

Volume 35, Issue 12
December 2015



THE RESOURCE

San Diego Society for Human Resource Management



San Diego SHRM Holiday Party

Hyatt Regency
Mission Bay
December 16, 2015
4-7 p.m.



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2016 Law Day

Presented by:
San Diego Society for Human
Resource Management

Wednesday, January 20, 2016
7:00 a.m. to 5:00 p.m.

San Diego Marriott Del Mar
11966 El Camino Real
San Diego, California 92130

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Calendar

Holiday Party
12/16/2015

2016 Law Day
1/20/2016

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Student Liaison

Ryan Prout
San Diego State University

Executive Director

Michele Grassley Clarke
The Grassley Group

President's Message

*Brenda Kasper, Esq.,
SPHR-CA, SHRM-SCP, President*

Come Celebrate Your 2015 Successes At The Holiday Party!

It's hard to believe we are in the last few weeks of 2015. Most of you have already put on your compliance hats for 2016, but I encourage each of you to take a few minutes to reflect on your successes in 2015. Many of you successfully tackled California Sick Pay Law compliance in July. I bet most of you redid your entire handbook, or a number of crucial policies. You helped your company marry business strategy with staffing; "right-sized" through some strategic terminations; recruited crucial new talent; fixed a long standing wage and hour problem. Whatever you did this year, make sure to celebrate it!

San Diego SHRM's holiday party is the place to have your celebration, or just connect to the HR community. As usual, we will have door prizes, holiday cheer and tons of opportunity to network with other HR professionals. This year's event is December 16, 2015 at the Hyatt Regency Mission Bay from 4-7 p.m.

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Finally, I want to thank all of you for your support throughout 2015. As I end my year as San Diego SHRM President, I am grateful and humbled by the opportunity to lead this organization. The organization is in good hands next year with Heather Whitley as our 2016 President. I can't wait to experience the amazing things on the calendar next year.

Feel free to drop me a note at brenda@kasperfrank.com if you have questions about San Diego SHRM, or if you want to talk about your 2015 successes. I'd love to connect with you.



Brenda Kasper, Esq., SPHR-CA, SHRM-SCP, President



New Members

Welcome to all of our new San Diego SHRM members since November 1!

- Heidi Arcilla
- Shelbra Brinkman
- Laurie De Sio,
- Jamie Gardner
- Brenda Haro
- Laura Hemming
- Kylie Keltner
- Julia Kinoshita
- Janet Kirby
- Paedra Mays
- Laura McKenna
- Bertha Moriarty
- Brittany Schmid
- Isabelle Yanez

Meet Your 2015 Board of Directors

Nina Woodard has over 20 years of Human Resource Management and Leadership experience. She is well-known and a published human resources expert in India and the United States, contributing articles and co-authoring works in magazines, newspapers, trade publications and books. As the president and Chief 'N' Sight Officer at Nina E. Woodard & Associates, Nina is helping U. S. and Indian companies achieve business success.



Nina Woodard, SHRM-SCP, SPHR, GPHR



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Meet Alexandria Brown

PHR, SHRM-CP, CWPC

Alexandria joined San Diego SHRM in December 2012, after seeing a request for volunteers for the Legislative Committee. She joined Jenna Leyton-Jones' committee that year and in Jenna's own words, "she has been a total rock star." According to Jenna, she has single-handedly coordinated all visits with local legislators, and has represented the committee at the National SHRM Legislative Conference in Washington, DC for the past two years.

Parting from our tradition in these spotlights, the following is Alexandria's story in her own words:

An Arizona native with a passion for advocating for others and never one to lose an argument, I graduated from high school and left the Valley of the Sun for Northern Arizona University located in Flagstaff, to pursue my undergraduate degree in Political Science/Pre-Law and learn how to snowboard. While attending NAU, I was able to flex my leadership and coaching skills by holding a position on the Policy and Standards Committee of the Arizona Gamma chapter of the Pi Beta Phi Women's Fraternity for Women. Go Pi Phi!

Being a natural overachiever, I graduated early with a job secured in Management and Visual Merchandising with a national women's fashion retailer. From retail management, I dabbled in Finance and Community Relations/Marketing before returning to Recruitment and Human Resources for a popular global fashion retailer.

After 25 years in the hot Arizona desert, I was ready for a climate change. I packed my bags and moved to San Diego. This move coincided with my desire to be formally educated in Human Resources Management, which led me to enroll in the UC San Diego HR Management certificate program. I was fortunate to meet with some of San Diego's most highly regarded HR subject matter experts, and even gained a few trusted mentors during the program. I continued to stay at the forefront of my HR education by keeping current my PHR, SHRM-CP and Certified Wellness Program Coordinator (CWPC) designations.

I joined BrightScope, a startup software and data analytics firm in 2012 and haven't stopped moving at a warp-speed pace in four years. As the Head of Human Resources, I am truly an HR Department of one: I manage talent acquisition and development, lead employment law issues and employee relations, partner with the other members of the executive team to realign strategic objectives based on business needs and execute changes in OD, architect our Training & Development program, stand as 401(k)

Plan Sponsor, administer benefits and manage our outcomes-based wellness program and consult with BrightScope leaders to create a comprehensive people plan to influence lasting change and leadership in all departments. Needless to say, I don't have your typical 40 hours a week HR gig, but my opportunities to enhance our corporate culture and provide thought leadership regarding organizational and people related strategies are limitless in my role with BrightScope.

While all of things I do for BrightScope keep me incredibly busy and highly engaged, I still find room to enjoy some down time. My weekends typically consist of running/working out, wine tasting, reading, brushing up on my French skills, planning my next big travel adventure, discovering hidden gems in my neighborhood (North Park), creating content for my HR blog, The HR Hacker (<http://abrownhr.com>) and immersing myself in fashion. Those who know me well, know that I am a street-style fashion junkie. My coworkers love to talk to me about my runway-to-workplace ensembles, but that is one of the joys of working for a modern startup tech firm - a casual dress code. On the travel front, I'm really looking forward to an upcoming trip to Big Sur and Carmel and I'm working on my itinerary for a trip to Japan in spring 2016.

2015 HR Insights Hour Internet Talk Programs

Hosted by Nina Woodard, Past President, San Diego Society for Human Resource Management

Honoring Our Veterans, The North County Veterans Association and CTAP

Guest, Ms. Sandra Fichter, VP North County Veterans Association

[CLICK HERE](#)

Best Practices for Employee Health Benefits – Health Care Reform 2015 Overview

Guest, Andrew Oram, Health and Welfare Consultant, Gallagher Benefit Services

[CLICK HERE](#)



Diversity Through Inclusion: Communication-A Required Skill for the Future

Guest, Lorelei Carbolante, MBA, GPHR, SHRM-SCP, SCRP, SGMS-T, of G2nd Systems

[CLICK HERE](#)

Lessons from “The Intern” for Merging Genders and Generations in Business

Guest, Nigel Dessau, Nationally Recognized, Award-Winning Marketing Professional

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What Business Needs to Know about VISA’s and the H-1B

Guest, Mr. Sean Olender, Attorney, Professor, University of San Diego School of Law

[CLICK HERE](#)

Landing and Retaining Top Talent

Guest, John McIntyre, Vice President, Real Staffing Group, Permanent Division, SThree

[CLICK HERE](#)

Yes, Virginia, They are Outsourcing Non-IT Talent Functions Too!

Guest, Blair Baker, Chief Technology Evangelist / CIO, 1903 Solutions LLC

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California’s Sick Pay Rules

Guest, Lisa Frank, Partner, Kasper and Frank, LLP

[CLICK HERE](#)

Workplace Divorce: What You Can’t See Can – and Does – Hurt Your Organization

Guests, Mr. Frank Nageotte, Attorney, and Ms. Cinda Jones, CFP, CDFA, Collaborative Family Law Group

[CLICK HERE](#)

To Get What You Want, Forget What You Want: How to Position Yourself and Your Work to Gain Respect and Acknowledgement

Guest, Grace Judson, Writer, Linguist; Past President, Association of Training and Development

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San Diego SHRM Legal and Legislative Update

Jenna Leyton-Jones, Esq., Vice President of Legislation



*Jenna Leyton-Jones, Esq.,
Vice President of Legislation*

JUDICIAL

California

Another Nail in the Coffin for Employment Arbitration Agreements:

