



SNVSHRM September 2018 Happenings

- **September 11-12, 2018 – US EEOC 2-day Seminar**
 - Golden Nugget
 - 129 Fremont Street
 - Las Vegas, NV 89101
 - \$349 per day
 - [Registration Open](#)
- **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](#)
- **September 20, 2018 – Employee/Labor Relations Special Interest Group**
 - Goodwill
 - 1280 W. Cheyenne
 - N. Las Vegas, NV 89030
 - Complimentary
 - [Register Here](#)
- **September 24, 2018 – Talent Acquisition Special Interest Group Meeting**
 - Eastridge Workforce Solutions
 - 650 White Drive, Suite 160
 - Las Vegas, NV 89119
 - \$10
 - [Register Here](#)
- **September 26, 2018 – Diversity & Inclusion Special Interest Group: Inaugural Meeting**
 - ResortCom
 - 6850 Bermuda Rd
 - Las Vegas, NV 89119
 - Complimentary
 - [Register Here](#)
- **September 27, 2018 – Compensation & Benefits Special Interest Meeting**

- Allegiant
- 1201 N Town Center
- Las Vegas, NV 89144
- Complimentary
- [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 EXTENDED Through September 15th!
 - [Register Here](#)
- **November 8, 2018 – Why Hire Veterans?**
 - Opportunity Village
 - 6050 S. Buffalo Dr.
 - Las Vegas, NV 89113
 - \$25 Member | \$35 Non-Member
 - [Register Here](#)
- **December 13, 2018 – Year End Legal Update**
 - 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!



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!](#)



Community Spotlight

For Jonathan Sosa, bullying led to severe low self-esteem and self-confidence. For Daethron Anthony Gales, occasional homelessness and the financial struggles of a single mother with six children forced him to grow up fast to help his family. And for Eddy Mijarez, academic struggles led to hanging out with the wrong crowd and a sense of apathy about his future. [Click Here to Read More](#)

Legal Brief

Presented by: Sutton Hague Law Corporation

On August 28, 2018, the U.S. Department of Labor (DOL) issued six new opinion letters addressing various matters under the federal Fair Labor Standards Act (FLSA) and Family and Medical Leave Act (FMLA). According to the DOL's press release, the release of this guidance "demonstrates the agency's continued commitment to providing meaningful compliance assistance to help employees understand their rights and ensure that employers have the information they need to comply with federal labor laws."

An opinion letter is an official, written opinion by Wage and Hour Division of the DOL on how a particular law applies in specific circumstances presented by the person or entity requesting the letter. These new opinion letters address compliance under both the Fair Labor Standards Act (FLSA) and the Family and Medical Leave Act (FMLA). The opinion letters address the following issues which employers should review to determine whether they have application in their specific industries and circumstances:

- Organ donors' qualification for FMLA leave;
- "No-fault" attendance policies and roll-off of attendance points under the FMLA;
- Compensability of time spent voluntarily attending benefit fairs and certain wellness activities;
- Application of the movie theater overtime exemption to a movie theater that also offers dining services;
- Application of the commissioned sales employee overtime exemption to a company that sells an internet payment software platform;
- Volunteer status of nonprofit members serving as credentialing examination graders.

If you have any questions regarding whether your company is subject to the FLSA or the FMLA, or the impact of any of these opinion letters to your specific circumstances, we recommend that you contact qualified legal counsel.

Apply for a Certification or Recertification Scholarship

In 2018, the SHRM Foundation will award more than \$500,000 in support to students and HR professionals seeking undergraduate, graduate, certification, recertification and professional

development opportunities. We encourage all eligible SHRM, student and chapter and state council members to apply for one or more of the scholarships or awards listed [here](#).

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### 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](mailto: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)
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### Register for HR's Got Talent!



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

[For More Information & Registration](#)

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New and Renewed Members Can Save \$15 on SHRM Memberships

Special SHRM membership offer for SNVSHRM's members: Save \$15 on a new or renewal SHRM membership by 9/30 with promo code State18Q and get access to the HR tools and resources to help you be confident, compliant and current on all things

HR. https://membership.shrm.org/?PRODUCT_DISCOUNT_ID=STATE18Q&utm_campaign=membership_Ret.

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This Month's Happenings is Sponsored by:

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