



August Newsletter

August 2016

President's Message

To all our Friends and Members;

First, I invite you to attend our monthly meeting on August 9, 2016 featuring Anne Sperling. Anne will help us unravel some new information we need to know regarding HIPPA compliance so we will feel more confident and secure if our organizations are audited.

Secondly, I can't believe that we are only one month away from our exciting Legal Update, an all-day event, on September 13, 2016 and one week away from our Early-bird deadline for registration, which is on August 4, 2016. Your board has worked so very hard to make this year's event a huge success, and the Early-bird rate is an amazing value!

NNMHRA has partnered with the Santa Fe Community College's Office of Human Resources and Center for Diversity and Integrated Learning, to bring you this year's 2016 Legal Update. We hope this exciting collaboration will inspire our community business leaders, HR Professionals and future local HR Professionals alike. We are proud to host sessions of trending HR topics, and students will have the opportunity to attend a series of sessions focused on HR fundamentals and career possibilities, and learn more about how to start a local Student SHRM Chapter. Please take a look at our line-up of speakers on our website and register now!

Best regards,

SUE

Sue Byrne
2016 NNMHRA Board President

August 9th Dinner Meeting

Surviving A HIPAA Audit - Are You Prepared?

Presented by Anne Sperling

This event has been pre-approved for 1.5 SHRM PDCs and 1.5 HRCI Credit Hours

HIPAA stands for Health Insurance Portability and Accountability Act. It is a federal law enacted in 1996 as an attempt at incremental healthcare reform. HIPAA's intent is to reform the healthcare industry by reducing costs, simplifying administrative processes and burdens, and improving the privacy and security of patients' information. It, along with the Patient Protection and Affordable Care Act (PPACA), is considered to be the most significant healthcare legislation since Medicare in 1965.

This 1-hour course will review the Administrative Simplification and Insurance Reform categories of HIPAA. The audience will learn the importance of implementing the proper policies and procedures to survive a HIPAA audit. The Insurance Reform section of HIPAA addresses pre-existing conditions, health status discrimination, portability of health insurance, and enrollment rights. The Administrative Simplification section of HIPAA addresses transactions, code sets, and identifiers, privacy, and security. The vast majority of this course will focus on the Administrative Simplification section of HIPAA.

Sounds boring? Well, Anne Sperling is proven as an "entertaining" presenter. She makes the most boring of insurance topics fun and relevant. So, join us for dinner and learn about this super important employer law to protect your group health plan and your employee members.

Anne Sperling is the President and CEO of Vanguard Resource, Inc. "Bringing Clarity to Employee Benefits" is her tag line and mission, and she does this through teaching, coaching and consulting on employee communications. Ms. Sperling has over 32 years of employee

benefit consultation experience. She was the national chair of the Professional Development Committee for the National Association of Health Underwriters (NAHU) for five years. As chair, Ms. Sperling personally authored and delivered certification courses for employee benefit specialists across the nation, including the Voluntary Worksite Benefits Certification, and the PPACA Certification.

Ms. Sperling is a Certified Professor for the International Foundation of Employee Benefit Plans delivering the Certificate in Benefits and Compensation for Multi-employers Public Employers, and Corporate / Single Employers. She received numerous awards for her distinguished service to her profession and to her community, including the prestigious NM Woman of Influence Award, Santa Fe Business Woman of the Year, Santa Fe Chamber of Commerce Most Valuable Volunteer Award, and highest-level lifetime achievement Leading Producer Round Table designation. Ms. Sperling was the founder and Executive Director for the NM Health Insurance Alliance, a nonprofit alliance of insurers to provide coverage to small businesses. She is the creator and implementer of the NM Association of Counties Voluntary Benefits Plan. She also specializes in post age 65 group retiree solutions with her designation as Certified Senior Advisor. She has a Bachelor of Science degree in Business Administration with a concentration in Human Resources and Compensation Administration from the University of Vermont. She has 3 up-to-date Certificates in HIPAA Training, which include: HIPAA Awareness for Employer Group Health Plans, HIPAA Awareness for Insurance Brokers & Agents, and HIPAA Security.

To register and pay for this meeting, [see the event on our website](#) or [click here](#) to go directly to the Registration Form.

Sign Up Today- Stay In Touch With SHRM NM!

Stay Informed About SHRM NM Events and News!

