

Volume 36, Issue 7
August 2016



THE RESOURCE

San Diego Society for Human Resource Management

SD SHRM August Membership Mixer

August 17
from 5:30-7:30 p.m.

1855 First Ave. Suite 300
San Diego

Join HR professionals in the community
for networking and snack on local favorites!

We will be mixing up margaritas
and serving street tacos!

Manpower is a world leader in
employment services, creating and delivering services
that enable job seekers and employers to win
in the changing world of work.

They offer a range of services, including permanent,
temporary and temporary-to-permanent placement; employee
assessment and selection; training; and consulting.

**Register
Today!**

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Calendar

August 17

Membership Mixer

September 21

Workplace Strategies Conference

October 19

**Monthly Program: Abolishing the
Employee Performance Review**

President

Heather Whitley
Manpower

Immediate Past President

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

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Sarah Hall, SHRM-CP, PHR
Proven Recruiting

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Wilson Consulting

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Michelle Deitrich, SHRM-CP, IPMA-CP, PHR, CLC
County of San Diego

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Society for Human Resource Management

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Andy Covell, SHRM-SCP, SPHR
Garden Communities

Vice President, Legislation

Christine Mueller, Esq.
General Dynamics NASSCO

Vice President, Membership

Marshall Moore, MBA, SPHR-CA, SHRM-SCP

Vice President, Programs

Karla Boudreaux, PHR
ESET

Vice President, Workforce Readiness

Jennifer Dar
Innovative Employee Solutions, Inc.

Vice President, Foundation

Trisha Zulic, SHRM-SCP, SPHR
My Efficient Edge

Vice President, Marketing and Sponsorship

Meisha Sherman
Hewlett Packard Enterprise

Vice President, Diversity

Brett Pugliesi, SHRM-SCP, SPHR
Superior Mobile Medics, Inc.

Student Liaison

Travis Doderlein
San Diego State University

Executive Director

Emily Cabbage
The Grassley Group

New Members

San Diego SHRM Welcomes All New Members Since July 1!

Fabian Cervantes

Christy Hall

Miranda Sanchez

Akis Eracleous

Shannon Kirkpatrick

Denice St John

Kaitlynn Galmarini

Carla Lockhart

Angela Vasquez

Michael Glass

Stacey Montgomery

Tracy Webster



Workplace Strategies Conference

Connect > Build > Sustain > Contribute

REGISTER TODAY AND SAVE!

Deep discount for first 40 attendees

[CLICK HERE TO REGISTER TODAY!](#)

Looking to sponsor or exhibit?

We have opportunities available for any budget.

Contact Emily Cabbage at 866-632-1492x301
or emily@grassleygroup.com.

News from the Membership Committee

Marshall Moore, Vice President, Membership

Greetings! I hope everyone is having a great year and that you are enjoying the summer!

In my last article, back in February, I talked about some of the fundamentals of membership. According to research, there are at least five major interests people have in being a part of an organization: 1) networking, 2) keeping up to date, 3) personal benefits, 4) having a sense of belonging and 5) giving back. While each of us is different and in different stages of our careers, it is certain that one or more of these holds true for you. We know, however, that this is not enough.

SD SHRM's Board and the Membership Committee, and the other committees as well, strive to ensure that your membership experience is as good as is possible. To that end, an initiative has begun to reach out to our members to learn what is on your mind. We want to provide you with what you want and need as best we can. To help in this, a survey is being prepared and should be hitting the wires within the next month. It will be important to hear from as many of you as we can so when it comes out, please take a moment and respond. Stay tuned!

Mark your calendars for August 17th when our SD SHRM Board President, Heather Whitley, will host our Membership Mixer at the San Diego office of Manpower. Come and enjoy great tacos and a margarita bar, connect with old friends, and make new ones. Our mixers are always a fun time. Watch for more details as the time gets closer.

You will be interested to know that SD SHRM has welcomed a total of 82 new members since the first of this year, made up of 36 professional, 11 associate, 18 general, 10 student and 7 special class memberships. Welcome to each of our new members! Please feel free to reach out to our Executive Director, Emily Cabbage, or any board member, with questions about your membership or becoming more involved.



