



Monthly Newsletter

January 2014

President's Message

Greetings Fellow HR Peeps!

I'm excited by the year ahead, and you should be, too. The year is young, and already we're off to a great start. Please welcome your 2014 Board of Directors:

- Linda Strauss, Owner, Strauss HR - Immediate Past President
- Sue Byrne, Payroll Administrator, Peters Corp - VP, Finance
- Maria Hidalgo, Human Resources Director, Institute of American Indian Arts - VP, Membership
- Lisa Bronowicz, Human Resources Director, Easter Seals El Mirador - VP, Administration
- Claire Frost, Human Resources Administrator, Four Seasons Resort - Co-VP, Programs & Prof Devt
- Hideki Nakazono, Human Resources Administrator, Easter Seals El Mirador - Co-VP, Programs & Prof Devt
- Cindy Murphy, Human Resources Consultant, Stone Associates - VP, Communications
- Kim Schiffbauer, Benefit Consultant, G,F&G - VP, Public Relations
- Shane Muth, Account Executive, HUB International - VP, Community Relations

It has been a month full of transition meetings and strategic planning to ensure the continued growth, vibrancy and value of our local SHRM chapter to HR professionals and our community at large. I am invigorated by everyone's energy and enthusiasm.

In 2014, we're hoping to grow the visibility of our chapter and the HR profession, as we remind you that "You're a Rock Star!" To that end, at our February 11th meeting, refresh your FMLA expertise with local employment lawyer, Paula Maynes, a trusted legal expert of counsel to fellow NNMHRA members. You're certain to leave smarter than you came and to bring value home to your company.

And don't keep us a secret! NNMHRA is the best professional association in Northern New Mexico. Share the love! After all, Valentine's Day is right around the corner.

Sincerely,

Silas Peterson

2014 NNMHRA Board President

February 11th Dinner Meeting

NNMHRA is Pleased To Present...

STAYING IN TOUCH: WHAT HAPPENS WHEN YOUR EMPLOYEE IS OUT ON AUTHORIZED LEAVE

presented by Paula Maynes, Attorney at Law

qualifies for 1.5 hrci credits

FMLA is a complex & procedurally intense law. Ms. Maynes will address key issues of:

- ***WHEN EMPLOYEES ARE NOT AT WORK, what may be in play such as:***
 - ***Authorized Leave/Paid Time Off - Policy***
 - ***Family Medical Leave (FMLA)***
 - ***Workers' Compensation***
 - ***Authorized Leave Without Pay Policy***
 - ***Telework Agreements***
 - ***Military Leave***

- ***PRE-DEPARTURE FROM WORK DOCUMENTATION, what is required:***
 - ***Certifications for Family Medical Leave***

- *Medical/health information to support injury time off/lost time*
 - *Requests for leave per PTO or Other Leave policy*
 - *Requests for Military Leave*
 - *Request for leave without pay/donated leave.*
 - *Telework agreements*
- *PRE-DEPARTURE CONFERENCE WITH HUMAN RESOURCES, what does HR have to do:*
 - *Communicating a simple requirement to stay in touch*
 - *To who?*
 - *How frequently?*
 - *What do you need to tell employer?*
 - *Arrangements with emergency contacts*
 - *Telephone or internet availability*
 - *Availability to come into work and meet*
- *RETURN TO WORK, what is required and/or essential:*
 - *Full physical/psychological release to return to work.*
 - *Fitness for duty evaluation.*
 - *Doctor's opinion that performance of essential functions of job will not cause harm to an employee/others.*

Since 1998, Paula G. Maynes has been with the law firm of Miller Stratvert P.A., with offices in Albuquerque, Farmington, Las Cruces and Santa Fe. Paula works out of the Santa Fe office and she is a Partner and Director. At Miller Stratvert, Paula practices law in the areas of:

- Administrative Law
- Civil Rights and Public Sector Law
- Employment & Human Relations Law

Paula also practiced law with the firm of Montgomery & Andrews, P.A., where she worked on general defense litigation, with emphasis in the area of employment law, which included defense of public and private employers in civil rights and law enforcement cases; advising and counseling New Mexico employers on civil rights, immigration law, wage and hour law, employee handbooks, accommodations to disabilities and fair employment practices.

Lastly, Paula was an Assistant Attorney General, for the Civil Division, of the New Mexico Office of the Attorney General. In the state Attorney General's Office, Paula represented labor and employment-related state agencies including the State Personnel Board, Office of the State Labor Commission, the Human Rights

Commission, and the Governor's Committee on Concerns of the Handicapped; which included representing agencies and responding to agency day-to-day requests for legal advice.

Paula has Bar Admissions with:

- State of New Mexico
- State of Texas
- U.S. District Court, District of New Mexico
- U.S. Court of Appeals, Tenth Circuit

Paula Maynes is an experienced civil rights trial litigator. Ms. Maynes has defended Title VII actions, New Mexico Human Rights Act actions, Americans with Disabilities actions, wrongful termination suits, law enforcement actions and 42 U.S.C. §1983 actions sought against State, County and municipal governments.

