Management and serve human resource professionals in Southeast Tennessee (formerly SHRM Chattanooga). Whether you are new to human resources or have many years of experience, Southeast Tennessee SHRM offers opportunities for networking, education, professional development and continued support of excellence in human resources.

