



August  
Newsletter

August 2015

## President's Message

Esteemed Members and HR Colleagues:

I look forward to seeing you at our annual Legal Update Conference, earlier than ever this year- September 1st- for a full day of need-to-know HR happenings in New Mexico and beyond. Register online at <http://nnmhra.shrm.org/events/2015/09/2015-legal-update-conference> to hear from a who's who of New Mexico's legal minds. Members who register before the end of the week, get a dynamite rate of only \$109, including lunch!

Catch our last meeting of the summer over lunch at the Hilton on Tuesday, August 11th at 11:30 AM, for *EEOC Enforcement: Priorities, Prevention, and Practical Tips*. The Albuquerque EEOC office is sending us their best Trial Attorney, Loretta Medina, to make sure you know what the EEOC is focusing on today and how to keep your company out of hot water. Lunch is \$20 for members, \$25 for non-members. And remember, bring your boss for half your cost!

Best regards,

**Silas**

Silas Peterson  
2014-2015 NNMHRA Board President

## August 11th Lunch Meeting

NNMHRA is Pleased To Present...

### EEOC Enforcement: Priorities, Prevention, and Practical Tips

This program will be presented by Loretta Medina, Senior Trial Lawyer with the EEOC

This event is pending 1.5 SHRM PDCs and 1.5 HRCI Credit Hours

It's hard to believe that we are already preparing for the final installment of our Summer of Workplace Wellness & Safety Series. Please note that our Summer Series meetings are **special lunchtime meetings**. We have been pleased to see so many new faces this summer, and we are happy to see your employers support your attendance at meetings that aim to help keep your organization healthy. Once more we invite you to **Bring Your Boss For Half Your Cost!** Bring your supervisor or an even higher level manager or your business owner and your guest will only pay half of your cost!

Join us for this unique opportunity to hear directly from a top EEOC trial attorney. In this "preventive care" session, you will gain a better understanding of the federal anti-discrimination laws and how they apply to your organization.

What are the EEOC's strategic enforcement priorities? How can you address (or better yet, prevent) a claim of hostile environment in your workplace? How can you prevent a claim of retaliation?

The focus of this session will be a brief overview of the laws and EEOC, recent developments, including the Strategic Enforcement Plan, and some practical tips that go beyond bandaids for preventing discrimination. Most importantly, plenty of time will be given to answer your questions. Don't miss this opportunity to hear directly from a person who enforces EEOC priorities!

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Loretta F. Medina has been a Senior Trial Attorney in the U.S. Equal Employment Opportunity Commission (EEOC) Albuquerque Area Office since August, 1997. From 1988 to 1993, Ms. Medina served the Phoenix District Office as Trial Attorney.

During her extensive tenure with the Commission, Ms. Medina has litigated numerous individual and small class cases in the District Courts of Arizona, Colorado, New Mexico, Utah and South Dakota, impacting every area of EEOC enforcement.

Ms. Medina received her undergraduate degree in political science and Spanish from Regis College in 1984 and was awarded her Juris Doctor by the University Of New Mexico School Of Law in 1987.

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Monthly meetings are held the second Tuesday of every month at the Hilton Hotel located at 100 Sandoval Street. Parking is offered for free to those attending meetings.

Lunch Meeting Cost:  
\$20 per member  
\$25 per non-member  
\$30 for walk-ins

Time: 11:30 AM - 1:00 PM **PLEASE NOTE SPECIAL TIME!**

RSVP by: 11:00 AM **the Thursday before the event**

[CLICK HERE TO GO TO OUR NEW WEB REGISTRATION FORM FOR THIS EVENT!](#)

**NNMHRA offers a hardship scholarship for members who need financial assistance to attend our monthly dinner meeting. Members are welcome to confidentially request a free registration to an upcoming monthly dinner meeting.**

**Our reservations must be provided to the hotel by noon on the Thursday before the meeting. If you have made a reservation and cancel after this time, you will be charged for meal unless we are able to fill your spot. No shows will also be billed.**

[Click Here To Pay Now!](#)

You may pay for meetings through our PayPal account using a credit card or your PayPal account. Please note that the fees PayPal charges for this service (2.9% + \$0.30) have been added to the cost.

**EVEN IF YOU PAY NOW, YOU MUST STILL REGISTER FOR THE MEETING! [Click here to go directly to the registration form](#) and follow the directions.**

**Don't Miss Out on the Early Bird Rate! Register Today!**

NNMHRA's 2015 Legal Update Conference

## **Employment Litigation and Legislation: Rights and Wrongs, Highs and Lows**

**This event is pending 6 HRCI, 6 SHRM PDCs and 6 MCLE credit hours!**

**JOIN NOW AND YOUR MEMBERSHIP EXTENDS THROUGH 2016  
AND YOU CAN TAKE ADVANTAGE OF MEMBER PRICING!**

Don't miss this full day educational event which not only addresses timely and relevant HR topics, but also provides a great networking opportunity in our community! HR professionals, business owners, managers and legal professionals can all benefit by attending. We'll also have a great group of exhibitors on hand. We hope you will join us!

To learn more about the conference and to register, [click here](#)

**Special Early Bird Rate For Members - \$109 until July 31st!**

- Includes all SHRM NM Affiliate Chapter Members
- Payment must be made through PayPal or mailed payment must be postmarked by July 31st!

**Member Rate After July 31st - \$139**

- Includes all SHRM NM Affiliate Chapter Members

**Non-Member Rate - \$169**

**SHRM NM Student Chapter Members - \$79!**

**Confirmed Speakers:**

- Scott Gordon - Rodey Law - "Blunt Talk: Marijuana in the Workplace"
- Danny Jarrett - Jackson Lewis - "Native American Employment & Labor Laws"
- Fred Miner and Shawn Oller - Littler Mendelson P.C. - "A Few of Our Favorite Case Decisions"
- Alice Kilborn - Kilborn Consulting - "Employment Law Update: All The News That's Fit to Print"
- Jacob Candelaria - NM State Senator - "Building NM FMLA Law: An Interactive Discussion On Upcoming Legislation"
- Geno Zamora - Chief Counsel, Santa Fe Public Schools - "Transgender Employees in the Workplace: Legal Issues, Challenges, and Overcoming Them"
- Loretta Medina - EEOC Senior Trial Lawyer - "EEOC Hot Topics"

**And...Back By Popular Demand - A Panel Discussion on Timely and Relevant HR Topics featuring several of our speakers!**

If you are thinking of joining our chapter, this is a great time. [Join NNMHRA](#) now to get the Legal Update Member price and enjoy membership through the end of 2016!

To learn more about the conference, check out the event on our website. We will be updating it as we confirm additional speakers, presentation topics and sponsors/exhibitors.

Registration forms for Attendees and Sponsor/Exhibitor information are available on the [event page](#) of the website. You can also register online as an Attendee or Sponsor.

We are looking forward to seeing all of you there. We promise a great event!

To learn more about the conference, [click here!](#)  
To register as an Attendee, [click here!](#)  
To register as a Sponsor, [click here!](#)

## Save The Dates!

### Upcoming HR Events

October 13th - Meeting Information Coming Soon!

November 10th - Meeting Information Coming Soon!

December 8th - Our Annual Member Appreciation Event 5:30 PM- 8:00 PM

To learn more, watch the [Events](#) page of our website for updates!

## NNMHRA Board of Directors

### 2015 Board of Directors

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**Silas Peterson**

Owner, The Hire Firm - [silas@thehirefirm.com](mailto:silas@thehirefirm.com)

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