



November
Newsletter

November 2015

President's Message

Hello Fellow HR Professionals,

It's hard to believe the year is winding down and that Thanksgiving is right around the corner! If you missed last month's meeting, be sure to take a look at the information below regarding a very special opportunity that our speaker, Pamelya Herndon, offered to us. You have the chance to have your voice heard and impact upcoming legislation by joining the House Memorial 2 Paid Leave Working Group.

Looking ahead, you won't want to miss our November dinner meeting. Eric Miller will present a very important program, "Think Like An Arbitrator, Listen Like A Mediator". Eric is a talented attorney, mediator and arbitrator who has argued before (and won) the Supreme Court of the United States.

And finally, we hope you'll join us for our annual Membership Appreciation and Holiday event in December. If you joined NNMHRA when you registered for Legal Update, if you joined since that time, or if you have already renewed your membership for 2016, your meal is on us! The dinner will be special, there will be music, a special raffle, and we will install our 2016 Board. You can find more information below and on our website, in regards to the events and registering for them.

Please join us!

Best regards,
Silas

Silas Peterson
2014-2015 NNMHRA Board President

November 10th Dinner Meeting

Think Like An Arbitrator

Presented by Eric Miller, Attorney, Arbitrator and Mediator

This presentation is pending 1.5 SHRM PDCs and HRCI Credit Hours

How can you evaluate personnel actions through the arbitrator or hearing officer's eyes? What are the points at which listening like a mediator may prevent an employee's appeal of an adverse employment decision? Is your personnel action likely to be overturned or upheld by a hearing officer? How do arbitration and mediation processes complement and relate to each other?

This interactive session will provide insight into the mind of the hearing officer and the ears of the mediator. By heightening awareness of all of your personnel senses, you'll be better prepared for your next interaction with an unemployment, workers' compensation, EEO, or disciplinary hearing officer - and you may even reduce the likelihood that an employee will file a claim based on a job action.

Eric Miller has tried more than three hundred bench and jury trials, administrative hearings and arbitrations, with clients varying from individuals and sole proprietorships to major companies, and subject matter including public and private sector labor and employment, trade regulation, personal injury, commercial contracts, professional malpractice, regulatory, construction and civil rights issues. He has argued before the Supreme Court - AND WON - and has argued over 20 cases before the Minnesota and NM Supreme Courts and Courts of Appeal and the Eighth and Tenth Circuit Courts. Eric has also served as a litigator in the NM office of the Attorney General. His work as a litigator, labor relations expert, and ADR practitioner has been widely recognized. In his trial practice, Eric settled several hundreds of additional cases and disputes through alternative dispute resolution methods. Eric's extensive and broad legal counseling and litigation experience, combined with a commitment to neutrality toward the resolution of any dispute, now enables his exclusive professional devotion to providing alternative dispute resolution services

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 Dates!

Upcoming HR Events

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

January 12th - Lunch Meeting 11:30 AM - 1:00 PM - Linda Strauss will present on how employers can navigate mental illness issues in the workplace.

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

Impact Policy- Be Heard!

Pamelya Herndon, Executive Director of the Southwest Women's Law Center, has invited NNMHRA professionals to have their voices heard and help to impact policy and legislation by participating in the *House Memorial 2 Paid Leave Working Group*. This is a chance for you to add your input to shape legislative requirements that you'll ultimately be called upon to implement!

Even if you missed the October 16th meeting, you are still welcome to participate. Upcoming dates are as follows: January 15, 2016; April 15, 2016; July 15, 2016 and September 16, 2016. The SWLC final report will be submitted to the Legislative Health and Human Services Committee in October 2016. All meetings of the Working Group will be held in the Conference Room of the Southwest Women's Law Center, 1410 Coal Avenue SW in Albuquerque, from 10:00 - 11:30 am. A virtual meeting platform to facilitate attendance by those who live outside of the Albuquerque area is available - please call SWLC, 505-244-0502, for info regarding remote participation.

Pamelya also invites everyone to the Verve Gallery of Photography, 219 East Marcy Street in Santa Fe, on Thursday, November 5 from 5:30 - 7:00 to meet the Board of Directors of the Southwest Women's Law Center and learn more about the work of SWLC throughout the state of New Mexico.

Calling All Volunteers

Are you interested in serving as a member of our 2016 Board of Directors? Would you like to volunteer in another capacity? Please contact our President-Elect, Sue Byrne, to discuss possibilities. sbyrne@peterscorp.com

Time to Renew!

It's hard to believe so many months have passed already. It's that time of year. If you joined NNMHRA in conjunction with your registration for our 2015 Legal Update Conference, you are already a member for 2016. If you were already a member, you might want to go ahead and renew your membership for 2016. Perhaps, you are not yet a member. Why not join today? Your membership will extend through 2016. Please take a few minutes and renew or join now so that you can enjoy benefits such as:

- Special Member Rate for NNMHRA dinner meetings and other events
- Access to our 2016 Networking Directory
- Legal Update Registration Discount

2015 Membership Rates Are Still In Effect!

\$45 for SHRM Members

\$60 without a SHRM membership

\$175 for a Corporate membership (Up to 5 Members!)

It's easy to register as a member with our online application, but if you prefer, you are welcome to use a paper application. Simply print the application and mail it to us. You may pay for your membership through our PayPal account or with a check, regardless of how you register.

[Click here](#) to complete your application online. You may pay via PayPal or simply mail a check to us and note that you completed your application online.

[Click here](#) for a 2016 Membership Application if you prefer to complete the form and email or mail it to us. Simply save the complete form and email it or print it and mail it to us. You may pay via PayPal or mail a check to us.

Applications and payment may be mailed to us at:

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