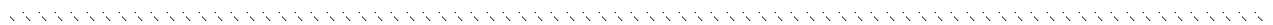




SNVSHRM January 2019 Happenings

- **January 31, 2019 – January Networking Event**
 - Thunderbird Retro Lounge
 - 1215 S. Las Vegas Blvd
 - Las Vegas, NV 89104
 - \$10 per person
 - [Register Here](#)
- **February 14, 2019 – Leadership Lessons from Trailblazers to Take Your Career to the Next Level**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **March 14, 2019 – 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 – 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](#)

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





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1 VOLUNTEER SHIFT = 1 FREE DAY!*
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 * or a deeply discounted full conference registration!
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SHRM19
 ANNUAL CONFERENCE & EXPOSITION
JUNE 23-26 LAS VEGAS



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...

Special Interests Groups: *A place to share Best Practices and Brainstorm to find Solutions for your Professional Issues.*

Diversity & Inclusion: Next Meeting Thursday, Jan 17, 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, COO, The Variegate Group,** Facilitator: Connye Y. Harper, 702.539.8088. [Register Here](#)

Compensation & Benefits: Next Meeting Tuesday, Jan 22, 6 pm-7:30 pm, Allegiant, 1201 N.Town Center Dr, Las Vegas 89144, Host: Angela Barnes, 702.830.8716 **Topic: Student Loan Repayment Benefit Programs,** **Speaker: Cynthia Adams,** Facilitator: Nukinda Beets. [Register Here](#)

Employee/Labor Relations: Next Meeting Thursday, Jan 31, 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. **Topic: "Increasing Employee Engagement and r** Facilitator: Dave Newton, 702.793.1397. [Register Here](#)

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

SNVSHRM Recognition

Our chapter is pleased to announce that we were recognized as a SHRM Learning System Champion! Additionally we were recognized along with NNHRA and Nevada State SHRM council for 100% giving to the SHRM Foundation!



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.

Legal Brief

Employers Tread Carefully! The Interplay between Federal and State Laws Regarding Medical Marijuana Usage: The U.S. Court of Appeals for the Ninth Circuit has a reputation as an employee-friendly forum. Yet that Court recently rendered a decision that employers should applaud. In *Carlson v. Charter Communications, LLC*, the Ninth Circuit refused to revive a former employee's lawsuit against his employer in which he alleged that he was wrongfully terminated due to his legal use of medical marijuana. Interestingly, the panel of the Court that issued the decision consisted of two judges appointed by Presidents Clinton and Obama and one judge appointed by President George W. Bush. [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](#)

Community Spotlight

Nevada family caregivers now have support. The CARE Act. [Learn More](#)



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