



# SOUTHEAST TENNESSEE SHRM NEWSLETTER



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### March General Meeting

SETN SHRM and CRMA hosted an insightful panel discussion as part of their collaborative effort to provide valuable educational opportunities to their members and leaders in the community. In this educational meeting, industry experts from La-Z-Boy/UTK Executive Education, Kenco, and Komatsu came together to explore essential strategies for organizations looking to invest in their future by developing strong succession plans, implementing effective career pathing programs, and intentionally nurturing the next generation of leaders.

## LOOKING FOR WAYS TO INCREASE YOUR CONNECTION CAPITAL? IT'S A SLAM DUNK WITH SOUTHEAST TN SHRM!

We invite you to join us for an evening of intentional connection making. We will be showcasing March Madness activities that you can take with you to incorporate into your next ice breaker activity. You are highly encouraged to bring a non-member guest to add to this time of networking and fun.

JOIN



REGISTER NOW

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## DOL's Rule Narrows Scope of Independent Contractor Classification

*SHRM News - Published January 9, 2024*

The new independent contractor rule from the U.S. Department of Labor (DOL) could spark an increase in misclassification lawsuits and make businesses less likely to hire gig workers, according to some legal experts.

The final rule restores an earlier standard that required companies to weigh a variety of economic factors together to determine whether a worker is an employee or an independent contractor. It took effect on March 11.

Many businesses are familiar with how to comply with the earlier standard that existed before 2021, said Allan Bloom, an attorney with Proskauer in New York City.

"It should not be a strange test to employers," he said. "We're back to where we were in the past. At the end of the day, it's the courts that really have the power to make that determination" about whether an employer misclassified a worker.

The new rule returns to a more employee-friendly standard, and it may usher in a wave of misclassification lawsuits under the Fair Labor Standards Act (FLSA), said Mark Goldstein, an attorney with Reed Smith in New York City.

Read the remainder of the article at: <https://www.shrm.org/topics-tools/employment-law-compliance/independent-contractor-rule-impacts>



### UTC Fall 2024 SHRM Exam Prep Course

Registration for UTC's Fall 2024 SHRM Exam Prep Course opens on April 1!

UTC has provided an employer funding request template to help individuals initiate conversations about course funding with their employers. Proactive discussion of your professional development demonstrates initiative and gives employers more time to factor the cost of development into their budget—increasing chances of approval. Access the template [here](#).

## UPCOMING EVENTS

- Membership Madness
  - March 26, 2024
- HRXchange - 1st Quarter
  - March 27, 2024
- Legal Roundtable
  - April 9, 2024
- Quarterly Breakfast Series
  - April 23, 2024



### March Trivia Question:

**What percentage percent of all women participated in the labor force in 2021?**

**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.