It will only take a moment! Click on the link and simply enter you name and email address to give your permission to receive a quarterly newsletter and other occasional information from the SHRM NM State Council. You'll learn about what's going on across the state from other chapters and about State Council events!

[SHRM NM State Council e-Blast sign up](#)

Save The Date!

2016 Legal Update Conference

Learn about the latest trends and changes in employment law presented by New Mexico's leading employment law attorneys, experts, and others who are involved with new employment legislation in New Mexico. The Legal

Update Conference also provides a great networking opportunity and a chance to talk with our fantastic sponsors.



SFCC's office of Human Resources, including the Center for Diversity and Integrated Learning, is excited to partner with NNMHRA in bringing you this year's 2016 Legal Update.

Members of SHRM NM Affiliate Chapters (NNMHRA, Four Corners, HRMA, & SNMSHRM) are eligible for our Early Bird rate of \$109 through 5 PM August 4th

After August 4th, SHRM NM Affiliate Chapter Members pay \$139 Non-members pay \$169

Not a member? **Join NNMHRA by September 8th when you register and your membership is good through December 2017!** Plus, you'll be able to take advantage of the member rate.

New This Year- A Special Keynote Speaker!

Jo-Ellan Dimitrius, America's best-known jury consultant--made even more famous by her work on the O. J. Simpson trial--has predicted the behavior of thousands of jurors, witnesses, lawyers, and judges. Ms. Dimitrius will share how she applies her amazing skills to everyday life, explaining which visual and oral clues can reliably predict behavior on the job. Jo-Ellan will highlight which clues to look for and how to be more effective in spotting them, how to keep your objectivity when evaluating them, and how to see the emerging pattern that tells you which of a person's sometimes inconsistent qualities will dictate his or her behavior.

Session Speakers:

Alice Kilborn, Kilborn Consulting - Strategies For Implementing FLSA Changes in Your Workplace

Danny Jarrett, Managing Shareholder Jackson-Lewis & Kevin Gick, Associate Counsel UNM - Federal and State Legislative Updates

Whitney Warner, Founding Partner Moody & Warner - Trending Now: Legal Challenges to Compensation Practices

Fred Miner, Littler Mendelson PC - Workplace Violence Prevention in the Age of the Active Shooter

Scott Ferrin- SHRM Southwest Central Region Field Service Director - The Aging Workforce: Strategies and Best Practices

Faith Reyes - The Simons Firm - Beyond the Box: What You Can and Can't Ask About Criminal Convictions

Cory Jorbin, HUB International - Health and Welfare Plan Compliance 2016: ACA Reporting, Audits & Legislative Updates

Henry Lopez, Santa Fe New Mexican - Social Media: Brand Awareness & Recruitment

To learn more, [go to the event page](#) on our website!

Save The Date!

Upcoming NNMHRA Events

All events will be updated as we confirm speakers and topics.

September 13th - Full Day Legal Update Conference - [Watch as we update the website!](#) Don't miss out on the Early Bird rate available to NNMHRA and other SHRM NM Affiliate Chapter Members. [Register Today!](#)

October 11th - Dinner Meeting - 5:30 PM - 8:00 PM - TBD

October 18th - 2016 Master Series - "Accelerating Talent" - 9:00 AM - 4:30 PM - [Learn more](#) about this exciting event brought to you by SHRM - NM and HRMA

November 8th - Lunch Meeting - 11:30 AM - 1:00 PM - TBD

December 13th - Dinner Meeting - 5:30 PM - 8:00 PM (Member Appreciation & Holiday Event)

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

NNMHRA Board of Directors

2016 Board of Directors

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2014 - Silas Peterson, SPHR, SHRM-SCP

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2011 - Karen Mickool

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2003 - Jody DeCoursin

2002 - Barbra Craft, PHR

2001 - Mary Cassidy

2000 - Carol Trask, SPHR

1999 - Liz Kellogg, SPHR

1998 - Elaine Palin

1997 - Corliss McGinty

1996 - Mona Koehler

1995 - Diane Martinez

1994 - Tish Rzeszutko, SPHR

1993 - R. Gregory Green, SPHR, GPHR

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1990 - Chena Tomlin
1989 - Molly Birely
1988 - Anthony L. Alarid
1987 - Richard L. Dickerson



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