***Gentry* Is Good Law When the FAA Does Not Apply**

In *Garrido v. Air Liquide Industrial U.S. L.P.*, a California Court of Appeal determined that the rule set forth in *Gentry v. Superior Court* (2007) 42 Cal.4th 443 is still good law—at least in some situations. In *Gentry*, concerned that class action waivers contained within arbitration agreements would “interfere with employees’ ability to vindicate unwaivable rights,” the California Supreme Court articulated four factors a court should consider when deciding whether to uphold a class action waiver: (1) the modest size of the potential individual recovery; (2) the potential for retaliation against class members; (3) the fact that absent class members might be ill informed about their rights; and (4) other “real world” obstacles to the vindication of class members’ rights through individual arbitration. Because neither the U.S. Supreme Court nor the California Supreme Court has held otherwise, the Court of Appeal concluded that the *Gentry* rule remains valid so long as the Federal Arbitration Act (“FAA”) does govern the dispute at issue.

In *Garrido*, the plaintiff (“Garrido”) filed a putative class action lawsuit against his former employer, Air Liquide, alleging violations of the Labor Code and the unfair competition statute. Air Liquide moved to compel individual arbitration pursuant to an arbitration agreement governing Garrido’s employment. The arbitration agreement precluded Garrido from pursuing class or representative claims and expressly provided that the FAA would govern the agreement and any arbitration proceedings. The trial court denied the motion to compel arbitration pursuant to *Gentry*, determining that the arbitration agreement posed an obstacle to the employee’s ability to vindicate statutory rights under the Labor Code.

The Court of Appeal agreed, first concluding that the FAA did not apply to Garrido’s dispute because the statute expressly exempts transportation workers from its scope. Since Garrido was a truck driver who transported Air Liquide’s products across state lines, he was a transportation worker within the meaning of the FAA. Thus, despite the arbitration agreement’s express invocation of the FAA, the plain terms of the statute superseded the terms of the agreement.

The appellate court then concluded that the arbitration agreement was unenforceable based on the *Gentry* rule. According to the court, the *Gentry* rule was not completely abrogated by recent decisions issued by the U.S. and California Supreme Courts. In *AT&T Mobility LLC v. Concepcion*, the U.S. Supreme Court held that a state rule that requires the availability of classwide arbitration interferes with the fundamental attributes of arbitration, and is thus preempted by the FAA. In *Iskanian v. CLS Transportation Los Angeles, LLC*, the California Supreme Court held that *Gentry*’s rule did not survive *Concepcion* since its mandate in favor of class proceedings interferes with fundamental rights of arbitration in violation of the FAA.

Both *Concepcion* and *Iskanian* explicitly addressed the enforceability of class action waivers in cases where the FAA applies; neither case considered the continued viability of *Gentry* in cases *not* governed by the FAA. In the

absence of such authority, the *Garrido* court concluded that *Gentry* sets forth valid grounds for refusing to enforce an arbitration agreement as long as the FAA does not apply to the dispute. Applying the *Gentry* rule to the facts of *Garrido*'s case, the court determined that class proceedings would be "a significantly more effective way of allowing employees to vindicate their statutory rights," and therefore the arbitration agreement's prohibition of class proceedings was unenforceable.

Unsurprisingly, a California court has found another way to hinder the enforcement of employment arbitration agreements. In light of *Garrido*, it will likely be more difficult for employers to enforce class waivers against employees in the transportation industry, and against employees whose activities do not implicate interstate commerce. Employers can nonetheless take heart in knowing that, in most cases, it is not extremely difficult to establish that a plaintiff's employment and/or arbitration agreement involves interstate or foreign commerce. Given that local businesses often do business with out-of-state vendors, the predominance of the internet as a means of communicating, advertising, and expanding business, and ever-increasing globalization, more and more employees are participants in interstate transactions and are therefore likely subject to the FAA.

Court of Appeal Holds Arbitration Agreement is Enforceable Where the FAA Applies and No Evidence of Unconscionability Exists

In *Performance Team Freight Systems, Inc. v. Aleman*, a California appellate court was unimpressed with the evidence, or lack thereof, used to challenge an arbitration provision. A group of truck drivers who entered into independent contractor agreements with Performance Team Freight Systems, Inc. ("the Company") filed wage claims with the California Labor Commissioner ("Commissioner"). Prior to commencement of the Commissioner's hearings, the Company filed a petition to compel arbitration, citing the broad arbitration provisions contained in the independent contractor agreements.

