



SNVSHRM August 2019 Happenings

Upcoming Events

- **August 22, 2019, 5:00 – 8:00 pm – SNVSHRM Summer Mixer**
 - MacKenzie River Pizza, Grill and Pub
 - City National Arena
 - 1550 S. Pavilion Center Dr.,
 - Las Vegas, NV 89135 (Located second floor)
 - [Register Here](#)
- **September 12, 2019, 7:30 – 9:30 am – Legal Update – Ask the Lawyer – Managing Legal Marijuana**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **October 10, 2019, 7:30 – 9:30 am – What is the Future of HR?**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **November 14, 2019, 7:30 – 9:30 am – Engagement 2020 – Where We are and What You Can Do**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [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!



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](#)

Legal Brief

A \$6M Misunderstanding? Pennsylvania Jury Finds Age and National Origin Discrimination

By [Diane Windholz](#) and [Damon W. Silver](#)



Following a five-day trial, and nine hours of deliberation, a federal jury in Pennsylvania has awarded more than \$6 million to a former Teva Pharmaceuticals employee. *Middlebrooks v. Teva Pharmaceuticals USA, Inc.*, No. 2:17-cv-00412 (E.D. Pa. Nov. 19, 2018). The employee claimed that the company discriminated against him on the basis of his age in violation of the Age Discrimination in Employment Act (ADEA) and on the basis of his national origin in violation of Title VII of the Civil Rights Act and retaliated against him for lodging internal complaints.

Stephen Middlebrooks, who was 58-years-old at the time of his termination and a United States national, alleged that his younger, Israeli manager, Nir Aharoni, told him the company intended to make certain employment decisions based on age – a practice which, Aharoni purportedly said, was commonplace in Israel, where Teva is headquartered. Middlebrooks further alleged that Aharoni demonstrated bias against American employees. He claimed, for example, that Aharoni remarked that Americans had “narrow-minded perceptions of Israelis.”

Middlebrooks alleged that, after he complained about the foregoing conduct, Aharoni (a) gave him the worst performance rating he had received in his 15-year tenure, and (b) denied him an equity award on grounds that Teva only gave such awards to employees with long-term futures at the company.

According to Middlebrooks, HR investigated his complaints and concluded that Aharoni had not engaged in discriminatory conduct. HR, however, recommended that members of Aharoni's team – against whom Mr. Middlebrooks had also made complaints – receive "cultural sensitivity training." Middlebrooks alleged that he was never advised whether this recommendation was implemented and that, shortly after HR concluded its investigation, he was placed on a performance improvement plan (PIP) for the first time during his career at Teva. Soon thereafter, Middlebrooks alleged, he filed a Charge with the Equal Employment Opportunity Commission. In response, Aharoni allegedly extended the duration of the PIP and, when that extended period concluded, terminated Middlebrooks' employment.

Teva has submitted post trial motions. The company likely will challenge the jury's award of \$5 million in punitive damages. (The jury also awarded \$1.16 million in compensatory damages.) Under Title VII, punitive damages are capped at \$300,000 for employers with more than 500 employees. According to [reporting](#), Middlebrooks' counsel is taking the position that, notwithstanding the Title VII cap, the full punitive damage award is recoverable on Middlebrooks' ADEA claim. The Third Circuit Court of Appeals has not yet weighed in on the issue, but a number of district courts in that circuit have held that punitive damages are not recoverable in any amount under the ADEA.

The jury verdict provides an important lesson for employers with operations in multiple countries – or just in multiple states or cities. Employment laws vary from country to country, from state to state, and at the local level. Managers supervising employees in more than one location should be trained on compliance with the pertinent employment laws in each such location.

SHRM Membership Special

Special SHRM membership offer for Southern Nevada SHRM'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. <https://www.shrm.org/>

SHRM Learning System Study Group

We are excited to announce that registration for the Fall 2019 Chapter Study Group has been extended!

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 during August, 2019.** Your written materials will be delivered to you within one week after I place the group order.

The location for the study group meetings will be Scientific Games, 6601 Bermuda, Las Vegas 89119.

For more information email connyeharper@gmail.com

New SHRM Specialty Credentials for Department of One, Immigration

Credentials confer recognition of expertise, competence in focused fields; 17-26 PDCs awarded to SHRM certification-holders

SHRM has issued two new professional development programs, the SHRM U.S. Employment Immigration Specialty Credential and the SHRM HR Department of One Specialty Credential. HR professionals who earn these specialty credentials demonstrate specialized knowledge in focused fields of practice and complex, continually-evolving topic areas.

Department of One

"HR professionals who are solo practitioners in their organizations face unique challenges," said Nick Schacht, SHRM-SCP, chief global development officer at SHRM. "They must bring a full range of HR expertise to their organizations, balance competing priorities and work extensively through their non-HR counterparts. The SHRM HR Department of One Specialty Credential highlights the key challenges facing these solo practitioners, identifies best practices for addressing them, and helps maximize HR professionals' success in smaller organizations."

To earn this specialty credential, candidates are required to purchase and complete the learning package, which includes:

- Enrollment in the SHRM seminar "HR Department of One: Strategies for Success," available in person or virtually.
- Two comprehensive SHRM eLearning courses "HR Department of One: Developing Targeted L&D Solutions" and "HR Department of One: Gaining Support for HR Initiatives."
- A 50-question online knowledge assessment.

Practitioners who complete this program will receive a certificate of accomplishment and a digital badge verifying their specialty. Those who are SHRM certification-holders will have 17 professional development credits (PDCs) toward recertification of their SHRM-CP or SHRM-SCP automatically uploaded to their SHRM Certification Portal.

U.S. Employment Immigration

"The U.S. immigration system is the most complex in the world, and the professionals who can navigate it are top hires and critical resources for their employers," said Emily M. Dickens, J.D., SHRM's corporate secretary and chief of staff.

"Whether organizations are recruiting from U.S. universities or transferring employees from abroad, the global competition for talent demands that all HR professionals understand how to integrate foreign talent in their workforce strategy," said Lynn Shotwell, head of global outreach and operations at SHRM. "The SHRM U.S. Employment Immigration Specialty Credential demonstrates expertise and competence in finding business solutions in this complex and ever-changing area of the law."

To earn this specialty credential, candidates are required to purchase and complete the learning package, which includes:

- Enrollment in the SHRM seminar "Global Hiring: Complying with U.S. Visa Requirements," available in person or virtually.
- Three comprehensive SHRM eLearning courses, "Employment Eligibility: A Practical Guide to I-9 and E-Verify," "Hiring Foreign Nationals: Non-Immigrant Visas" and "Hiring Foreign Nationals: Immigrant Visas."
- A 50-question online knowledge assessment.

Practitioners who complete this program will receive a certificate of accomplishment and a digital badge verifying their specialty. Those who are SHRM certification-holders will have 26 professional PDCs automatically uploaded to their portal.

SHRM Specialty Credentials

SHRM certification is not required to be eligible for a SHRM specialty credential. A SHRM specialty credential educates individuals on specific learning objectives, and is valid for three years from the date of completion. It is not recertified, rather it is reissued following completion of the updated specialty credential learning program appropriate to it.

For more information, visit the [SHRM specialty credentials page](#), or contact [Nicole Hall](#), a member of SHRM's educational programs team.

Rena Gorlin, J.D., is an independent writer and editor in Washington, D.C.

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## New! Policy Changes to SHRM Recertification

[Click Here to Read all about these changes!](#)

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Southern Nevada SHRM Presents...

Special Interest Groups

A place to share Best Practices and Brainstorm to find Solutions for your Professional Issues.

Employee/Labor Relations: Next Meeting Thursday, August 15, 7:30 am-8:30 am, Silver Pointe Financial office, 7251 W Lake Mead #210. This is the high rise building on the southeast corner of Lake Mead and Tenaya. **Topics:** *"An Inside Look at Workplace Culture and HR in the Middle East,"* **Speaker** Janice Newman and *"Working with Millennials–Strategies and Mind-shifts to Make Everyone’s Workplace Happier (including HR)"* **Speaker** Jennifer Beezer. **Facilitator:** Dave Newton, 702.793.1397.

Compensation & Benefits: Next Meeting Thursday August 29, 5:30 pm-6:30 pm, **Gender Justice**, 900 E Karen Ave, Suite C-211, Las Vegas, NV 89109, (702) 425-7288, **Speaker** Advocacy Services Coordinator Sybrina Bernabei, **Topic:** *"Dos and Don'ts of Providing Benefits to Transgender Employees and Dependents,"* **Facilitator:** Nukinda Beets-Hill.

Diversity & Inclusion: Next Meeting Thursday, Sept 5, 5 pm-8 pm, Scientific Games, 6601 S Bermuda Rd., Las Vegas, 89119, **Host:** Kat Anderson, **Topic:** *TBD*, **Speaker:** *TBD*, **Facilitator:** Shyloh Wehner, 702.539.8088.

For more information, contact connyeharper@gmail.com or visit our website: www.snv.shrm.org