



SNVSHRM October 2019 Happenings

Upcoming Events

- **November 7, 2019, 5:00 pm – 8:15 pm – Innovate 2020**
 - Wyndham Welcome Center
 - 3475 S. Las Vegas Blvd
 - Las Vegas, NV 89109
 - Online Early Rate \$55/\$75 at door
 - [More Information](#)
 - [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](#)  
~~~~~

2020-2021 Board of Directors Nominations

Dear SNVSHRM Member

It's election time! Your SNVSHRM Board of Directors has openings for "Board Member At Large" for the 2020-2021 Term. We're looking for HR Professionals who can dedicate themselves to help SNVSHRM "Advance the Profession" by working alongside our existing Board Member Team to succeed in the initiatives set forth in our Chapter Charter and gauged by SHRM.

Please [Click Here](#) and fill out the Board of Directors Guide and Interest Form to let us know about your interest in serving. The Board of Directors will review your nomination. Please submit by the end-of-day Friday, November 1, 2019.

Thank You,

Your SNVSHRM Admin Team and SNVSHRM Board of Directors
~~~~~

## Legal Brief

### **Jury awards former Walmart worker \$5.2 mil in EEOC case**

THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) HAS AWARDED \$5.2 MILLION IN A LAWSUIT AGAINST WALMART CLAIMING THEY REFUSED TO ACCOMMODATE A LONGTIME WORKER WHO HAD DEVELOPMENTAL DISABILITIES, WAS DEAF AND VISUALLY IMPAIRED. THE EMPLOYEE HAD WORKED AT A WISCONSIN WALMART FOR 16 YEARS. (PHOTO: YVANDUBE / GETTY IMAGES)

A Wisconsin jury determined that Walmart violated a federal law by refusing to accommodate a longtime employee who had disabilities. A U.S. Equal Employment Opportunity Commission release stated the employee was awarded \$5.2 million in damages. The lawsuit stated that a Walmart cart pusher who has a developmental disability, is deaf and visually impaired, had worked at a Beloit, Wis., Walmart for 16 years.

After a new manager started at the store, the employee was suspended and later forced to resubmit medical paperwork to keep his reasonable accommodations at his job. Before the suspension, the

employee performed his duties with the help of a job coach provided through public funding. The suit states the employee's conditions had not changed.

The EEOC said when the employee and his legal guardian submitted the requested paperwork, the store cut off communication with him and effectively terminated him. After a just over three-day trial, the jury found in favor of the EEOC and awarded the former Walmart worker \$200,000 in compensatory damages and \$5 million in punitive damages.

"Employers have a legal obligation under federal law to work with employees who need accommodations for disabilities," said Gregory Gochanour, regional attorney for the EEOC's Chicago District. "When companies shirk that obligation, the EEOC will fight to uphold the rights of disability discrimination victims. In this case the jury sent a strong message to Walmart and to other employers that if they fail to live up to their obligations under the law, they will be penalized."

The case was tried for the EEOC by Laurie Vasichek, Carrie Vance and Jean Kamp.

The EEOC's Chicago District is responsible for investigating charges of employment discrimination, administrative enforcement, and the conduct of agency litigation in Illinois, Wisconsin, Minnesota, Iowa, North Dakota and South Dakota, with Area Offices in Milwaukee and Minneapolis.

---

### 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 Spring 2020 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 2020 SHRM BoCK (Body of Competencies and Knowledge), the 2020 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 \$535 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**

**\$600. 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 charge.

The first session of the Spring 2020 Chapter Study Group will meet on Wednesday, January 15, 2020 from 6-9 pm and 11 weeks thereafter. In order for you to have time to receive your online materials and prepare for the first session, **we will need your payment by December 31, 2019.** Your written materials will be delivered to you at the first session of the study group.

The location for the Spring 2020 study group meetings has not been decided, it could be in your office...

For more information email [connyeharper@gmail.com](mailto:connyeharper@gmail.com)



*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, October 24 7:30 to 8:30 am, Location: Foreo, 1525 E Pama Lane, Las Vegas, 89119, Topic: Getting Managers to Take Responsibility for Managing Their People (Open Discussion), Facilitator: Dave Newton.**

***Compensation & Benefits:*** Next Meeting **Tuesday, October 29, 5:30 pm to 6:30 pm, Las Vegas Metro Chamber of Commerce, in the Smith Center building, 575 W Symphony Park Ave #100, Las Vegas, 89106, north of the Children's Discovery Center. Free parking is available in the lot across the street. Speaker: Joe Caldera. Facilitator: Nukinda Beets.**

702.539.8088. For more information, contact [connyeharper@gmail.com](mailto:connyeharper@gmail.com) or visit our website: [www.snv.shrm.org/events](http://www.snv.shrm.org/events)

This edition is sponsored by:

