



SNVSHRM February 2019 Happenings

A Letter from Our Chapter President

Greetings Valued Chapter Members,

I hope that you are as excited as I am to begin 2019.

I am taking this opportunity to share with you some information about our Chapter's programs.

As you know, we have long offered monthly meetings that feature networking opportunities and information to enhance your professional performance that also provides recertification credits, for those of you who are certified. We are required to pay the venues where we hold these meetings, even nonprofits like Opportunity Village, and when we held events at Three Square, we had to pay them too. Like most businesses, we have operating expenses, such as salary for our Executive Administrative Assistant, post office box fees and liability insurance for our volunteer board of directors members. We are a not for profit organization and we do not collect dues from you, our membership. We use the revenue from monthly meetings to pay our operating expenses.

Last year we held our meetings at Opportunity Village's Buffalo Street Campus and everyone seemed to enjoy that facility and their freshly prepared buffet breakfast. Going forward, in order to afford the amenities of Opportunity Village, we will need to have 40 paid registrants eight days before the meeting. This is not a large number when compared to our 527 designated members.

So far this year we have not had that type of turnout. In January, we had **two** registrants and, therefore, cancelled the meeting. In February, we had 20 paid registrants eight days out. Instead of cancelling, we moved the meeting to a smaller venue.

At the end of the day, whether or not we continue to offer monthly meetings and the nature of amenities available at them is up to you. If you want to meet at Opportunity Village and have a buffet breakfast, we need you to register and have your friends and coworkers register eight days in advance. If we do not have 40 registrants eight days in advance we will either cancel the meeting or move it to a smaller venue with no breakfast buffet.

Thank you for your support,

Connie

Connie Y. Harper, JD, SHRM-SCP, SPHR

SNV SHRM Chapter President

connieharper@gmail.com

Upcoming Events

- **March 14, 2019, 7:30 – 9:30 am – Implicit/Explicit Biases: Dangers in Recruitment & Hiring**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **April 11, 2019, 7:30 – 9:30 am – How Can HR Increase their Organization’s CyberSecurity?**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **May 9, 2019, 7:30 – 9:30 am – Making the Case for Pay Transparency**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)

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

.....

VOLUNTEER APPLICATIONS
NOW OPEN

VISIT SHRMVOLUNTEERS.COM:
Click on the "Apply Now" button
in the orange "Volunteer Application"
section of the home page

SHRM19
ANNUAL CONFERENCE & EXPOSITION
JUNE 23-26 LAS VEGAS

1 VOLUNTEER SHIFT = 1 FREE DAY!*
2 VOLUNTEER SHIFTS = 2 FREE DAYS!*
** or a deeply discounted full conference registration!*
3 VOLUNTEER SHIFTS = FREE CONFERENCE! (limited quantity)



The SHRM19 LAS VEGAS Volunteer Website is now up and. Volunteers from approved states will receive their first choice for days/shifts/assignments.

[Sign up today!](#)

~~~~~



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

# *Special Interest Groups*

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

**Compensation & Benefits:** Next Meeting **Tuesday, Feb 19, 6 pm-7:30 pm**, Legal Aid Center of Southern Nevada, 725 E. Charleston, Las Vegas 89104. Parking is available on the east side of the building, entrance to the garage is through 8<sup>th</sup> street and entrance to the building is through Charleston, Host: Sandra Arbello, 702-808-1671 **Topic: Student Loan Repayment Benefit Programs, Speaker: Cynthia Adams, Facilitator: Nukinda Beets.**

[Register Here](#)

**Diversity & Inclusion:** Next Meeting **Thursday, Feb 21, 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. Speaker: Pam Johansen, Facilitator: Connye Y. Harper.**

[Register Here](#)

**Talent Acquisition:** Next Meeting, **Wednesday, Feb 27, 5:30 pm to 7 pm**, Eastridge Workforce Solutions, 650 White Dr., Suite 160, Las Vegas 89119, Near Warm Springs exit from I-215, Host: Robyn Ruelas 702.420.3309. **Topic: This will be a collaborative meeting. Come prepared to share ideas on, emails and any other best practices you would like to share, Facilitator: Robyn Ruelas.**

[Register Here](#)

**Employee/Labor Relations:** Next Meeting **Thursday Feb. 28, 7:30 am-8:30 am**, Legal Aid Center of Southern Nevada, 725 E. Charleston, Las Vegas 89104, Host Sandra Arbello, 702-808-1671 **Topic How to do Effective Training Needs Analyses, Speaker Jennifer Martinez, Facilitator: Dave Newton.**

[Register Here](#)

For more information, visit our website: [www.snv.shrm.org](http://www.snv.shrm.org) or email you questions to [connyeharper@gmail.com](mailto: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](http://shrmfoundation.org/scholarships) or contact [misha.adams@shrm.org](mailto:misha.adams@shrm.org)

~~~~~

Legal Brief

NLRB Narrows the Scope of NLRA Section 7 Protection for Employee Complaints

On January 11, 2019, the National Labor Relations Board issued an employer-friendly decision in [*Alstate Maintenance LLC*](#), 367 NLRB 68 (2019), narrowing the scope of protection for employee complaints. In doing so, it reversed an Obama-era Board decision that had expanded employee protections, and clarified that even if an employee states a gripe referencing coworkers through the plural pronoun “we,” it is not necessarily protected and may be a valid basis for discipline or discharge. The Board also declared that an individual complaint is not elevated to protected status simply because it is made to a manager and in the presence of other employees. This decision narrows the Board’s definition of “protected concerted activity” and distinguishes group complaints from individual gripes in the workplace. The three Board members appointed by President Trump joined in the ruling, while the one member appointed by President Obama penned a very critical dissent. [Read 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](#)

~~~~~

Las Vegas - Focus Group Invitation for SHRM and SAP SuccessFactors External Workforce Research Study

SHRM needs your chapter’s expertise! SHRM Research is seeking members of SHRM chapters in various cities around the country to participate in focus groups as part of a research program studying issues impacting organizations that are employing external workers. “External workers” refers to individuals working at organizations in a temporary or contractual arrangement (such as contingent workers or contractors) as opposed to “regular internal employees.” This project is being co-sponsored by SHRM and SAP to better understand and address the issues associated with the growing use of external workers in all segments of the economy.

PURPOSE OF FOCUS GROUP

The objective of the research program is to identify ways to increase the effective utilization of external workers and develop guidance, resources, and tools for the HR community to more effectively manage and engage this segment of their workforce. [Learn More](#)

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

This Month's Happenings is Sponsored by (This could be you! Contact our Administrator for information on available sponsorships):