The court first considered whether the arbitration provisions were governed by the Federal Arbitration Act ("FAA"). If the provisions were governed only by California law and not the FAA, California law would have precluded arbitration. If the FAA applied, however, arbitration would be required. The Commissioner argued that the workers were exempt from the FAA because they were transportation workers who had "contracts of employment" with the Company, placing them within a narrow exception to the FAA. The Commissioner, however, failed to produce evidence that the agreements were contracts of employment. The court concluded that the agreements were not contracts of employment because they were characterized as independent contractor agreements. Accordingly, the FAA applied.

The Commissioner also argued that the arbitration provisions were unconscionable. Once again, however, the Commissioner failed to present evidence to support that assertion. Neither the Commissioner nor the individual workers presented evidence that the workers did not understand the agreements. Absent such evidence, the court could not assume that unconscionability existed. Therefore, the appellate court instructed the trial court to compel arbitration.

This case demonstrates how heavily courts scrutinize arbitration agreements and the evidentiary burdens that both sides face when arbitration provisions are challenged. Employers are advised to have their arbitration agreements reviewed by legal counsel to maximize the likelihood that they will be enforced.

Wisteria Lane Retaliation Claim Revived on Appeal: Desperate Housewife Not Required to Exhaust Administrative Remedies

In *Sheridan v. Touchstone Television Productions, LLC*, a California appellate court held that a plaintiff is not required to exhaust administrative remedies for alleged violations of section 6310 et seq. of the California Labor Code (“section 6310”), which prohibits retaliation against employees for complaining about unsafe working conditions. Defendant Touchstone Television Productions, LLC (“Touchstone”) hired actress Nicollette Sheridan (“Sheridan”) for the hit television series, *Desperate Housewives*, and had the option to renew her contract on an annual basis. During a rehearsal in September 2008, Sheridan attempted to question the show’s creator, and he allegedly struck her in response. Sheridan complained to Touchstone about the alleged battery. Thereafter, Touchstone declined to renew her contract for the next season. Sheridan sued her former employer for wrongful termination in violation of public policy, claiming that Touchstone fired her because she complained about the alleged battery.

Sheridan’s lawsuit has been a roller coaster of wins, losses, and unexpected turns fit for a television drama. After a mistrial and the granting of Touchstone’s motion for directed verdict, Sheridan was permitted to amend her complaint to add a retaliation cause of action pursuant to Labor Code section 6310 et seq.

Touchstone claimed that Sheridan failed to exhaust her administrative remedies by filing a claim with the Labor Commissioner; the trial court agreed. The appellate court, however, reversed the judgment in favor of Touchstone, holding that an individual may, but is not required to, exhaust administrative remedies before filing a lawsuit pursuant to section 6310 et seq. Thus, Sheridan’s fit-for-prime-time-television legal action against Touchstone continues.



News from San Diego State University's Student SHRM Chapter (SHRM SDSU)

Ryan Prout, SHRM SDSU President and San Diego SHRM Student Liaison



Ryan Prout, SHRM SDSU President and San Diego SHRM Student Liaison

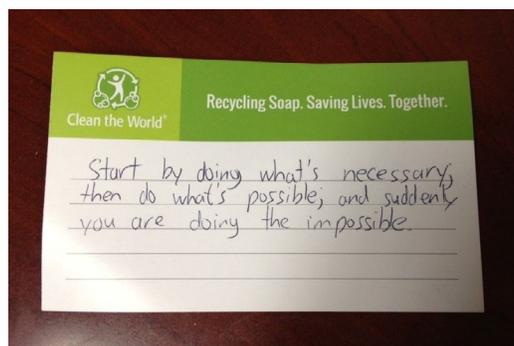
SHRM SDSU has been busy this month hosting great events for its members, as well as making preparations for the Spring 2016 semester.

San Diego SHRM Board Member Phebe Jones and HR consultant Susan Wheeler came to speak at San Diego State University on November 3. Both speakers shared their thoughts on managing your brand and professional image, as well as identifying the importance of having consistent branding across various platforms including your resume, LinkedIn, cover letters, etc., and of recognizing that your brand will evolve over the course of your career. Students also practiced finessing their elevator pitches. The session was very interactive and informative.

Debbie Te'o, Treasurer of SHRM SDSU said, "Our professional branding event was great! I learned the importance of being self-aware of what and where I want to be in the HR field—and to be prepared to promote myself quickly and confidently."

