

DEC. 2024

HAPPENINGS

SOUTHERN NEVADA SHRM NEWSLETTER



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SNVSHRM Board Member Elections Results

We are delighted to announce the election of the Southern Nevada SHRM (SNVSHRM) Board of Directors for the 2025-2026 term. These distinguished professionals bring a wealth of experience and dedication to advancing the human resources field in our community.

Incumbent Board Members

- Kristen Hayde
- Stephanie Hernandez, SHRM-CP, CEBS
- Patrice Ross, SHRM-SCP, SPHR
- Angelo Rabe, SHRM-CP
- Robyn Ruelas

Newly Elected Board Members

- Dawn Amiker-Hubbard, SHRM-CP, PHR
- Jill Elliott, SPHR
- Dewey Goering
- Christine Steele, SHRM-CP, SPHR
- Vicki Ann Winston, SHRM-SCP

We extend our heartfelt congratulations to each of these leaders and look forward to their contributions in advancing the HR profession in Southern Nevada!

New Developments in Overtime Exemption Rules

E. Anne Hanson Esq. - Fisher & Phillips, LLP

Background

The Biden Department of Labor (“DOL”) implemented a two phased increase to the salary threshold for “white-collar” exemptions from \$35,000/annum. The first phase, which increased this threshold to \$44,000/annum, was effective July 1, 2024. In June 2024, a federal district court judge halted this July 1st increase but only as it applied to the state of Texas and not nationwide. The next phase of the increase to a salary threshold of \$59,000/annum was scheduled to become effective on January 1, 2025.

New Developments

Several business groups joined Texas in requesting that the court vacate the DOL’s rule for all employers across the nation. After hearing arguments from these business groups, the judge blocked both increases nationwide - meaning that the salary threshold for these white-collar exemptions remained at \$35,000/annum across the board. In 2016, the same challenges were made when the Obama administration’s DOL attempted to raise the salary threshold. The 2024 ruling was essentially the same as that of 2016- white-collar exemption is fundamentally a duties test, and by dramatically increasing the salary threshold, the new rule made salary the predominate factor over duties. The 2024 ruling, like that of 2016, also found that the DOL did not have the authority to make this change to the salary threshold. In 2024, there was another twist - with the recent decision of the U.S. Supreme Court to overrule Chevron deference, courts are no longer instructed to defer to permissible agency interpretations of the statutes that these agencies administer. Therefore, the 2024 holding on the salary threshold has more foundation than such prior attacks on the DOL’s authority.

What Happens Next

The DOL could, of course, appeal the court’s ruling. The initial sentiment upon Trump’s reelection was that this matter would be dead. However, with the nomination of Lori Chavez-DeRemer, commonly seen as a pro-labor choice, for Secretary of Labor, there is the possibility that there may be some effort by the DOL to propose a less aggressive increase to the salary threshold in the next two years.

What Can Employer’s Do?

·You may have the right to reduce salaries that were increased in response to the salary threshold. Even so, this could have a negative impact on employee morale and must be considered thoughtfully. Also, there are written notification requirements, at least seven days written advance notice, under Nevada law before an employer can reduce salaries.

·You can hold off on the January 1, 2025 increase if it has not been implemented. However, if employees are expecting this increase, you should be sensitive about the impact and craft communications very carefully.

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·As always, you should regularly review the exemption status of your employees. With the amount of focus on the salary threshold in 2024, this is likely to get more focus.

Conclusion

Fisher Phillips monitors developments in the law and provides updates through the Firm’s Insights at <https://www.fisherphillips.com/newsroom-signup>.

Get Certified with the 2025 SHRM Certification Spring Study Group!

Are you ready to take the next step in your HR career? Southern Nevada SHRM invites you to join our 2025 SHRM Certification Spring Study Group! This comprehensive, interactive study group is designed to help you successfully prepare for your SHRM-CP or SHRM-SCP certification exams.

Why Join?

Interactive Learning Environment

Our study group, conducted ONLINE via Zoom, is led by an experienced, SHRM-certified instructor. You'll benefit from guided discussions, sample test reviews, and exclusive test-taking tips to increase your chances of passing the exam.