Ms. Maynes has also defended the State of New Mexico against foster care practices. Specifically, Ms. Maynes defended the State Human Services in *Yvonne L. v. New Mexico Dep't of Human Servs.*, 959 F.2d 883, 891-93 (10th Cir. 1992); an action challenging a foster child's right to health safety after placement in a licensed group home while in foster care.

Paula received her JD, from the University of New Mexico School of Law, Albuquerque, New Mexico, in 1984 and her B.A from St John's College, Santa Fe, New Mexico, 1979.

Last year Paula was recognized as one of the Best Lawyers in 2013, in the areas of Labor and Employment.

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.

Cost: \$30 per member
\$35 per non-member
\$40 for walk-ins

Time: 5:30 p.m.
RSVP by: Monday, February 3rd

[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 email Lisa Bronowicz at nnmhra@gmail.com to make your reservation.

No shows will be charged.

Scholarship funds are available to paid/current members who may need assistance paying for dinner due to recent employer cutbacks. The proceeds from our monthly raffle will go to sponsor up to two members of our group each month. Please contact Lisa Bronowicz at the email above if you wish to apply for this program.

2014 SHRM NM Conference

2014 SHRM of New Mexico Conference HR Xtreme Boot Camp April 7-8, 2014 Sandia Resort and Casino Albuquerque, NM

The 2014 conference will bring together the best and brightest in the field. As the experts share their experiences and knowledge, they will help attendees expand their reach of human resources and so much more.

[Click here](#) to watch the conference video and get a sneak peek of the upcoming event.

Keynote speakers include Steve Farber, CEO of Extreme Leadership, Inc., Dr. Shirley Davis, VP Global Diversity and Inclusion Initiatives at SHRM and Jason Lauritsen and Joe Gerstandt of Talent Anarchy.

The conference aims to offer HRCI recertification for HR professionals, as well as continuing legal education (CLE) credit for attorneys. Learning sessions will target HR Trends, Employment Law, Leadership Development and many more exciting and timely topics.

Want to share this information with a friend or co-worker? Download the [Conference Flyer](#) for a brief synopsis of the event.

Don't wait. [Register](#) early for special discounts. The first 275 registrants will receive one of Steve Farber's best-selling books.

To learn more about the conference click [here!](#) You will find information regarding the opportunities available for volunteers as well as for sponsors and exhibitors. Meet the conference planning committee and learn more about the wonderful line-up of speakers. Reserve your room at the lovely Sandia Hotel with a special conference discount!

Don't miss out on this educational event. Register today.

Send in Your Nominations for SHRM NM HR Excellence Award!

Nominations are being accepted for the SHRM NM HR Excellence Award that celebrates outstanding achievement in human resources. This is to honor an outstanding HR professional and/or company in NM for their contributions to the filed through professional efforts, advocacy and volunteerism in NM that occurred in 2013. Any HR professional and/or company is eligible. Please visit us to view [nomination and requirements and application](#).

Deadline to submit is January 31.

"Like", "Follow" and Link up with us!

Did you know we are on Facebook, Twitter, and LinkedIn? Social media is a great way to stay connected with NNMHRA! Click on the following links to stay up to date on news and upcoming events.

Like us on **Facebook** 

Follow us on **twitter**

View our profile on **Linked in** 

NNMHRA Board of Directors

2014 Board of Directors

Silas Peterson, Owner/Recruiter, The Hire Firm, President

Linda Strauss, Owner, Strauss HR - Immediate Past President

Sue Byrne, Payroll Administrator, Peters Corp - VP, Finance

Maria Hidalgo, Human Resources Director, Institute of American Indian Arts - VP, Membership

Lisa Bronowicz, Human Resources Director, Easter Seals El Mirador - VP, Administration

Claire Frost, Human Resources Administrator, Four Seasons Resort - Co-VP, Programs & Prof Devt

Hideki Nakazono, Human Resources Administrator, Easter Seals El Mirador - Co-VP, Programs & Prof Devt

Cindy Murphy, Human Resources Consultant, Stone Associates - VP, Communications

Kim Schiffbauer, Benefit Consultant, G,F&G - VP, Public Relations

**Shane Muth, Account Executive,
HUB International - VP, Community Relations**

President's Club

2013 - Linda Strauss
2012 - Karen Mickool/Linda Abeyta
2011 - Karen Mickool
2010 - Amberleigh Rodriguez
2009 - Amanda Tinsley
2008 - Joyce Wainwright, PHR
2007 - Judy Ruggles, PHR
2006 - Jeannie Hardie, SPHR
2005 - Roseanne Swoboda, SPHR
2004 - Linda Bramlette
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
1992 - Jerry J. Rael
1991 - Joanne Vigil-Quintana
1990 - Chena Tomlin
1989 - Molly Birely
1988 - Anthony L. Alarid
1987 - Richard L. Dickerson



Special Thanks to our Platinum Sponsors



<http://www.excelstaff.com/>



<http://www.adp.com/>



<http://www.santafestaffing.com/>



<http://homebenefitiq.com>



<http://www.esgr.mil/>

Northern New Mexico Human Resource Association
Board of Directors

Northern New Mexico Human Resource Association
<http://nnmhra.shrm.org/>

Join Our Mailing List!