SHRM SDSU thanks Phebe and Susan for supporting our chapter by sharing their valuable job search information with our students and for all they do for students and HR professionals in transition through their twice-monthly HR Transitions/Networking Group meetings. We look forward to having them as mentors at our 3rd Annual SHRM SDSU Professional Mentoring Event in the spring.

SHRM SDSU was very excited to be able to host an on-campus community service event for SDSU students on November 9, in partnership with Clean the World. We got the idea to host this event from attending the SHRM Annual Conference and Exposition in Las Vegas this summer, where a similar on-site event took place in the registration area for attendees to participate in between sessions. SHRM SDSU talked extensively with Clean the World at the SHRM conference, and we were excited to be able to use our internal funds to sponsor this worthwhile event.



Clean the World's mission is to prevent millions of hygiene related deaths each year. Clean the World collects and recycles soap and hygiene products discarded by the hospitality industry and other sectors that generate environmental waste. Students

built hygiene kits consisting of soap, shampoo, conditioner, lotion, toothbrush, toothpaste, washcloths and combs and were encouraged to write a note of positive inspiration to include in the kit. Students completed 300 hygiene kits, which will be distributed to two San Diego organizations which serve at-risk youth: San Diego Youth Services and Touissant Academy. The student chapter

looks forward to partnering again with Clean the World in the future to help other community charities.

On November 13, 12 of us attended an organizational site visit to Innovative Employee Solutions (IES). IES has grown to be one of San Diego's largest woman-owned businesses and has been named "Best Places to Work" for seven years in a row by the Best Companies Group and the San Diego Business Journal. We had an introduction to IES from their President, Peter Limone, and their HR Manager, Jennifer Maynard.



We then had a fun and educational discussion with five panelists representing the different organizational areas and got a great overview of their business process helping other businesses with their HR needs and what it means to serve as the Employer of Record. It was

really beneficial for our students to see behind the scenes of an organization that performs HR functions for other organizations and it was really great to see the importance of culture and values at IES and how its culture makes it a great place to work. We then took a tour of the company and were led to a confetti-filled office space where we were quizzed Price is Right style on what we learned. Many thanks to IES for



members and serving as the SDSU chapter's San Diego SHRM liaison, as well as Kelly Barrios and Gabriela Verendia

inviting the SHRM SDSU chapter, and special thanks to San Diego SHRM Board Member, Jennifer Dar, and

who will be participating in the San Diego SHRM Membership and Workforce Readiness Committees, respectively.

Jennifer Maynard for organizing this very informative and fun event for us.

It has been an absolute honor and pleasure working with the San Diego SHRM Board, and I have definitely absorbed and applied the knowledge that the San Diego SHRM Board has given me. I will be stepping down as President, as I want to focus on internships and hunting for jobs as I prepare to graduate in May, but I will still be a part of the chapter and can always be contacted at my email or LinkedIn at <https://www.linkedin.com/in/ryanprout>. Debbie Te'o is an outstanding, hard-working student and friend of mine who will be the upcoming President. She looks forward to a great year with SHRM.

On November 17, SHRM SDSU held elections for Spring 2016. We are excited to have our new officers in place for next semester and will be planning over the winter break to develop professional development events for our members for the coming semester. Congratulations to the following students for being elected into Executive Officer positions: Debbie Te'o (President), Alexandra Saba (Vice President), Ryan Prout (Secretary), Travis Doderlein (Treasurer). Debbie Te'o looks forward to working with San Diego SHRM Board



New Year's Resolutions for 2016

Renee Shoaf, SPHR, SHRM - SCP



Renee Shoaf, SPHR, SHRM - SCP

Most of us see the end of the calendar year as a time to search inwardly, take stock, evaluate what we would like to accomplish and identify what needs to be changed in our lives in the coming year. In addition to the formalized goals human resources professionals carve out in their performance evaluations, the New Year is a perfect time to assess areas we can enhance in our professional lives. Consider the following:

1 According to the Center for American Progress, employee turnover by conservative estimates costs businesses about one-fifth of a worker's salary to replace that worker. Even if an employee does not resign, there is a good chance that he or she is not fully engaged, which results in reduced productivity and lost revenue. What is your organization doing to engage employees beyond surveying them? As we go full throttle down the path of automation, human resources leaders, as champions of our workforces, must ask ourselves what we are doing to encourage leaders to take action to connect with employees and demonstrate a culture of caring. If your C suite leadership team thinks that building a culture of engagement is expensive, ask them to consider the cost of disengaged employees in relation to substandard productivity on the job or turnover.

