



May Newsletter

May 2016

## President's Message

Dear Friends and Associates,

This year, the DOL will likely change the way employees and employers view salaries and wages. As we are all aware, this decision will have a huge impact on our organizations, making this month's meeting presentation a "must-attend" event. The crux of the issue is that the DOL is determined to elevate the salary level 113% higher than it is today, and that anyone who earns less than the new salary of \$50,440, will qualify to be paid for overtime.

Last November, I was privileged to participate in Advocacy Day on Capitol Hill, hosted by our National SHRM organization. This issue was a featured lobbying point that 4 of us from the state of New Mexico delivered to the staff members of Senator Martin Heinrich, Senator Tom Udall and Congresswoman Michelle Lujan Grisham. Although it is SHRM's hope we can repeal the decision, the DOL is pushing through the decision.

It is with gratitude that we welcome an excellent speaker, our friend Alice Kilborn, to help prepare us to make best practice recommendations to our managers, as we navigate the compliance issues related to these changes. See you there!

Best regards,

SUE

Sue Byrne  
2016 NNMHRA Board President

## **May 10th Lunch Meeting**

### **DOL Overtime Regulation Changes: What's New, What to Do Now, and How They Will Impact Your Organization**

Presented by Alice Kilborn

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

For more than two years, US employers have been on notice that the Department of Labor was contemplating sweeping changes to overtime regulations, including an increase to the salary basis and changes to the duties tests. Proposed changes have now been through the notice and comment period and are expected to be final before the end of the summer. Experts predict that the new regulations will cost employers billions in increased labor costs with a disproportionate amount of the increase hitting nonprofits, the hospitality industry, and more rural states (like New Mexico). This lively and interactive session will cover what employers can expect from the final regulations and how to prepare your organization for compliance. Don't miss it!

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Alice Kilborn, JD, PHR, SHRM-CP, is the founder of Kilborn Consulting, LLC, an employer counseling practice devoted to working with organizations to prevent workplace litigation and streamline and improve the employer/employee relationship. Alice also serves on the Society for Human Resource Management (SHRM) Labor Relations Special Expertise Panel and on the Board of Directors for the State Bar of New Mexico's Employment and Labor Law Section. Prior to starting her own practice, Alice was an Associate Attorney at Moody & Warner, PC, where she represented employers and employees in employment and labor-related matters. Alice was selected to the Southwest Super Lawyers Rising Star lists in 2014 and 2015, a designation awarded to less than 3% of lawyers in the state. 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 holds the new SHRM Certified Professional (SHRM-CP) designation and she has held a PHR (Professional of Human Resources) certification from the Human Resources Certification Institute (HRCI) since 2006.

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

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

## Save The Date!

### Upcoming NNMHRA Events

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

**June 14th - Dinner Meeting** - 5:30 PM - 8:00 PM - Surviving a HIPAA Audit: Are You Prepared? - Presented by Anne Sperling

**July 12th - Lunch Meeting** - 11:30 AM - 1:00 PM - Is It Time To Scrap The Performance Review? - Presented by Wendy Shannon & Michelle Detry

**August 9th - Dinner Meeting** - 5:30 PM - 8:00 PM

**September 13th - Full Day Legal Update Conference**

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

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

**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!

## SHRM Annual Conference & Exposition

### From our friends at SHRM...

*The SHRM Annual Conference & Exposition is the largest and best HR event in the world, providing your organization with the tools and resources you need to create and implement the successful HR practices that will ensure that your company will thrive. Your company will get the targeted strategies and practical takeaways that you need to achieve your goals - from talent management to federal compliance to cutting-edge business strategies.*

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*Innovative learning opportunities, such as our Masters Series featuring high-level academicians, Smart Stage presentations covering innovative new HR practices and Practitioner Exchange sessions featuring HR professionals from well-respected organizations.*

To learn more and to register, [click here](#).

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