



SHRM SWFL / National SHRM Dual Membership Frequently Asked Questions

A journey to growth and opportunities is best done with trusted partners alongside you, all advancing together. In this spirit of partnership, and with the goal of long-term maximization of membership benefits and growth for our members, SHRM SWFL is excited to announce that we are fully aligning ourselves with SHRM by implementing the **Dual Membership** Program, referred to as “DMR”.

You are cordially invited to join in on the journey. *Connect, collaborate, learn, and grow!*

Q. When does the Dual Membership partnership between SHRM SWFL and National SHRM take effect?

- The go-live date for this strategic initiative is April 8, 2024.

It is important to note that since SHRM SWFL membership was previously on a calendar-year basis, EVERYONE who is currently a member of SHRM SWFL will remain so through December 31, 2024.

Q. What if my National SHRM and SHRM SWFL memberships expire at different times?

- The goal is to align your National and SHRM SWFL memberships to the same renewal date so that moving forward both memberships will be perfectly aligned, and you can renew both memberships with one, single transaction.

Again, it is important to note that since SHRM SWFL membership was previously on a calendar-year basis, EVERYONE who is currently a member of SHRM SWFL will remain so through December 31, 2024.

MY NATIONAL SHRM MEMBERSHIP EXPIRES IN MARCH OF 2024: If your National SHRM membership expires in March of this year, you should renew your SHRM membership on time, and you will remain a SHRM SWFL Chapter Member through December 31, 2024. SHRM SWFL will invoice you from January 1, 2025, through the month-end before the month of your next National SHRM renewal date. This is explained further below.

MY NATIONAL SHRM MEMBERSHIP IS EXPIRING IN APRIL of 2024: If you are a member at National SHRM and SHRM SWFL, and your national membership expires in April 2024, you should NOT renew your membership until after the go-live date of April 8, 2024.

MY NATIONAL SHRM MEMBERSHIP EXPIRATION IS IN NOT UNTIL 2025: If your National SHRM membership expires in 2025, SHRM SWFL will invoice you from January 1, 2025, through the month-end before the month of National SHRM renewal. This is explained further below.

Q. How will I pay for my membership?

- Unless it is a SHRM SWFL invoice as mentioned above (and explained below), as of April 8, 2024, members will pay for their national and local membership in one transaction through the SHRM Store Dual Membership Page. The link to the page will be provided once SHRM transitions SHRM SWFL to a Dual Membership Chapter.

Q. How much will the total Dual Membership transaction cost me?

- SHRM SWFL dues will be \$30. National SHRM dues are currently \$264, making the total cost \$294 for Dual Membership through both organizations.

Q. How do National SHRM and SHRM SWFL identify me?

- Your National SHRM and SHRM SWFL memberships will identify you by your email address. It is important to ensure that your email address is the same at National SHRM and SHRM SWFL.

Q. I am currently a member of National SHRM. What can the SHRM SWFL local chapter offer me in addition to my National SHRM Membership?

- Being a local chapter member provides you with local networking and an historical go-to resource. You have the benefit of meeting other local professionals and small business owners who are facing the same challenges you are and can assist you with answers to your questions.

You will receive invitations to webinars, seminars, and professional development opportunities. We seek SHRM and HRCI certification credits for all monthly chapter meetings. Additionally, there are leadership and volunteer opportunities to assist in professional development and to give back to the HR community.

We are the official SHRM affiliate (local chapter) for people living, learning, and working in the Southwest Florida area. Here's a chance to collectively connect, collaborate, learn, and grow!

Q. Why should I join National SHRM when SHRM SWFL gives me all I need?

- National SHRM membership is now a requirement of having a SHRM SWFL membership, i.e., Dual Membership. The National SHRM membership offers many resources to save whoever manages the HR function time and money as they strive to stay compliant while creating a great workplace for their organization.

For instance, SHRM has an "Ask an Advisor" service, offering personalized guidance on specific HR questions or challenges. This is an impartial service that will help you to identify your options and perhaps narrow them down, but they will not tell you what to do – the decision is yours, and mostly a more informed decision. SHRM also offers How-To Guides, sample policies, sample job descriptions, sample interview questions, and more!

Again, it is important to note that since SHRM SWFL membership was previously on a calendar-year basis, EVERYONE who is currently a member of SHRM SWFL will remain so through December 31, 2024.

This year, we will run a SHRM SWFL Dual Membership drive in mid-December. With a target enrollment date of January 1, 2025, LMOs (Local Members Only) will have the option to become Dual Members. A local member may become a Dual Member sooner and will be subject to the accounting practices explained in this document.

If you opt not to become a Dual Member, you may attend future meetings as a registered, pre-paid, SHRM SWFL Affiliate (guest) for each meeting you choose to attend. The cost to attend an individual meeting as a SHRM SWFL Affiliate is currently \$30. (Those transactions will occur

on the SHRM SWFL website.)

Q. Why is SHRM SWFL a 100% chapter, and how does it benefit me as a member?

- As part of SHRM's newly adopted Mission Statement, we are looking to align ourselves with National SHRM in maximizing our members' access to the [SHRM Competency Model](#).
- SHRM SWFL will now have access to nationally recognized speakers.
- Via our alignment with National SHRM, credibility and strength in numbers will increase our effectiveness to represent HR professionals with grassroots efforts at the legislative level.
- A streamlined pathway to receive the benefits of a national organization linked with a local perspective and presence resulting in double the expertise.
- Educational programs and services focused on the [SHRM Competency Model](#) so that you can more quickly advance in your career or further your knowledge.

Q. What are the differences between National SHRM and SHRM SWFL?

- The Society for Human Resource Management (SHRM) is a global professional society.
- SHRM SWFL Society for Human Resource Management (SHRM SWFL) is the official SHRM affiliate/local chapter for people living, learning, and working in Southwest Florida.

Q. Can I belong to more than one local chapter at a time?

- Yes, you can. However, you can only designate one chapter as your "primary" chapter. That is why it is important to ensure that your email address is the same for each. Please consider designating SHRM SWFL as your primary chapter so that we may meet or exceed our [SHAPE](#) and [EXCEL](#) goals while also receiving a small stipend from SHRM. Attaining these goals is what makes SHRM SWFL an award-winning chapter!

Q. Can you explain how the cost of membership and aligning as a Dual Member are reconciled?

- MY NATIONAL SHRM MEMBERSHIP IS EXPIRING IN APRIL 2024: If you are a National SHRM and SHRM SWFL member, and your national membership expires in April 2024, you should NOT renew your membership until after the go-live date of April 8, 2024. If your National SHRM membership expires in the remainder of 2024, you should renew your membership in the month of your national expiration by using the link that will be provided on the SHRM SWFL website.

Currently, for those who are SHRM members, the average monthly cost to be a SHRM SWFL member is \$2.50. Since SHRM SWFL membership previously ran on a calendar year basis, those whose National SHRM membership renews between April 30 and December 31, 2024, will have "overpaid" in 2024 by amount ranging from \$2.50 to \$22.50, respectively, when they renew their membership on time through the SHRM Store Dual Membership Page.

For those members who are owed a refund. SHRM SWFL has two options for you.

- Option 1: You can donate your refund. Between April 8, 2024, and April 8, 2025, SHRM SWFL will collect all donated refunds and pool them together. In April 2025, we will make 2 donations, 1 to SHRM National Foundation and the other to a local SWFL Charity (TBD later). As our initiative for 2024 is Pay it Forward, the SHRM SWFL Board decided to offer this opportunity to members to Pay it Forward. Please note, the chapter itself will not keep any of the donated refunds.
- Option 2: You may request in writing a refund be issued to you. To initiate a refund, please email dmr.shrmswfl@gmail.com within 30 days of your renewal, specifying the recipient's name and mailing address. Any refunds not requested during this period will be considered a donation. For further information on the National SHRM Foundation, click [here](#).

- **I AM A LMO (LOCAL MEMBER ONLY):** When you become a Dual Member on January 1, 2025, or shortly thereafter, your Dual Membership is in alignment when you join National SHRM and SHRM SWFL concurrently. You will be charged \$294. If you become a Dual Member before January 1, 2025, SHRM will charge you \$294, and you become subject to the SHRM SWFL membership reconciliation for any overpayment as explained above.
- **MY NATIONAL SHRM IS EXPIRING IN 2025 OR LATER:** Since SHRM SWFL membership will need to align with your National SHRM membership, and SHRM SWFL previously ran on the calendar year, SHRM SWFL will invoice you from January 1, 2025, through the last day of the month before your National SHRM renewal month. If the invoice is not paid, you will become a National SHRM member only beginning January 1, 2025, and should you wish to attend a SHRM SWFL chapter meeting, you will need to register as a SHRM SWFL Affiliate (guest) and are subject to the pre-paid, \$30 fee for each meeting you choose to attend. (Those transactions will occur on the SHRM SWFL website.)

If you pay the invoice by December 31, 2024, you remain a SHRM SWFL member in good standing through the invoice extension date. When it is time to renew your National SHRM membership, and you renew your SHRM SWFL membership concurrently, the current 12-month charge will be \$30, and your SHRM and SHRM SWFL membership will remain perfectly aligned.

Q. I have more questions! Who do I contact?

- Send an email to dmr.shrmswfl@gmail.com, and we will get back to you as quickly as possible.
- At the next chapter meeting, reach out to any SHRM SWFL Board Member for help.

To learn more about SHRM SWFLSHRM, visit <https://www.shrmswfl.org>

To learn more about the Society for Human Resource Management, visit <https://www.shrm.org>

Dual Membership. Join the journey!



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