2 Are you fostering an environment of trust and positivity? If your practices include locking your supply cabinets or timing your associate's breaks, you may want to reconsider the message that you are sending. Trusting and intelligent delegating are everything in a world that is becoming increasingly impersonal.

3 Worker's compensation rates are rising and it is not enough to process and report incidents in a timely manner and investigate accidents. Let your risk management department know that you want the organization's safety program linked to incentive awards, or some other type of positive reinforcement. Incentives do not need to be splashy or expensive, but can serve as a very effective reminder for your employees to work safely and thereby reduce recordable injuries. Keep the dialogue about safety ongoing and communicate to employees on a regular basis about safety concerns and make sure it is in a language

that they can read and understand.

Enlist the aid of your worker's compensation insurance carrier to help you with inspections and making work stations ergonomically sound all at no cost.

4 What are you doing to promote a culture of continuous learning? There is an abundance of organizations that offer complimentary web casts on trends, new legislation, technology, etc. that present an opportunity to stay current in virtually every field. Consider providing the contact information to the individuals who report to you, as well as your colleagues.

5 Are your recruiting sources and practices accessible to individuals who may have unique needs? For example, do you offer assistance to applicants who may need help completing an online application and, is the offer of assistance communicated very openly? Is your application available in different languages? Do you reach out to a diverse group of applicants by changing up the job fairs you participate in, the organizations you connect to and the web sites you utilize to list your vacancies?

These are just a few ideas to help you get started on your best year ever! Best wishes for a healthy and prosperous 2016!





San Diego SHRM Holiday Party

Hyatt Regency Mission Bay
December 16, 2015 ❄️ 4-7 pm



2015 San Diego SHRM Holiday Party

'Tis the season to celebrate with San Diego SHRM at our Annual Holiday Party! You won't want to miss out on the biggest mixer of the year, featuring a silent auction and our best door prizes of the year! Music, appetizers and one drink ticket will be provided by San Diego SHRM. Get into the holiday spirit by wearing your favorite festive holiday attire!

Participate in our annual Giving Tree proceeds to benefit the YWCA. Hang a gift card valued at \$15 or more, or bring an unwrapped children's gift to place under the tree and receive an additional raffle ticket!

If you or your company is interested in donating a Silent Auction Item (valued at \$150 or more) or a door prize (valued at \$50 or more), please complete the form below. Last year we were able to make a generous donation to the YWCA and the SHRM Foundation, due to contributions from our members and local businesses. Proceeds from this year's event will again benefit the YWCA and the SHRM Foundation.

▶ DONATE

All donations can be shipped to,
or dropped off, at the
Plaza Home Mortgage,
Attention: Alicia Wadsworth,
4820 Eastgate Mall #100
San Diego, CA 92121.

Celebrate the joys and achievements of 2015, as we recognize those who have contributed to our success. We look forward to another great year with San Diego SHRM in 2016!

Register today...and don't forget your festive attire!

▶ REGISTER TODAY!

Date: Wednesday, December 16

Time: 4-7 p.m.

Cost: \$35 Member, \$55 Non-Member

Location: Hyatt Regency Mission Bay
1441 Quivira Road
San Diego, CA 92109

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2016 Law Day

Presented by:
San Diego Society for Human
Resource Management

Wednesday, January 20, 2016
7:00 a.m. to 5:00 p.m.

San Diego Marriott Del Mar
11966 El Camino Real
San Diego, California 92130

2015 Law Day Schedule at a Glance

Schedule Subject to Change

San Diego SHRM's 2016 Law Day will be one you won't want to miss! The day will feature keynote addresses from Jennifer Lutz, Employment Attorney/Shareholder, Pettit Kohn Ingrassia & Lutz PC, Paul Falcone VP, Human Resources, Cox Communications and Jon Decoteau, Divisional Director, SHRM, along with breakout sessions on a wide variety of legal and legislative topics important to you. Mark your calendar and register today!

7-8 a.m. Registration and Breakfast with Exhibitors

8-9:15 a.m.