Join the *Disneyland*® Corporate Ticket Program today.

Help your employees show their Disney Side by making it easier for them to experience all there is to see and do at the *Disneyland*® Resort!

Bringing the magic to your company has never been easier!

- Employees can save over box office prices.
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- Earn complimentary tickets when sales minimums are achieved.

To set up this exciting benefit for your employees, contact **Mary Ann Waters** at mary.ann.waters@disney.com or visit shrm.org today!

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New on the HR Insights Hour

Internet Talk Radio Hosted by Nina Woodard

Earned Sick Leave Minimum Wage Ordinance Compliance

Jennifer Branch discusses the new ordinance, who is affected, the components, compliance, posting requirements and steps to be prepared.

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1.858.345.5080



Making the Business Case for Leadership Development

Deb Calvert discusses how to obtain C Suite buy in for leadership development, identifying the correct approach, steps to building a case and framing the conversation.

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408.779.PFPS (7377)



Accent Reduction or Accent Clarity? Communicating Across Languages and Cultures for HR Professionals

Lorelei Carobolante discusses the aspects of today's globally diverse workforce and workplace environments that create both communication opportunities and challenges for today's HR professionals.

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San Diego SHRM Legal and Legislative Update

Christine Mueller, Esq., Vice President of Legislation



Christine Mueller, Esq., VP of Legislation

City Council Considers Revisions to San Diego Earned Sick Leave and Minimum Wage Ordinance

The Earned Sick Leave and Minimum Wage Ordinance (“Ordinance”) approved by San Diego voters in June is effective as of July 11, 2016, and will be enforced by the Office of the City Treasurer. The San Diego City Council has also approved an Implementing Ordinance (“Implementing Ordinance”), which amends the original Ordinance and provides an enforcement mechanism. The Implementing Ordinance is expected to go into effect 30 days after the mayor signs it. With the amendments, employers will have more flexibility and more options for the methods of providing sick leave. Here are the latest key takeaways:

- Effective July 11, 2016, the minimum wage rate in the City of San Diego is \$10.50 per hour.
- Effective January 1, 2017, the minimum wage rate in the City of San Diego will increase to \$11.50 per hour. On January 1, 2019 and each following year, minimum wage increases will be tied to the Consumer Price Index.
- Employees who work at least two hours within the geographic boundaries of the City of San Diego are entitled to at least 40 hours of paid sick leave per year.
- Unlike the State law, there is currently no exclusion for employees covered by certain collective bargaining agreements or employees in the construction industry. Such employees must be provided with paid leave that can be used as sick leave.
- The reasons for which an employee may use sick leave are expanded.
- The Ordinance provides that employees must accrue at least one hour of paid sick leave for every 30 hours worked. The Implementing Ordinance also allows employers to front-load at least 40 hours at the beginning of each benefit year as an alternative to the accrual method.
- The Ordinance provides that the use of paid sick leave may be capped at 40 hours per year. The Implementing Ordinance provides that accrual of paid sick leave may be capped at 80 hours per year.
- If an employee separates from employment but is rehired within six months, any unused sick leave must be reinstated if it was not paid out upon separation. Under the State law, an employee is entitled to have unused sick leave reinstated if he or she is rehired within one year.
- The Implementing Ordinance provides for additional penalties, but also provides a cap on penalties for employers with no previous violations.
- Employers must maintain written or electronic records of employee accrual and use of paid sick leave and retain such records for at least three years.

Notices and other information are posted on this website:

[CLICK HERE](#)

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

Travis Doderlein, SHRM SDSU President and San Diego SHRM Student Liaison

My name is Travis Doderlein, and I would like to introduce myself as the incoming Fall 2016 SHRM SDSU President. I am a senior majoring in HR. I am taking over the role of president from Debbie Teo, who recently graduated in May. Congratulations to Debbie and to all of our SHRM 2016 graduates!

