

Charleston SHRM Chapter Newsletter – June 2012

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MARK YOUR CALENDARS!!!!

Chapter Meetings - 11:30 - 1:00 PM
Show up at 11:00 to Network!

1114 Quarrier St, Charleston – YWCA
1st floor conference rm. - FREE Parking

- June 13 – *The NLRB---The Expanding Agenda and How it Affects Your Business
 - Joseph M. Price

PRE-APPROVED BY HRCI – 1 HR. GENERAL RE-CERTIFICATION CREDITS

NO MEETING DURING JULY

- August 8 - *Social Media in the Employment Setting
 -- Benjamin Price

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➤ Questions: Charlestonwvshrm@gmail.com or
<http://charlestonwv.shrm.org/events>

CHAPTER UPDATE

Welcome to our June Newsletter. You may be wondering what happened to the May Newsletter. We have made a publication change and will be issuing a Chapter Newsletter every other month. So, you did not miss an issue.

Our 2012 Chick-fil-A Leadercast event is now history and was a great success. The 73 attendees had a full day of excellent instructional material from nationally known speakers. Thank you to BrickStreet Insurance for making their facilities available to us, to Town Center Chick-fil-A franchise for providing food & beverage items throughout the day, and to our Sponsors NY Life, EIN, City Insurance, Washington National Insurance and The Performance Group for the support. We will be exploring our options for serving as a Host site in 2013.

Please remember that we will not be having a Chapter meeting in July. Enjoy your summer. Thank you.

Sincerely,

Jim Wells, SPHR, IPMA-CP
Charleston SHRM Chapter President

June Chapter Meeting HRCI Credit Awarded

On May 11, 2012, we received notification from HRCI that our Chapter's June luncheon meeting of June 13 was awarded 1 hour of General re-certification credit. A certificate will be available at the June meeting. If you should need an electronic copy before the June 13th Chapter meeting, please let us know at: charlestonwvshrm@gmail.com.



2011 SHRM Awards for Charleston Chapter

2011 has been a productive year for our Chapter has been:

identified as a 2011 SHRM **Foundation Chapter Champion**;

attained **Membership Star** status for 2011. Recognizing our chapter's ability to maintain or realize Membership growth up to 2.9%; and

awarded the 2011 **Gold Excel Award**. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to your members.

CONGRATULATIONS TO OUR MEMBERS – Thank You

NLRB Poster Rule Update

The National Labor Relations Board's rule that requires all employers covered by the National Labor Relations Act to post a notice informing workers of their rights under the Act will not go into effect on April 30th. An emergency injunction was granted by the U.S. Court of Appeals for the District of Columbia Circuit in *National Association of Manufacturers v. NLRB*, No. 12-5068, on April 17. The Court also ordered expedited briefing and oral argument in September 2012. This means that the rule will not go into operation, if at all, until the fall.

SHRM Launches Free Military-Veteran Hiring Toolkit for Employers

A free military-veteran hiring toolkit designed to guide civilian employers in recruiting veterans launched by the Society for Human Resource Management's (SHRM). The 32-page toolkit details 10-steps to follow to effectively source, recruit, and retain military veterans, in the civilian workplace.

Tool Kit: <http://bit.ly/ICrXFC>

New ADA Design Standards Take Effect March 15

Employers covered under the Americans with Disabilities Act (ADA) must make sure any new building projects are in compliance with the 2010 [Standards for Accessible Design](#) by March 15. The new standards replace the 1991 standards devised when the ADA became law.

New 'Employers' Topic Page is Unveiled on ODEP's Website

The new 'Employers' topic page offers resources and tools for employers as they develop and implement disability employment policies and practices in their workplaces.

<http://www.dol.gov/odep/topics/Employers.htm>

Dates to Remember

June 20 – West Virginia Day

June 22 – [Take Your Dog to Work Day](#)

June 24-27 – 64th SHRM [Annual Conference & Exposition](#)

July 4 – Independence Day

July 26 – ADA Anniversary (1990)

September 3 – Labor Day

September 19 & 20 – WV SHRM HR Conference - Bridgeport

IRS - Independent Contractor or Employee

Please review the IRS brochure at:

<http://www.irs.gov/pub/irs-pdf/p1779.pdf>

EEOC Updates

EEOC Ruling---Gender Identity/Transgender Issues

On April 20, 2012, the EEOC ruled that claims for discrimination based upon gender identity or transgender issues are covered under the protected class of gender under Title VII. The opinion came in a decision delivered on Monday, April 23, to lawyers for Mia Macy, a transgender woman who claims she was denied employment with the Department of Alcohol, Tobacco, Firearms and Explosives (ATF) after the agency learned of her transition.

Guidance on Criminal Background Checks-----EEOC announced on April 25, 2012.

<http://www.eeoc.gov/eeoc/newsroom/release/4-25-12.cfm>

http://www.eeoc.gov/laws/guidance/qa_arrest_conviction.cfm

http://www.eeoc.gov/laws/guidance/arrest_conviction.cfm

Employing Veterans

On February 28, 2012, the EEOC issued a revised guidance documents on employing veterans with disabilities and the American's with Disabilities Act (ADA). The guide is a update of the version published in February 2008, before the amendments to the ADA became law. The new guidance explains how the rights of veterans with disabilities are different in the ADA and the Uniformed Services Employment and Reemployment Rights Act (USERRA) and provides information on how reasonable accommodations can be made to returning veterans, as well as, contact information for organizations that can help with those adjustments.

http://www.eeoc.gov/eeoc/publications/ada_veterans_employers.cfm