



GMSHRM / 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, GMSHRM is excited to announce that we are fully aligning ourselves with SHRM by implementing the **Dual Membership** Program.

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

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

- The go-live date for this strategic initiative is October 17, 2022.

It is important to note that since GMSHRM membership was previously on a calendar-year basis, EVERYONE who is currently a member of GMSHRM will remain so through December 31, 2022.

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

- The goal is to align your National and GMSHRM 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 GMSHRM membership was previously on a calendar-year basis, EVERYONE who is currently a member of GMSHRM will remain so through December 31, 2022.

MY NATIONAL SHRM MEMBERSHIP EXPIRES IN AUGUST OR SEPTEMBER OF 2022: If your National SHRM membership expires in August or September of this year, you should renew your SHRM membership on time, and you will remain a GMSHRM Chapter Member through December 31, 2022. GMSHRM will invoice you from January 1, 2023, 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 OCTOBER, NOVEMBER, OR DECEMBER 2022: If you are a member at National SHRM and GMSHRM, and your national membership expires in October 2022, you should NOT renew your membership until after the go-live date of October 17, 2022. If your National SHRM membership expires in November or December, you should renew your membership in the month of your national expiration.

MY NATIONAL SHRM MEMBERSHIP EXPIRATION IS IN 2023: If your National SHRM membership expires in 2023, GMSHRM will invoice you from January 1, 2023, 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 GMSHRM invoice as mentioned above (and explained below), as of October 17, 2022, 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 GMSHRM to a Dual Membership Chapter.

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

- GMSHRM dues will be \$60. National SHRM dues are currently \$229, making the total cost \$289 for Dual Membership through both organizations.

Q. How do National SHRM and GMSHRM identify me?

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

Q. I am currently a member of National SHRM. What can the Greater Monadnock 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. There is a half-hour roundtable session after each chapter meeting available to anyone who wishes to stay and participate.

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 Monadnock area. Here's a chance to collectively connect, collaborate, learn, and grow!

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

- National SHRM membership is now a requirement of having a GMSHRM 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 GMSHRM membership was previously on a calendar-year basis, EVERYONE who is currently a member of GMSHRM will remain so through December 31, 2022.

This year, we will run a GMSHRM Dual Membership drive in mid-December. With a target enrollment date of January 1, 2023, 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, GMSHRM Affiliate (guest) for each meeting you choose to attend. The cost to attend an individual meeting as a GMSHRM Affiliate is \$30. (Those transactions will occur on the GMSHRM website.)

Q. Why is GMSHRM 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](#).
- GMSHRM 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 GMSHRM?

- The Society for Human Resource Management (SHRM) is a global professional society.
- Greater Monadnock Society for Human Resource Management (GMSHRM) is the official SHRM affiliate/local chapter for people living, learning, and working in the Monadnock area of New Hampshire.

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 GMSHRM 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 GMSHRM 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 OCTOBER, NOVEMBER, OR DECEMBER 2022: If you are a National SHRM and GMSHRM member, and your national membership expires in October 2022, you should NOT renew your membership until after the go-live date of October 17, 2022. If your National SHRM membership expires in November or December, you should renew your membership in the month of your national expiration by using the link that will be provided on the GMSHRM website.

Currently, for those who are SHRM members, the average monthly cost to be a GMSHRM member is \$5. Since GMSHRM membership previously ran on a calendar year basis, those whose National SHRM membership renews between October 17 and November 30, 2022, will have "overpaid" in 2022 by \$10 or \$5, respectively, when they renew their membership on time through the SHRM Store Dual Membership Page.

You may have GMSHRM donate your "overpayment" to the National SHRM Foundation or request a refund check. If you wish to be issued a refund check, please send an email to info@monadnockshrm.org requesting your refund, to whom the check is to be made payable, and where the check should be mailed.

The National SHRM Foundation is the philanthropic arm of SHRM that provides scholarships to individuals preparing for their first job in HR or who are studying to fast-track their existing careers in human resources. *If you do not specifically request a refund during your renewal month, we will donate your "overpayment" to the foundation. Thank you!*

- I AM A LMO (LOCAL MEMBER ONLY): When you become a Dual Member on January 1, 2023, or shortly thereafter, your Dual Membership is in alignment when you join National SHRM and GMSHRM concurrently. You will be charged \$289. If you become a Dual Member before January 1, 2023, SHRM will charge you \$289, and you become subject to the GMSHRM membership reconciliation for any overpayment as explained above.

- MY NATIONAL SHRM IS EXPIRING IN 2023 OR LATER: Since GMSHRM membership will need to align with your National SHRM membership, and GMSHRM previously ran on the calendar year, GMSHRM will invoice you from January 1, 2023, 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, 2023, and should you wish to attend a GMSHRM chapter meeting, you will need to register as a GMSHRM Affiliate (guest) and are subject to the pre-paid, \$30 fee for each meeting you choose to attend. (Those transactions will occur on the GMSHRM website.)

If you pay the invoice by January 9, 2023, you remain a GMSHRM member in good standing through the invoice extension date. When it is time to renew your National SHRM membership, and you renew your GMSHRM membership concurrently, the current 12-month charge will be \$289, and your SHRM and GMSHRM membership will remain perfectly aligned.

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

- We will devote some time at the onset of the *in-person*, September chapter meeting to cover Dual Membership and its benefits. If you haven't registered to attend, please visit <https://monadnockshrm.org/events>. The topic is Legal Update. **Please note the location has changed to the Best Western on Winchester Street in Keene.**
- Send an email to info@monadnockshrm.org, and we will get back to you as quickly as possible.

To learn more about Greater Monadnock SHRM, visit <https://www.monadnockshrm.org>

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

Dual Membership. Join the journey!