Flexible and Convenient

Sessions take place on Wednesdays from 6:00 PM to 7:00 PM, beginning February 19, 2025, and running for 12 weeks. Each session is recorded, allowing you to revisit lessons anytime during your preparation journey.

Comprehensive Materials

Included in your registration are the complete SHRM Learning System materials, online access for 18 months, and downloadable e-files for offline study. These resources align with the updated 2025 SHRM Body of Competencies and Knowledge (BoCK) and include features such as:

Competencies in Action: Engaging activities to strengthen behavioral competencies.

Embedded e-reader access: Study from any device, anywhere.

Topics Covered

The course includes everything you need to succeed, including:

Exam Preparation Tips

HR Strategy & Competencies

Talent Acquisition, Employee Engagement & Retention

Total Rewards, Organizational Effectiveness & Development

Technology Management, U.S. Employment Law, and much more!

Affordable Pricing

At just \$900, our study group offers the lowest fee for HR Certification test preparation! This includes all materials, shipping, and handling, valued at over \$1,200 if purchased directly from SHRM.

How to Register

Complete the online Interest Form for more information or register [ONLINE](#) by the registration deadline: January 15, 2025.

t. Payment must be received by the deadline to ensure materials are ordered in time.

Important Note: A minimum of 5 paid registrations is required to hold the class, so don't wait—secure your spot today!

Make 2025 Your Year of HR Success!

Enhance your career, gain valuable insights, and join a network of peers who are as driven as you are. Take the first step toward SHRM certification with SNVSHRM's trusted support.

 Registration Deadline: January 15, 2025

 Course Start Date: February 19, 2025

 Location: Online via Zoom

Visit our website to register now or contact us for more information. Let's make your certification journey a success!

Your journey to SHRM certification starts here—don't miss this opportunity!

Calling All SHRM-CP and SHRM-SCP Professionals!

Southern Nevada SHRM is seeking certified HR professionals to facilitate our Certification Study Group sessions. Share your expertise, mentor aspiring HR leaders, and earn Professional Development Credits (PDCs) toward recertification.

Details:

- Format: Online via Zoom
- Schedule: Wednesdays, 6:00-9:00 PM
- Support: Materials and guidance provided by SNVSHRM

Benefits:

- Earn PDCs
- Expand your network
- Enhance your leadership skills

Qualifications:

- Current SHRM-CP or SHRM-SCP certification
- HR experience and passion for mentoring

Interested? Complete the [Facilitator Interest Form](#). Join us in shaping the future of HR!

Help Us Shape Our 2025: Share Your Insights by Taking Our Survey!

As we look ahead to 2025, we want to ensure that we continue to provide you with the programs, resources, and opportunities that matter most to you. To make that happen, we need your valuable input!

We invite you to participate in our Annual Member Survey by visiting this [link](#). Your feedback will play a crucial role in helping us design our upcoming events, workshops, and initiatives for the next calendar year. Your input will directly influence the programs we offer, ensuring they align with your needs and the ever-evolving landscape of our industry.

Why Your Input Matters:

Tailored Events: Let us know what topics, speakers, and formats would bring the most value to you.

Professional Development: Help shape our educational opportunities to enhance your career growth.

Networking Opportunities: Share your thoughts on how we can foster stronger connections within our community.

By taking just 5 minutes to complete the survey, you'll help guide us in making informed decisions that will ultimately benefit you and the entire community.

Your Voice = Our Direction

Together, we can build a dynamic calendar for 2025 that reflects our members' needs and stays relevant in this fast-paced industry. [Click here](#) to get started and make your voice heard today!

A Special Thank You to Our Valued Sponsors!

We want to extend our heartfelt thanks to all of our amazing sponsors who help make Southern Nevada SHRM events and programs possible. Your generous support allows us to provide meaningful opportunities for HR professionals to connect, learn, and grow. Together, we are advancing the HR profession and strengthening the Southern Nevada business community.

Thank you for your partnership and commitment to making a positive impact!



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