It has been a busy summer so far as ten SHRM SDSU students and our advisor, **Dr. Michelle Dean**, travelled to Washington, DC to attend the 2016 SHRM Annual Conference and Exposition. This is the second year that SHRM SDSU has sponsored a group of students to participate at SHRM's annual conference. This year's conference theme was **BreaktHRough** and many of the general and concurrent sessions echoed that theme. The students started the conference by attending the Sunday Student Super Session, and Dr. Dean was presented with the 2016 SHRM Advisor of the Year Award at this session. We were proud to have one of the largest (if not the largest) delegation of students at the conference.

At the student session, students learned about the SHRM HR competency model as a roadmap to HR success from speaker **Dr. Joseph Jones**, Director of SHRM HR Competencies and Resources Research. Speaker **Stephanie Goestch**, CEO of Spark Career Strategy, discussed how to Build Your Tribe and the importance of having at least three different types of connections: a top shelf contact (someone who believes in you and is willing to put their professional capital on the line to open doors for you, an advisor (someone who is three steps ahead of where you want to be and/or serve as a career coach), and a mentor. She also talked about the importance of not only establishing your tribe but also reaching out to serve others in their tribes to "lift as you climb."

There were inspirational and engaging general session speakers including **Mike Rowe**, **Paul Begala**, **Tucker Carlson**, former Ford CEO, **Mike Mullaly**, Harvard Professor, **Dr. Amy Cuddy**, and **Sal Kahn**, the founder of Kahn Academy. Dr. Cuddy's talk was a highlight among many of our attendees. Her talk was entitled *Presence: Bringing Your Boldest Self to*

Your Biggest Challenges. She discussed the importance of being able to express your boldest and most authentic self – which is revealed when we believe our story, when we convey confidence without arrogance, and when what we say is in harmony with our nonverbal communication. Dr. Cuddy is known for her work examining the benefits of power posing (think Wonder Woman) to prepare for a difficult challenge by using the body to help the mind to feel more powerful and confident.

It has been a great summer so far, but the Fall 2016 semester is fast approaching. We will be led by a new team of executive

officers who will soon be engaging in strategic planning to put together our plans for the upcoming academic year. The team plans on working hard to continue our chapter's tradition of developing award-winning professional development experiences.

In preparation for their upcoming roles, each of the executive officers and I reflected on why we love SHRM. I personally feel that SHRM has helped me to grow both professionally and personally which is why I want

to give back to this amazing organization. SHRM has offered me many resources that will help me in the HR field when I graduate. Not only have I been able to connect with many professionals, I have also been able create friendships with my fellow SHRMers.

Kalie Christensen (Vice President): I love SHRM because of all the learning opportunities it has for students. The lessons I've learned with SHRM are ones that I will take with me for the rest of my life. From guest speakers, to networking events, to resume reviews, I truly believe SHRM to be one of the most valuable organizations a college student can get involved in. I am so excited to have been given the opportunity to be more involved in SHRM SDSU next semester! We have such a great group of members and officers, and it will be a great experience to be able to work with everyone.



Travis Doderlein, SHRM SDSU President and San Diego SHRM Student Liaison



Taking the DC Metro to the Conference

Melanie Chin (Secretary): I joined SHRM back in Fall 2014 to grow and learn more about this amazing field. SHRM has provided numerous opportunities to gain insight into this profession through attending conferences, networking events and listening to guest speakers. Being part of this chapter has been a truly rewarding experience and has allowed me to become more involved in my major.

Oscar Flores (Treasurer): The reason why I joined SHRM was to expand my network and begin associating myself with some of the top HR students at SDSU. Ever since I became a member, I have received multiple internship offers solely from SHRM connections and have expanded my skills and network base tremendously. SHRM SDSU offers endless possibilities if you put the time and effort into it, and that's what I like about it the most.

Tarilyn Won (SD SHRM Student Liaison): Joining SHRM was one of the best choices I have made at SDSU because it has given me the opportunity to network and learn from HR professionals. The events held throughout the year have inspired me to be passionate in my pursuit of a human resources career. I look forward to participating as a student liaison on the San Diego SHRM Membership Committee.

