

February Membership Meeting

Wednesday, February 10, 2016

Blue Ridge CTC





Congratulations!
Marie DeWalt, SPHR, SHRM-SCP
2016-17 Programming Co-Chair



EPSHRM
GIVES BACK!

**MOCK INTERVIEW
RESUME REVIEW**

**A GREAT OPPORTUNITY FOR EMPLOYERS TO GIVE BACK
TO OUR COMMUNITY AND BUILD BRAND RECOGNITION**

When: Wednesday, March 16th 10am – 12pm
Thursday, March 17th 10am – 12pm

Where: Blue Ridge CTC – TECH CENTER

Mock Interviews

Musselman High School - March 23, 2016

8:00 a.m. to 11:00 a.m.

- ▶ We are in need of at least 20 more volunteers to interview 11th graders during the Musselman High School Mock Interview event.
- ▶ Interview questions and an information packet will be provided.
- ▶ A hot breakfast will be provided as well.
- ▶ We would greatly appreciate any help you could give us with this event.

If you are interested in volunteering, please contact Kasandra Price at kasandra.price@k12.wv.us



Save the Date...

Making a Difference with Great Leadership

**What: 2nd Annual EPSHRM/BRCTC Leadership Conference
Leadership Conference**

When: May 13, 2016

Where: Blue Ridge CTC Main Campus



**Keynote
Speakers**

Paul Begala
POLITICAL ANALYST
AND COMMENTATOR,
CNN



SHRM

2 **JUNE** **16** **D.C.**
19-22

**ANNUAL
CONFERENCE &
EXPOSITION**



**Tucker
Carlson**
CO-HOST, FOX AND
FRIENDS WEEKEND
AND EDITOR-IN-
CHIEF, THE DAILY
CALLER

The SHRM Annual Conference & Exposition is the largest — and best — HR event in the world, providing you with the tools and resources you need to create and implement successful HR practices.

**Find your
BREAKTHROUGH**

Business Meeting Agenda

- **Membership & Treasurer's Reports**

Hadley

- **Secretary's Report**

Lesley

- **Legislative Update**

Brandon

- **College Relations**

Pat

Treasurer's Report

Balance from Treasurer's Report as of 01/01/2016			\$17,831.00
	<u>Income</u>		
	Membership fees	\$ 155.00	
	Cancellation fees	\$ 30.00	
	Guest fees	\$ 150.00	
	<i>Total Income</i>	<i>\$ 335.00</i>	
		Subtotal:	\$ 18,166.00
	<u>Expenses</u>		
	BRCTC F&B November	\$ 465.40	
	Justin Ruble, reimbursement	\$ 30.99	
	Fees, credit card processing	\$ 10.18	
	<i>Total Expenses</i>	<i>\$506.57</i>	
Balance as of: January 31, 2016			\$ 17,659.43

Membership Report

Total EPSHRM Members: 104

National Members: 39

New Members:

Michael Higgs, Spherion

Pauline Jackson, American Woodmark

Jesse Sites, American Woodmark

Michelle Hose, American Woodmark

Secretary's Report



**Eastern Panhandle SHRM Chapter #0715
Board Meeting Minutes
January 13, 2016**

Legislative Update

- FLSA Overtime Exemption Rules
 - ❑ Final rules to be released in July 2016.
 - ❑ Likely implementation date of January 1, 2017
 - ❑ Several rumors as to what changes have or will be made to the proposed rules, but nothing confirmed as of yet.

Legislative Update

- West Virginia Legislative Session
 - ❑ SB 1 - Workplace Freedom Act (Right to Work) – passed both house and senate awaiting approval by the governor.
 - Removes any requirement of a person to join or remain a member of a labor organization as a condition of their employment.
 - ❑ HB4005 – Repealing the prevailing wage requirement for or on the behalf of public authorities engaged in construction of public improvements. (Completed legislation) Effective 5/5/2016

Legislative Update

- Additional Bills to Key an Eye On
 - ❑ HB2520 – Domestic and sexual violence victims retain unemployment benefits if they left employment due to related incidents.
 - ❑ HB4375 – Required Human Rights Commission to investigate whether the employer intended to discriminate.
 - ❑ HB4328/SB471 – Equal Pay Act of 2016 – Allows an employee to disclose their salary to others without discipline.
 - ❑ HB4404/SB111 – Adding sexual orientation to the list of protected classes in the state of WV.
 - ❑ SB287 – West Virginia Safer Workplace Act - Allows drug & alcohol testing of employees and prospective employee.

Next Month



What HR Professionals Need to Know Now About ADA

Karen Goss

Assistant Director

Mid-Atlantic ADA Center

DC, DC, MD, PA, VA, and WV

*Wednesday, March 9, 2016- Blue Ridge Community & Technical College
Technology Center*

Introducing...



I-9 Compliance: Understanding the basic Form I-9 and E-Verify requirements, recognizing state law implications, and avoiding immigration-related employment discrimination pitfalls.

Patrick Shen

Partner

Law Offices of Fragomen, Del
Rey, Bernsen and Loewy, LLP

Washington, DC