



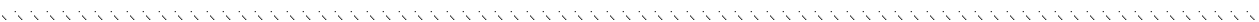
SNVSHRM July 2018 Happenings

- **July 12, 2018 – HR’s Role in Response to Community Emergencies**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **July 25, 2018 – SNVSHRM’s Summer Mixer**
 - Joe’s Bar
 - 2851 N Rancho Drive
 - Las Vegas, NV 89130
 - \$10 per Attendee
 - [Register Here](#)
- **August 9, 2018 – Legal Update – Employee Handbook Issues to Watch in 2018**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **August 10, 2018 – Job Fair Especially for Older Workers**
 - College of Southern Nevada
 - Charleston Campus
 - Building D Lobby
 - 6375 W. Charleston Blvd.
 - Las Vegas, NV 89146 (West Charleston Blvd. & Torrey Pines Ave.)
 - [Click Here to Learn More](#)
- **September 11-12, 2018 – US EEOC 2-day Seminar**
 - Golden Nugget
 - Las Vegas, NV
 - [Save the Date!](#)

- **September 13, 2018 – Strategies for Organizational Effectiveness for Small or Midsized Companies**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **October 11, 2018 – When Domestic Violence Comes to Work, What must HR Do?**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **November 1-2, 2018 – HR’s Got Talent! Nevada State Conference**
 - Nugget Casino Resort
 - 1100 Nugget Avenue
 - Sparks, NV 89431
 - 199 Early Bird Pricing Until Aug. 1!
 - [Register Here](#)

Please note as of January 2018 our pricing has changed
 SNVSHRM Members will continue to pay \$25 for monthly meetings, Non-Member price will go up to \$35

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



The SHRM19 LAS VEGAS Volunteer Website is now up and running for volunteer interest list sign up and volunteer information. Interest List Volunteers from approved states will receive their first choice for days/shifts/assignments.



[Sign up today!](#)



Call for Presentations for SHRM '19

SHRM '19 is currently accepting presentations! The deadline is July 15, 2018. Please visit <https://www.shrm.org/Events/Pages/Call-for-Presentations.aspx> to learn more!

SHRM 2019 Annual Conference & Exposition

June 23-26, 2018 | Las Vegas, Nevada

[Register](#)

A promotional banner for the SHRM19 Annual Conference & Exposition. The banner features a blue sky background with a pink cactus flower in the foreground. The text on the banner includes: "SHRM19 ANNUAL CONFERENCE & EXPOSITION JUNE 23 - 26, 2019 LAS VEGAS", "\$1,095 Alumni rate expires 7.31", "ACT NOW. SHRM18 SOLD OUT THIS YEAR!", and a red button that says "Register Now".

SHRM19
ANNUAL CONFERENCE & EXPOSITION
JUNE 23 - 26, 2019 **LAS VEGAS**

\$1,095 Alumni rate expires 7.31

ACT NOW. SHRM18 SOLD OUT THIS YEAR!

Register Now



Brené Brown
Researcher and Author

Just Announced!
SHRM19 Keynote Speaker

Dr. Brené Brown is a research professor at the University of Houston.

She has spent the past two decades studying courage, vulnerability, shame, and empathy and is the author of four #1 New York Times bestsellers.

Brené's TED talk – [The Power of Vulnerability](#) – is one of the top five most viewed TED talks in the world with over 35 million views.

[REGISTER NOW](#)

\$1,095 Exclusive Alumni Rate Ends July 31.

Don't miss the lowest possible rate to attend the largest and best HR conference in the world!

Legal Brief

Provided by: *U.S. Equal Opportunity Commission*

LA LOUISANNE RESTAURANT SETTLES EEOC PREGNANCY DISCRIMINATION LAWSUIT FOR \$82,500

***Los Angeles Cajun Restaurant and Nightclub Denied Pregnant Servers Work,
Federal Agency Charges***

LOS ANGELES — LA Louisanne, Inc., a Los Angeles restaurant and jazz night club, will pay \$82,500 and furnish other relief to settle a pregnancy discrimination lawsuit brought by the U.S. Equal Employment Opportunity Commission (EEOC), the agency announced today.