We will be reaching out to you this academic year to help us offer professional development experiences for our students. If you are interested in coming to SDSU to speak to our students, host a group of students for a site visit, etc., please reach out to us at sdsushrm@gmail.com. We also want to encourage you to start thinking about any opportunities that you may have at your workplace for an HR intern. It is a graduation requirement for our HR students to have an internship experience and SHRM strongly recommends HR students have an HR internship as part of their academic experience. The fall semester starts on August 29, so if you have HR projects that you could use a hand with that could afford an HR student with valuable learning experience, please consider bringing on an HR intern! For more information on how to get started with hiring an SDSU intern, please contact Dr. Michelle Dean at michelle.dean@sdsu.edu.



Dr. Michelle Dean receiving the SHRM 2016 Advisor of the Year Award from SHRM Foundation Board Chair, Tom Darrow



Debbie Teo with SHRM Field Services Director, Scott Ferrin, after winning the networking icebreaker activity at the student session for the second year in a row!



SHRM SDSU having our "BreaktHRough" moment at SHRM Annual Conference



Networking and getting SHRM swag at the opening of the SHRM Exposition



Opening General Session speaker, Mike Mullaly, former President and CEO of Ford Motor Company

Are You In Transition?



Join the San Diego SHRM In Transition Group!

Meetings are held every second and fourth Thursday of the month at 6 p.m.
in the Conference Room at Brandman University.

Brandman University
7460 Mission Valley Road
San Diego, Calif. 92108

There is no charge to attend these meetings.

The purpose of this group is to provide support, learning and job lead(s) for those seeking new career opportunities primarily in the HR field, however other fields are also welcome.

A San Diego SHRM membership is encouraged, but not required.

Meeting format:

- ▶ Networking — bring business cards to exchange
- ▶ Introductions — practice Elevator Speech
- ▶ Topic
- ▶ 4 Leads/sharing/open forum

- 9/8: Using LinkedIn Effectively
- 9/22: Professional Branding for Your Ideal Job, Including Your Resume
- 10/13: Where to Find Your Ideal Job/Networking
- 10/27: Interviewing Part 1
- 11/10: Interviewing Part 2
- 12/8: Negotiating an Offer and Starting out Right

Contact Susan Wheeler for more information at susanjoycewheeler@gmail.com.

Here's what some participants have said about the In Transition meetings:

"It is very important especially in today's environment, where mergers are happening more frequently and companies are out sourcing business, for people who find themselves in transition to have access to an opportunity such as this. This group can be a life preserver for them."

"The group is helpful for people who want a career change or for someone who has just graduated from college. It is also helpful for someone who has relocated from another state or country. It provides guidance, support and networking."

"The HR Transitions group has helped me in many ways: great advice regarding my resume, improved confidence in my interviewing skills, and excellent guidance on improving my LinkedIn profile."

Workplace Strategies Conference

Connect > Build > Sustain > Contribute

Wednesday, September 21, 2016

**USD Campus: Joan B. Kroc Institute for Peace and Justice
5998 Alcalá Park, San Diego, CA 92110
7 a.m. – 4:30 p.m.**

Don't miss the opportunity to join other HR professionals and business leaders for thought-provoking discussion, interactive speaker sessions and great networking! This one-day conference will have world-class presenters covering workplace strategies to help you recruit, develop and retain your most valuable resource – Your People!

