



SNVSHRM April 2019 Happenings

Upcoming Events

- **April 18, 2019, 5 – 8 pm – SNVSHRM Networking Mixer**
 - Mabel’s BBQ inside the Palms
 - 4321 W Flamingo Rd
 - Las Vegas, NV 89103
 - \$10 per person
 - [Register Here](#)
- **June 23 – 26, 2019 – SHRM ‘19**
 - Las Vegas Convention Center
 - 3150 Paradise Rd
 - Las Vegas, NV 89109
 - \$835 - 2765
 - [Register Here](#)
- **August 8, 2019, 7:30 – 9:30 am – Legal Update – Active Shooter Preparation: Workplace Violence Planning and Strategies for When Shots Ring Out**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **December 12, 7:30 – 9:30 am – End of Year Legal Update – SAVE THE DATE**
 - Stay tuned for more details

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

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SHRM '19 Volunteer Update

Our Official Volunteer Applications opened on January 4, 2019, first for Southern Nevada SHRM (SNVSHRM) Chapter Members who signed-up on our Interest List before January 1st, 2019.

Our Interest List Form is now closed.

Residents from approved States (AK, AZ, CO, HI, ID, MT, NM, NV, OR, UT, WA and WY) who are not on our "Interest List" are welcomed to fill out our Waiting List Volunteer Application. If we still have shifts remaining after Nevada recruiting has completed, we will convert your application to "Active" status and will email you to self-schedule your shift(s). NOTE: You will not receive a follow-up email unless we extend recruiting to your state.

Residents of the State of CA are excluded from volunteering for SHRM19 due to the number of outlying states in the recruiting area.



Legal Brief

[Oracle the Latest to Face Pay Discrimination Lawsuit](#)

A [U.S. Department of Labor Office of Federal Contract Compliance Programs \(OFCCP\) filing](#) on Jan. 25 alleged Oracle discriminated against black, Asian and female employees, as well as international workers with visas, funneling them into lower-paying roles and ultimately underpaying them to the tune of \$400 million dollars.

The OFCCP, which enforces equal pay and ensures government contractors comply with anti-discrimination legislation, states: Oracle "impermissibly denies equal employment opportunity to non-Asian applicants for employment, strongly preferring a workforce that it can later underpay. Once employed, women, Blacks and Asians are systematically underpaid relative to their peers." The practice allegedly goes back to 2013.

As [TechCrunch reports](#), "The office also alleges Oracle discriminates against those who have visas, often putting them in low-level jobs. The vast majority of hires from Oracle's [college](#) recruiting program, the suit alleges, were international students with student visas. These students required work authorization to remain in the United States after graduation," the suit alleges. "In other words, Oracle overwhelmingly hires workers dependent upon Oracle for sponsorship to remain in the United States." [Read More](#)



Southern Nevada SHRM Presents...for HR Professionals...FREE

Special Interest Groups

To share Best Practices and Brainstorm to find Solutions for your Professional Issues

Employee/Labor Relations: Next Meeting, Thursday, April 18, 7:30 am -8:30 am at the Simmons Group, 6841 South Eastern Ave Suite 103, Las Vegas 89119, **Topic: a debate between the benefits of being union versus being union free, Speakers: Robert Sumlin and Greg Wilken.** Facilitator: Dave Newton.

[Register Here](#)

Compensation & Benefits: Next Meeting Tuesday, April 23, 4 pm-7:30 pm, Oasis Biotech, 6225 Annie Oakley Dr., LV 89120, **Topic:** Best Practices for controlling benefit program costs and selection of insurance brokers and plans for small businesses of 50 employees or less. **Speaker:** Erin Morrissey. Host: Selina Yang. Facilitator: Nukinda Beets.

[Register Here](#)

Diversity & Inclusion: Next Meeting Thursday, May 16, 5 pm-8 pm, Scientific Games, 6601 S Bermuda Rd. Las Vegas, 89119, Host: Kat Anderson , **Topic: Develop a D&I Plan for your Organization.** Facilitator: Connye Y. Harper.

