

October
Newsletter

October 2015

President's Message

Greetings, HR Peeps!

If you joined us at Legal Update last month, I hope you got as much out of it as I did. If you missed it, the good news is employment law is constantly changing, so you're sure to have plenty more to learn next year!

For our last three meetings of 2015, we will resume our dinner meeting schedule each second Tuesday of the month, 5:30 at the Santa Fe Hilton.

The October 13th program will focus on women in the workplace, with a talk by Pamela Herndon, the Executive Director of the Southwest Women's Law Center. She will be presenting, "A Female Face On The \$10 Bill Still Equals \$7.90: Economic Inequality and Other Paradoxes Facing Women in Your Workplace". [Visit our website now](#) to register and pay online.

And since it seems it's never too early to start thinking about the holidays, mark your calendar for our annual Holiday Celebration and Member Appreciation Dinner, December 8th. In addition to the usual antics, we will have special appearances by Justin Bieber and the Flying Elvises. Well, maybe not. But it will be a warm and festive gathering of friends.

See you next month!

Best regards,

Silas

Silas Peterson
2014-2015 NNMHRA Board President

October 13th Dinner Meeting

A Female Face On The \$10 Bill Still Equals \$7.90: Economic Inequality and Other Paradoxes Facing Women in Your Workplace

Presented by Pamelya P. Herndon, Executive Director, Southwest Women's Law Center

This presentation is pending 1.5 SHRM PDCs and HRCI Credit Hours

Pamelya Herndon, Executive Director of the Southwest Women's Law Center, will discuss two topics vital to Human Resource professionals in our state: the advancement of Paid Leave, and how the Fair Pay Act for Women is being implemented in New Mexico.

Ms. Herndon will lead a vibrant discussion about Paid Leave and the innovative ways that are being discussed for implementing this new benefit for employees. In addition, she will discuss how the Fair Pay for Women Act, signed into law in March 2013 is being utilized by women throughout the state. When the Fair Pay for Women Act was passed, the goal was to make sure that the legislation did not become one of New Mexico's best kept secrets. Ms. Herndon will discuss the outreach to women and men about the legislation, and the effects of the legislation two years after its enactment.

Although New Mexico has made great strides in recent years in advancing pay equity for women and now ranks 15th in the U.S., there is still a lot of work left to guarantee that women receive the same pay for doing the same work as men. According to the National Partnership for Women and Families 2012 study, women in New Mexico are paid 79 cents for every dollar paid to men, amounting to a yearly gap of \$8,789 between full-time working men and women in the state. Women of color experience even greater disparities, with African American women earning just 69 cents for every dollar paid to men, and Hispanic women being paid just 66 cents for every dollar paid to men in New Mexico.

Economic injustice isn't the only difficulty faced by working women and their families every day. Job security for survivors of domestic violence and sexual assault, denial of healthcare services, immigrant women's rights, and educational equity for girls - your future workforce- these are some of the issues that take a daily toll on your workforce and that are being aggressively addressed by the Southwest Women's Law Center.

Pamelya P. Herndon, Executive Director of the Southwest Women's Law Center, is a former Deputy Cabinet Secretary and General Counsel in New Mexico state government. She received her Bachelor of Business Administration degree from Howard University in Washington, DC and her Juris Doctor degree from the University of Texas School of Law.

Ms. Herndon's impressive professional career includes serving as a senior litigation attorney with the Internal Revenue Service and as an Assistant Attorney General for the State of New Mexico. She is licensed to practice law in the states of Colorado and New Mexico and before the United States Tax Court and United States Supreme Court. She is also a Certified Public Accountant licensed in the State of Texas. Ms. Herndon has served as the Qualified Tax Expert for the Tax Clinic at the University of New Mexico School of Law and as an Adjunct Professor teaching Estate Tax classes.

Ms. Herndon has worked to help an array of women of all races and ethnic backgrounds achieve their full economic and personal potential. She is a long time member of the National Council of Negro Women and sits as a member of the Board of Directors of Emerge New Mexico. She serves as the 2nd Vice Chair of the Board of Directors of US New Mexico Federal Credit Union and is President Emeritus of the Board of the Con Alma Health Foundation.

Ms. Herndon is a recipient of a Community Service Award from the Office of African American Affairs. She was elected as one of five members from the State of New Mexico to the Electoral College in 2011. She was named as the 2012 Public Lawyer of the Year, the 2013 Outstanding Lawyer by the Albuquerque Bar Association and in 2015 was named as a Woman of Influence by New Mexico Business First. Ms. Herndon has been selected for a two-year term beginning in January 2014, to serve as a Delegate from the State of New Mexico to Vision 2020, a national coalition of organizations and individuals united in the commitment to achieve women's economic and social equality. On some Sunday mornings, Ms. Herndon can be heard as the Southwest Gospel Diva hosting the Train to Glory radio program on KUNM.

Ms. Herndon is deeply committed to the goals and mission of the Southwest Women's Law Center of eliminating gender bias, discrimination and harassment; ensuring that all women have full control over their reproductive lives, and lifting women and their families out of poverty.

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

November 10th - Presented by Eric Miller, Arbitration and Mediation Attorney
- More Information Coming Soon!

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

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

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 (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.

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Applications and payment may be mailed to us at:

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If you pay with PayPal, and prefer not to use the online application, you may scan and email your application to nnmhra@gmail.com.

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