HR Secrets to Share with Managers: Hire, Develop and Keep Great Employees

Paul Falcone, HR Rock Star & VP of Cox Communications

Global Leadership Development

Kimberly Currier, Kimberly-Clark

Using Technology for Learning & Development

Victor Dumeige & Villetta Reeves, Qualcomm

Practical Challenges and Solutions to Global Diversity & Inclusion in Multinational Organizations

Tiffani Wang-Jones, Ikea; Lee Wills-Irvine, Intel; Meisha Sherman, Hewlett Packard Enterprise

We Need to Talk...Leading Crucial Conversations in the Workplace

Jessica Mirabile, California Employers Association

Overworked and Overwhelmed: The Mindfulness Alternative (Life GPS®)

Sharon Griggs, Del Mar Center for Leadership & Change

Getting Paid to Grow the Bottom Line

Don Phin, CalBar

Managing Chaos! Tools to Set Priorities and Get Things Done

Jan Zaragoza, High-Performance Training Solutions

The Secret Sauce in the New Normal A Positive Engaged Brain

Devin Hughes, Devin C. Hughes Enterprises LLC

Why Won't They Listen? How to Communicate With Millennials

Krishna Powell, HR 4 Your Small Biz

New Paradigms for Building Leaders: Mind and Body Approaches

Beth Levin; Christy Cassisa, The Institute for Mindful Works; Amy Sandler, Thunderheart

Global Diversity and Inclusion Standards: What Are They and How Can I Use Them?

Bernardo M. Ferdman, Ferdman Consulting

Registration Information:

	First 40	Early Bird July	Advanced Aug.	Late Sept.	On-site
SD SHRM & SD-ATD Members	\$175	\$200	\$225	\$250	\$275
Non-Members	\$225	\$250	\$275	\$300	\$325
In-Transition	\$20	\$20	\$20	\$20	\$20

ATD Members: Use code provided by ATD to receive discounted rate

To learn more visit:

<http://www.sdsdrm.org/mpage/WPSHome2>



Sponsorships:

Sponsorship opportunities are available to fit any budget! Work with us to design a package that meets your needs. Please contact San Diego SHRM at info@sdsdrm.org or 866-632-1492 today!

Space is limited! Register Today!

Presented by: The San Diego SHRM and San Diego ATD Partnership



www.sdsdrm.org



www.tdsandiego.org

CA-Knowledge Bowl Questions

1. **In which type of pension plan does the amount an employee receives vary based on a formula?**
 - A. Defined benefit
 - B. Money purchase
 - C. Defined contribution
 - D. Profit sharing

2. **Tax legislation is implemented by which of the following organizations:**
 - A. Securities and Exchange Commission
 - B. Internal Revenue Service
 - C. Department of Labor
 - D. Financial Accounting Standards Board

3. **An employer pays an FSA medical claim for \$500 in March. In April, the employee leaves the organization after setting aside only \$250. What happens in this situation?**
 - A. The employee must return \$250 to the organization
 - B. The employer may withhold \$250 from the employee's last paycheck
 - C. The employee is entitled to the reimbursement as paid
 - D. The employee becomes ineligible for COBRA coverage

4. **Which of the following about Section 125 flexible spending accounts is true? Which of the following about Section 125 flexible spending accounts is true?**
 - A. They tend to be less expensive than premium only plans
 - B. They permit the employer to save money spent for some healthcare premiums
 - C. Flexible spending account balances are rolled over from one year to the next
 - D. Insurance premiums are payable from a flexible spending account

5. **Which of the following healthcare funding mechanisms contains the greatest amount of financial risk for the employer?**
 - A. Administrative services only
 - B. Self-insured
 - C. Fully insured
 - D. Partially self-funded

6. **Which of the following has the greatest effect on the ongoing cost of a company's healthcare system?**
 - A. Maintaining a flexible benefit plan
 - B. Requiring a gatekeeper system
 - C. Funding a wellness program
 - D. Eliminating co-insurance payments

7. **Which of the following items is generally subject to federal taxation?**
 - A. \$1,000 reimbursement for a business trip
 - B. \$300 per month for parking
 - C. \$20 gift from a vendor
 - D. \$1,500 for a job-related training seminar

8. **Which of the following is an example of imputed income?**
 - A. Reimbursed mileage for out of town meeting
 - B. Health insurance
 - C. A group life policy of \$150,000
 - D. A flexible spending plan

Answers

1. A 2. B 3. C 4. B 5. B 6. D 7. B 8. C