[Register Here](#)

For more information, visit our website: www.snv.shrm.org or email you questions to connyeharper@gmail.com

2019 Scholarship Application Dates Now Available

The SHRM Foundation has released their 2019 scholarship overview. In 2019, they will award more than \$500,000 in certification, academic and professional development scholarships and grant to HR professionals and students. All eligible SHRM, student and chapter and state council members are encouraged to apply for one or more of the scholarships or awards. For more information, visit shrmfoundation.org/scholarships or contact misha.adams@shrm.org

Community Spotlight

Applications Open for Leadership Programs to Enhance Professional Development

Finding quality professional development opportunities is important to enhancing your company's talent, as well as retaining your best team members. Whether for experienced professionals who want to develop a deeper understanding about the community or young professionals who want to hone their management abilities, the Chamber's Leadership Foundation of Greater Las Vegas programs help you build your organization's leadership and executive talent.

The Leadership Foundation, a 501(c)(3) non-profit affiliated with the Las Vegas Metro Chamber, has created a strong legacy of proven leadership development in Southern Nevada. More than 1,400 graduates have graduated from its Leadership Las Vegas and Leadership Advance programs and have gone on to serve in executive positions, as well as in elected office and non-profit boards.

Applications are open for the following programs that may be valuable to the professionals in your organization:

Leadership Las Vegas

Leadership Las Vegas, the premier executive development program in Southern Nevada, brings together 60 individuals in leadership roles within the community from a breadth of industries and local businesses for an intensive 10-month experience. Class members begin with an opening retreat in September where they get to know their fellow classmates and embark on their Leadership Las Vegas experience. Through monthly session days, class members develop new perspectives on the community by exploring the inner-workings of Las Vegas, including its greatest strengths and most challenging issues, hearing from area experts and leaders, and participating in interactive tours, simulations, and other activities. At the end of the class year, participants join a network of leaders committed to using their talents and strengths to improve Southern Nevada. Leadership Las Vegas has graduated more than 1,300 business leaders since its inception in 1986. [Learn More](#)

SHRM Specialty Credentials

Build specialized knowledge and expand your influence by earning a SHRM Specialty Credential. These credentials allow HR professionals to demonstrate targeted competence in several key areas while enhancing credibility among peers and employers. Earning a SHRM Specialty Credential is an investment in your continued career development and can be accomplished by engaging in content-specific, competency-based education and achieving a successful score on an online assessment. Specialty Credentials are an approved professional development activity for recertification credits towards your SHRM-CP® or SHRM-SCP® certification. [Learn More](#)

E-Verify Redesign – Users Must Complete New Tutorial

On June 13, U.S. Citizenship and Immigration Services (USCIS) launched a redesigned E-Verify website. E-Verify is the web-based system operated by USCIS (in partnership with the Social Security Administration) that allows participating employers to electronically verify the employment eligibility of newly-hired employees. The re-engineering effort was designed to improve the user experience, minimize errors, support compliance with the terms of use, and enable real-time validation of employers enrolling in E-Verify against commercial data. The redesign includes a new home page, a new “case alerts” feature, improved case management, and streamlined tutorials.

Existing E-Verify users are generally required to complete the updated tutorial during their first login after June 13. The tutorial takes approximately 20 minutes to complete and serves as a “how to” introduction to the new system.

SHRM Learning System Study Group

We are excited to announce that registration for the Fall 2019 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 2019 SHRM BoCK (Body of Competencies and Knowledge), the 2019 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 \$495* 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 \$560. 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 fee. The first session of the Fall Chapter Study Group will meet on Wednesday, September 11, 2019 from 6-9 pm and 11 weeks thereafter. In order for you to have time to receive your materials and prepare for the first session, **we will need your payment by August 17, 2019.** Your written materials will be delivered to you within one week of placing the group order.

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

For more information email connyeharper@gmail.com

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