



SNVSHRM May Happenings

Upcoming Events

- **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](#)
- **August 9, 2019, 10:00 am – 1:00 pm – A Job Fair Especially for Older Workers**
 - CSN – Charleston Campus – Building D Lobby
 - 6375 W Charleston Blvd.
 - Las Vegas, NV 89149
 - [Learn More](#)
- **December 12, 7:30 – 9:30 am – End of Year Legal Update – SAVE THE DATE**
 - 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!



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.



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### Your Opinion Matters – SNVSHRM Member Survey

In the effort of providing you with meeting topics and information most useful to you, we are asking you to complete this short survey to tell us the type of subject matter you prefer at our regular meetings. If there is anything not included on the survey that you are interested in, please indicate it in the comment section.

[Take the Survey Now](#)

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Legal Brief

Employers Must Submit EEO-1 Pay Data by Sept. 30 Regular EEO-1 data still must be filed by May 31

By Lisa Nagele-Piazza, J.D., SHRM-SCP

A federal judge ordered the Equal Employment Opportunity Commission (EEOC) to collect employee pay data—sorted by race, ethnicity and sex—by Sept. 30.

National Women's Law Center (NWLC) and other plaintiffs wanted the EEOC to collect two years of data, just as the agency was supposed to under a new regulation before the government halted the collection in 2017.

Judge Tanya Chutkan of the U.S. District Court for the District of Columbia sided with the plaintiffs, and chastised the government for not taking any meaningful steps during the stay or litigation to prepare for collection. She gave the EEOC the option of submitting 2017 pay data along with the 2018 information by the Sept. 30 deadline or submitting 2019 pay data during the 2020 reporting period. The EEOC has until May 3 to notify the court of its choice. [Read More](#)

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*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, May 23, 7:30 am to 8:30 am, at Bank of George, 9115 Russell Road, Suite 110, LV 89148, just off the W.215 at Russell.** *Topic: Let's Open A Cirque In Hangzhou, China!* Over the past year, Michael Lawrence, Senior Talent Partner, Cirque du Soleil Entertainment Group, has **sourced, hired, and on-boarded staff from around the world** to work on a brand new production in an emerging entertainment market. In this presentation, Michael will talk about **international partnerships, navigating complex business cultures, and his recent visit to Hangzhou, China**, to help the local partner welcome a unique class of new employees. Facilitator: Dave Newton.

[Register Here](#)

**Compensation & Benefits:** Next Meeting **Tuesday, May 28, 6:00 pm until 7:30 pm at UnitedHealthcare Nevada, 2716 N. Tenaya Way, Marlon Auditorium**, Heavy refreshments will be served. *Topic: Medicare 101, Navigate the Medicare maze: How much does Medicare cover? What does it cost? When should I enroll? Parts A,B & D of Medicare, What is a supplement plan? What is an Advantage Plan? How to avoid penalties? How to save healthcare costs?* Speaker: Ryan Caress. Facilitator: Nukinda Beets.

[Register Here](#)

For more information, visit our website: [www.snv.shrm.org](http://www.snv.shrm.org) or email: [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)

### **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 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](#)

### **SHRM's Recertification Credit Guide**

May 2019

[Your Guide to Programs Eligible for SHRM-CP and SHRM-SCP Recertification Credit](#)

## Key HR Pending Legislative Bills and Positions in the 2019 Nevada State Legislature

On March 13, 2019, the Nevada State Council spent the day at the Nevada Legislature. Our members had the opportunity to meet Nevada Legislators to discuss critical legislation being considered at the 80th Nevada Legislative session. Attendees of the Nevada Advocacy Day were issued position papers that provided understanding and reasoning on bills that impact paid sick leave, positive marijuana screening, significant monetary penalties for injured employees, annual filing of tax returns, and mandated Individual Retirement Accounts.

Updates:

AB90 & SB312: AB90 requires employers to permit employees to use accrued sick leave for the purpose of assisting sick or injured members of the immediate family. The bill passed in the Assembly, but has had no vote in the Senate. However, SB312 may be the vehicle that moves this issue forward. There have been several meetings between business and progressive groups to come to a compromise. The word "sick" has been omitted and the law would impact employers who employ 50 or more employees. SB312 has passed in the Senate and moves to the Assembly. With less than 3 weeks left in the session, expect to see some movement as this bill is felt passionately by many legislators.