**Welcome & Keynote Address
2016 California Compliance and
Legislative Update**

Jennifer Lutz, Pettit Kohn Ingrassia & Lutz PC

9:15-9:45 a.m. Networking Break with Exhibitors

9:45-10:45 a.m.

BREAKOUT SESSIONS

Wage & Hour Track

**A Deep Dive Into California's New Fair
Pay Act — Key Issues, What to Expect,
How to Prepare**

*Fred Plevin, Paul, Plevin, Sullivan &
Connaughton LLP*

**Employee Relations Track
Conflict Management Coaching to
Resolve Employees Disputes**

Yvette Durazo, Unitive Consulting

**Special Interest
PPACA Update**

Linda Keller, HUB International

10:45-11 a.m. Networking Break with Exhibitors

11 a.m.-Noon

BREAKOUT SESSIONS

Wage & Hour Track

**Against the Odds? How to Successfully
Resolve Wage Claims in the Labor
Commissioner's Office**

David Monks, Fisher & Phillips LLP

Employee Relations Track

He Said/She Said

*Kim Parker, California Employers Association
(CEA)*

Special Interest

**Recruiting and Retaining Foreign
Workers Tackling Visa Challenges**

*Karine Wenger, Fragomen, Del Rey, Bernsen
& Loewy, LLP*

**Noon-12:30 p.m. Networking Break
with Exhibitors**

12:30-2 p.m. Lunch & Keynote Address

**The Art of Verbal and Documented
Disciplinary Interventions to Turn
Around Employee Performance and
Insulate Your Company from Liability**

Paul Falcone, Cox Communications

2-2:30 p.m. Networking Break with Exhibitors

2:45-3:45 p.m.

BREAKOUT SESSIONS

Wage & Hour Track

**Audit Yourself First: What Wage and
Hour Audits Should You Do Now To
Prepare For 2016?**

*Brenda Kasper, Esq., SPHR-CA, SHRM-SCP,
Kasper & Frank LLP*

Employee Relations Track

**Walking the Transgender Tightrope:
How to Balance Culture and Compliance
in the Modern Workplace**

Jodi Slavik, Vigilant

Special Interest

**Drug-Free Workplace Enforcement:
Don't Get Lost in the Weeds**

*Kathryn Gray, Ogletree, Deakins, Nash,
Smoak & Stewart, P.C.*

Cyberattacks: The Danger Within

Madeline Cahill, Cahill & Campitello

4-4:30 p.m. Closing General Session

SHRM: Your Roadmap to Success

Jon Decoteau, SHRM

**4:30-5 p.m. Opportunity Drawing,
Networking & Reception**

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2016 San Diego SHRM Law Day

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Cedar Falls, IA 50613

Full Name (First Name, Middle Name/Initial *optional*, Last Name, Designations)

First Name/Nickname *(to appear above full name on your badge)* Company

Mailing Address

City State Zip/Postal Code

Email Address Work Phone

I am a SD SHRM Member Membership No. _____

I am a SHRM National Member Membership No. _____

Please describe any special dietary considerations: _____

Do you have any disabilities that require special services? If yes, we will contact you. YES NO

Please circle item you wish to purchase.

	Advanced (12/1/15 - 12/31/15)	Regular (1/16- 1/18/16)	Late (After 1/18/16)
Dual SD SHRM & SHRM Member	\$255	\$295	\$350
SD SHRM Chapter Only Member	\$285	\$325	\$370
Non Member	\$410	\$450	\$495

Total from above: _____

Payment Method Check *(payable to SD SHRM)* Visa/MasterCard Discover AmEx

Credit Card # Exp. Date SEC Code

Cardholder's Name *(as it appears on card)*

Credit Card Billing Address *(Street Address/Zip)*

Authorized Signature/Date

Email *(for credit card receipt)*



Ignite Your Membership

**Build Relationships,
Develop Your Network,
Share Your Opinion**



San Diego SHRM November Membership Mixer

On Monday, November 16, nearly 50 individuals gathered at the San Diego Hilton Garden Inn for our November Mixer. At our first ever "Speed Networking" event, attendees had the opportunity to network and provide information to help San Diego SHRM maximize your membership benefits. Attendees explored the topics of what's working, how we can help, all about San Diego SHRM, and rebuilding the WEA program. Attendees also enjoyed great food, great drinks and even better networking! Check out the photos below, and continue to check our events calendar as we announce programs for 2016!

