



SNVSHRM 2019 Year End Happenings

Upcoming Events

- **November 21, 2019, 7:30 – 8:30 am – Employee/Labor Relations Special Interest Group**
 - Absolute Dental
 - 2250 South Rancho #205
 - Las Vegas, NV 89102
 - [More Information Here](#)
- **November 21, 2019, 4:00 – 6:00 pm – Compensation & Benefits Special Interest Group**
 - Las Vegas Metro Chamber of Commerce
 - 575 Symphony Park Ave Ste 100
 - Las Vegas, NV 89106
 - [Register Here](#)
- **December 12, 2019, 7:30 – 9:30 am – Year End Legal Update**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)

PLEASE NOTE: At this time our Merchant Services is unable to accept credit cards.

Please be prepared to pay with cash or a check upon check in.

Don't forget to bring your business cards to SNVSHRM meetings to participate in raffle drawings for valuable prize giveaways!



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Special SHRM membership offer for SNVSHRM's members: Save \$20 on a new or renewal SHRM membership by 12/31 with promo code STATE20 and get access to the HR tools and resources to help you be confident, compliant and current on all things HR. [Click Here to Join/Renew](#)

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Legal Brief

Walmart Settles Nationwide Pregnancy Discrimination Case for \$14 Million

Walmart, the nation's largest retailer, has agreed to pay \$14 million to resolve a pregnancy discrimination class action lawsuit. The complaint alleged that Walmart had a written policy denying pregnant women the same accommodations that it provided for workers with disabilities.

The three women who brought the Pregnancy Discrimination Act (PDA) case, in the US District Court for the Southern District of Illinois, all sought light-duty accommodations due to pregnancy-related medical restrictions. Supervisors told one of the plaintiffs that rather than provide light duty work, she would have to take an unpaid leave of absence.

Another former employee claimed the company fired her shortly after she requested a copy of Walmart's childbirth leave policies. The woman claimed that a supervisor had previously ignored her request to avoid heavy lifting during her pregnancy.

In its defense, Walmart had asserted that the lead plaintiffs failed to identify any nonpregnant employees who were treated more favorably. The company also claimed there were no statistics to show that its policy had a disparate impact on pregnant workers. It did not admit any wrongdoing as part of the agreement.

In 2015, the Supreme Court ruled in a similar PDA case that United Parcel Service never considered whether it could accommodate a pregnant employee seeking light-duty work while at the same time it was accommodating other nonpregnant workers. While the justices did not decide whether discrimination actually had occurred, the opinion represented a big win for pregnant employees.

UPS changed its policy prior to the Supreme Court's ruling, and Walmart likewise changed its national accommodation in employment policy a few months after this case was filed.

While federal law prohibits pregnancy discrimination, several states go further in their requirements for employers to provide reasonable accommodations for pregnancy, childbirth and related medical conditions.

In an interview with XpertHR this summer about how to prevent pregnancy discrimination, North Carolina employment attorney Robin Shea called light-duty programs "a real trap with pregnant employees." Speaking about pregnancy discrimination generally, Shea said, "I'm still seeing employers who offer "make work" light duty for work-related injuries but do not offer it for anybody else. And that could be a problem under the [Supreme Court's] Young v. UPS standard.

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## **SHRM LEARNING SYSTEM STUDY GROUP**

We are excited to announce that registration for the Spring 2020 Chapter Study Group is now OPEN!

If you are planning to sit for any HR certification exam, participation in our Chapter Study Group will give you the edge that will make a difference.

In addition to being revised around the updated 2020 SHRM BoCK (Body of Competencies and Knowledge), the 2020 SHRM Learning System includes many new features to enhance the learners' experience:

- Competencies in Action: engaging activities to promote and differentiate the behavioral competencies.
- Online access to the Learning Modules: via an embedded e-reader, accessed within the system on a computer or device when a student is logged in. **This online access is available for 18 months after the date of your purchase.**
- Access to downloadable e-files: for use via an e-reader device, providing disconnected access for students on the go.

The SNV SHRM Chapter Study Group price of only \$535 is the lowest of all HR Certification test preparation courses even with the service fee of \$65 to cover shipping and handling. The total fee is \$600. This fee is only available to participants in the Chapter Study Group and is the lowest fee available anywhere.

Plus, we provide access to local, certified HR professionals to answer your questions for no additional charge.

The first session of the Spring 2020 Chapter Study Group will meet on Wednesday, January 15, 2020 from 6-9 pm and 11 weeks thereafter.

In order for you to have time to receive your online materials and prepare for the first session, **we will need your payment by December 31, 2019.** Your written materials will be delivered to you at the first session of the study group.

The location for the Spring 2020 study group meetings has not been decided, it could be in your office...

For more information email [connyeharper@gmail.com](mailto:connyeharper@gmail.com)

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