AB132: AN ACT relating to employment; prohibiting the denial of employment because of the presence of marijuana in a screening test taken by a prospective employee with certain exceptions; authorizing an employee to rebut the results of a screening test under certain circumstances; creating a presumption that the ability of an employee to perform his or her job and that the safety of other employees is not adversely affected if an employee has certain levels of certain prohibited substances in his or her blood; providing penalties; and providing other matters properly relating thereto. Assembly has passed the bill. At this writing, the Senate has had no discussion but will take up the measure because of Nevada's legalization of marijuana. Employers still have one protection. Marijuana is still an illegal substance under federal law.

AB138: AN ACT relating to workers' compensation; requiring a claim for compensation under industrial insurance to be decided under a liberal construction in favor of the injured employee; revising provisions governing the duty of certain insurers to accept or deny claims for compensation; revising the standard for determining whether an injured employee is entitled to compensation; and providing other matters properly relating thereto. Current law requires an injured employee to establish by a preponderance of evidence that his/her injury arose from his/her employment. Under this proposed law, it would be presumed that employee's injury arose from his/her employment unless the employer establishes by clear and convincing evidence that it did not. The bill would also introduce significant monetary penalties for employers who deny a workers' compensation claim in the event such a denial is later overturned. The bill appears dead. As of April 13, 2019, pursuant to Joint Standing Rule No. 14.3.1, no further action is allowed on this bill.

AB181: To prohibit employers from requiring an employee to be physically present at the workplace in order to notify the employer that he or she is sick or injured and cannot work. This bill prohibits the requiring of employee's presence to report as unable to work, and permits the employers to require a doctor's note upon the employee's return to work. However, the imposition of criminal penalties and administrative penalties by the Nevada State Labor Commissioner is unduly punitive. The bill has been delivered to the Governor after passing both houses.

AB152 & SB497: AB152 would provide exemption from filing a commerce tax return for businesses whose annual Nevada gross revenue is no greater than \$3.5 million. Currently, all Nevada businesses are required to file a commerce tax return each year, although only businesses with gross revenue of more

than \$4 million must pay taxes. This bill relieves the burden on many employers by eliminating the requirement to file an annual return if gross revenue does not exceed \$3.5 million. Unfortunately, the bill did not gain traction and pursuant to Joint Resolution Rule No. 14.3.1, no further action is allowed. SB497 is a similar bill and has a little more legs. The Senate's Review and Economic Development committee voted for SB497's passage. Assembly's Ways & Means committee reviewed the contents of the bill on May 15, 2019. No update has been provided.

SB166: AN ACT relating to employment; requiring certain penalties and fines imposed by the Nevada Equal Rights Commission for certain unlawful discriminatory practices to be deposited in the State General Fund; revising provisions governing the filing of complaints of employment discrimination with the Nevada Equal Rights Commission; revising provisions relating to unlawful employment practices; revising the relief that the Commission may order if it determines that an unlawful employment practice has occurred; revising provisions relating to the time in which a person may seek relief in district court for a claim of unlawful employment practices; and providing other matters properly relating thereto. This bill was passed in the Senate and read in the Assembly on April 23, 2019. No further updates as of this writing.

AB399: AN ACT relating to employment; creating the Board of Trustees of the Nevada Employee Savings Trust; prescribing the membership, powers, duties and limitations of the Board; authorizing the Board to create the Nevada Employee Savings Trust Program; prescribing certain required attributes of the Program; creating the Nevada Employee Savings Administrative Fund and specifying the sources and uses of money deposited therein; creating the Nevada Employee Savings Trust and prescribing the manner of its administration; providing for the confidentiality of certain information; providing civil immunity to certain persons and entities in connection with the Program; making certain persons fiduciaries with respect to participants in the Program; prohibiting certain persons from engaging in certain financial transactions in connection with the Program; requiring the preparation and submission of certain annual reports; and providing other matters properly relating thereto. This bill provides for the establishment of a retirement savings program for private sector employees. It mandates participation by all Nevada employers. Sponsored by Assemblywoman Ellen Spiegel and passionately supported by Lieutenant Governor Kate Marshall, the bill has been heard only in committee meetings and has had no formal discussion in the Senate and Assembly.

I will continue to monitor the developments of these bills. You can provide me other Assembly or Senate bill numbers if you wish me to track and give updates. Please feel free to contact me with any questions.

Prepared by:

Mark Tulman  
Government Affairs  
Nevad State Council

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### 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 [connyearper@gmail.com](mailto:connyearper@gmail.com)

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