According to the EEOC's lawsuit, LA Louisanne violated federal law when it reduced the working hours of one of its servers after learning she was pregnant, eventually removing her from the schedule entirely. The company then refused to allow her to return to work after giving birth. The EEOC also charged that other servers for LA Louisanne experienced similar discrimination during their pregnancies.

Such alleged conduct violates Title VII of the Civil Rights Act of 1964, as amended by the Pregnancy Discrimination Act. The EEOC filed suit in U.S. District Court for the Central District of California (EEOC v. LA Louisanne, Inc., Case No. 2:17-cv-06690) after first attempting to reach a pre-litigation settlement through its conciliation process.

In addition to the \$82,500 in monetary relief for the victim and the establishment of a class fund, LA Louisanne will retain an external EEO monitor who will review and revise the company's discrimination and harassment policies as necessary. The company will also provide training for all employees regarding discrimination and harassment. The EEOC will monitor compliance with the three-year consent decree.

"Stereotypes regarding pregnant employees still persist, particularly in the food industry," said Anna Park, regional attorney for the EEOC's Los Angeles District. "We commend LA Louisanne for taking the necessary steps to create a more inclusive work environment for expectant employees."

Christopher Green, director of the EEOC's San Diego local office, which investigated the charge, added, "Pregnant employees should not lose their jobs or otherwise suffer discrimination simply because of their temporary condition. Employers should train employees on proper policies and practices to prevent bias against pregnant workers, who often remain productive during and after pregnancy."

One of the six national priorities identified by the EEOC's Strategic Enforcement Plan (SEP) is for the agency to address emerging and developing issues in equal employment law, including issues involving the ADA and pregnancy-related limitations, among other issues.

The EEOC advances opportunity in the workplace by enforcing federal laws prohibiting employment discrimination. More information is available at www.eeoc.gov. Stay connected with the latest EEOC news by subscribing to our [email updates](#).

SHRM Learning System Study Group

We are excited to announce that registration for the Fall 2018 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 2018 SHRM BoCK (Body of Competencies and Knowledge), the 2018 SHRM Learning System includes many new features to enhance the learners' experience:

- Competencies in Action, 6 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 purchase.
- Access to downloadable e-files for use via an e-reader device, providing disconnected access for students on the go.

The SNV SHRM members-only price of only \$495 is the lowest of all available in-person HR Certification test preparation courses in the Valley!

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 5, 2018 from 6-9 pm and 11 weeks thereafter. The location has not been finalized, we can meet in your office if you want.

However, the Chapter must have a total of five members purchase their materials through the chapter in order to have the study group and the discounted fee of \$495 for the materials. Plus a service fee of \$65 to cover shipping and handling. Total fee is \$560.

For additional information please contact: connyeharper@gmail.com

Nevada State Council is Giving Away a Free SHRM Membership!

The SHRM Nevada State Council is pleased to be able to sponsor membership initiative in 2018 for Nevada SHRM chapters. If you are a SHRM member but have not designated Southern Nevada SHRM as

your primary chapter, or just aren't sure, fill out the attached form and send it into snv.shrm.org@gmail.com

Please note the following:

- Chapter designation **MUST** be marked on the form to qualify
- SHRM ID numbers **MUST** be on the form to qualify
- Member signature **MUST** be on the form to qualify
- Entries will be accepted through September 30, 2018
- Members who refer another member will get an extra entry in the drawing (referral name **MUST** be listed on the designation form)

Register for HR's Got Talent!



2018 NEVADA STATE
SHRM Council Conference
Nugget Casino Resort • November 1-2, 2018

[For More Information & Registration](#)

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

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