



Monthly Newsletter

May 2014

President's Message

Dear NNMHRAmies,

(A prize to the first person that properly pronounces that distinguished salutation!) April showers... Still very few of the liquid kind, but showers of HR news, events and learnings abound! For anyone lucky enough to have attended SHRM NM's State Conference, you know what I mean--world-class key notes and favorite topical presenters from across the Southwest. And NNMHRA rounded the festivities with our intimate April dinner featuring Katie Wacek from Career Systems International. Katie offered a valuable primer on employee engagement and retention, drawing on key concepts presented by CSI founder, Beverly Kaye in her global bestseller, *Love 'Em or Lose 'Em*.

Next month, we're thrilled to have SHRM NM State Legislative Director and one of your favorite labor attorneys, Alice Kilborn, from the Moody Warner firm, for a rapid-fire presentation of Hot Topics in HR. Alice is always energetic and fun, but come expecting to see her in finest form as she addresses marijuana and workplace drug policies in light of new laws in Colorado and Washington; flash mobs coming to an employer near you; aggressive minimum wage proposals; and workplace flexibility initiatives.

We are also beginning to lay plans for this year's Legal Update. Mark your calendars for Tuesday, September 9th, and let a Board member know who your key HR suppliers are, so we can offer them a chance to sponsor and be seen by over 100 HR professionals.

I am looking forward to seeing you all in a few weeks.

Silas

Silas Peterson

2014 NNMHRA Board President

May 13th Dinner Meeting

NNMHRA is Pleased To Present...

Hot Topics in HR

Presented by Alice Kilborn, JD PHR

This presentation is pending 1.5 HRCI General Credit Hours

Join us for an informative, fast-paced presentation by SHRM NM State Legislative Director and attorney, Alice Kilborn.

Some of the topics to be included:

- Marijuana - Medicinal and what if I was on vacation in CO?
- At-will employment language in light of the National Labor Relations Board's *American Red Cross* ruling
- Worker centers - The hot topic employers should be talking about, but aren't
 - FlashMob against WalMart during business hours
 - Protest in McDonald's stores during lunch
 - Keep in mind: None of the people protesting work for either WalMart or McDonald's; they are paid and often bused in from other cities.
 - Protesters are paid by union-funded organizations, but do not have to abide by union laws and regulations.
- "The Fight for Fifteen" and other minimum wage initiatives in NM and DC
- Workplace Flexibility is not a fad
- DOL proposed rule to amend 541 overtime regulations - New salary basis of \$47,320 annually?!



Alice Kilborn, JD PHR, is an Associate at Moody & Warner, PC. She also serves as the State Legislative Director for the Society for Human Resource Management of New Mexico (SHRM NM) and on the Board of Directors for the State Bar of New Mexico's Employment and Labor Law Section.

Prior to entering the legal field, Alice worked in Human Resources specializing in the areas of state and federal regulatory compliance (including oversight of Affirmative Action Plans, Equal Employment Opportunity Programs, USERRA, and the Family and Medical Leave Act) and corporate training.

Alice holds a Juris Doctorate from the University of New Mexico School of Law where she received Clinical Honors. She holds a Bachelor of Arts degree in Political Science from the University of New Mexico. Alice is a certified mediator. She has held a PHR (Professional of Human Resources) certification since 2006 in preparation for which she completed the Human Resources Certification course through the University of New Mexico and the Society for Human Resource Management (SHRM). She also completed the California Human Resources Certification course through the Society for Human Resource Management (SHRM) in 2007.

Alice is a frequent, enthusiastic speaker on employment law and public policy related topics.

In 2014, Alice was selected to the Southwest Super Lawyers Rising Stars list.

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: 11:00 a.m. the Thursday before the event

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.

[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.

Membership Reminder

What are the Advantages to Joining a Local SHRM Chapter? Each month you have an opportunity to network with professionals in your community as well as enjoy some professional development!

- Build contacts and relationships with other HR Professionals
- Expand your capabilities, knowledge, and skills
- Stay current in the latest trends in the HR field
- Become part of an international organization recognized worldwide
- Become certified in HRCI to validate your HR knowledge and expertise
- Volunteer in a leadership role - get involved and get noticed

Membership Cost

- \$45 for SHRM Members
- \$60 without a SHRM membership
- \$175 for a Corporate membership (5 Members)

Additional Membership Benefits:

- Reduced price for meetings, conferences, and other chapter events
- Access to the Members Only section of the Website
- Special Member Discounts

If you are interested in joining, you can access our Membership Application on our website. You may pay for membership through our PayPal account or by mailing a check with your application or paying for membership at a meeting. [Click here](#) to be redirected to our website to print your application and/or pay for membership.

You're Invited

Jackson Lewis 2014 Labor & Employment Law Conference

This program is pending 4 HRCI credit hours and 4 NM CLE hours

Our friends at Jackson Lewis have announced their 5th Annual New Mexico Labor and Employment Law Conference. The event will take place on May 29th at the Sandia Casino & Resort from 8:00 AM to 5:00 PM with a reception to follow. The program will incorporate the very latest developments in workplace law using their popular "rapid fire" format and presentation style (brought back by popular demand)! This program will appeal to corporate counsel, human resources professionals, managers with supervisory or human resources responsibilities, business owners and government contractors.

The last hour of our program will be a thorough Q&A for our participants. Throughout the day, we will collect questions from our attendees and use the last hour of the day to have the panel of speakers answer comprehensive questions about their respective topic. This Q&A panel will account for one hour of the full accreditation - and you won't want to miss it!

Immediately following the Q&A Panel, the firm will host a cocktail reception in the Bien Shur Rooftop Bar and Restaurant where participants can enjoy panoramic views and a relaxed networking atmosphere.

There is no cost to attend, however they do ask that you register online so that they can have an adequate amount of food and materials prepared. Breakfast, lunch and the Bien Shur cocktail reception are included. They will provide training materials for all participants.

To register for this event, [click here](#).

NNMHRA Receives 2013 Gold Excel Chapter Award

We are pleased to announce that SHRM has awarded our chapter with a 2013 Gold Excel Chapter Award. Please join us in congratulating our 2013 Board and all of our members who helped contribute to this honor.

The award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters with SHRM. The award recognizes a chapter's accomplishments and strategic activities and initiatives that promote the human resources profession at the local level.

"This recognition is a distinct indication of the chapter's successful partnership with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession" said J. Robert Carr, senior vice president, membership, marketing & external affairs for SHRM.

NNMHRA will be recognized in SHRM publications and at SHRM conferences. As an Excel winner, we will also receive a certificate of recognition and a special banner to display at our meetings and events.

Save The Date!

NNMHRA's 2014 Legal Update Conference

We are already making plans for our 2014 Legal Update Conference! We plan to bring together some of the best employment law attorneys to ensure an informative and interesting conference. Watch our website and newsletter for more information, but mark your calendar today for this special full day conference which will be held on Tuesday, September 9th. We are looking forward to seeing all of you there. We promise a great event!

"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

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2012 - Karen Mickool/Linda Abeyta

2011 - Karen Mickool

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1989 - Molly Birely

1988 - Anthony L. Alarid

1987 - Richard L. Dickerson



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