

Volume 36, Issue 10
November 2016



THE RESOURCE

San Diego Society for Human Resource Management

Join us for our November Breakfast Program!

Building a Coaching Culture: Turning High-Performing Individual Contributors into a Cohesive Team

Presented by Paul Falcone, a long-term and highly valued contributor to SHRM's HR Magazine, this program facilitates discussion on how to train business leaders to coach and prepare the next generation of leaders.

**Register
Today!**



Wednesday, November 16
8 a.m.-10 a.m.
Marriott La Jolla
4240 La Jolla Village Dr.
La Jolla, CA 92037

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Calendar

- November 16**
November Breakfast Program: Building a Coaching Culture
- December 8**
In Transition Meeting: Negotiating an Offer and Starting our Right
- December 14**
2016 Holiday Party
- January 11**
2017 Law Day

New Members

San Diego SHRM Welcomes All New Members Since October 1!



Sarah Clark
 Kelly Dahlke
 Tabitha Cazanias
 Nicole Marquel

Slate Officers

At the October 19th program held at the San Diego Zoo, SD SHRM members voted to approve the following slate of officers for 2017:

- President..... Andy Covell
- Past President Heather Whitley
- Treasurer Andrew Oram
- Secretary..... Sarah Hall
- VP Communications..... Jerel Tolentino
- VP Sponsorships Meisha Sherman
- VP Membership..... Ann Wilson
- VP Conferences Sabrina Patterson
- VP Education Jeff Hobbs
- VP Workforce Readiness..... Brad Weinstein
- VP Programs Karla Boudreaux
- Diversity Chair Brett Pugliesi
- Special Projects Nina Woodard



2016 Board of Directors

President

Heather Whitley
 Manpower

President Elect

Andy Covell, SPHR, SHRM-SCP
 Garden Communities

Past President

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

Secretary

Sarah Hall, PHR, SHRM-CP
 Proven Recruiting

Vice President, Treasurer

Jeff Hobbs, SHRM-SCP, SPHR
 Corovan Moving & Storage Company

Vice President, Communications

Ann Wilson, SHRM-CP, PHR
 Wilson Consulting

Vice President, North Coast Programs

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

Vice President, Conferences

Laurie Chua, SHRM-SCP

Vice President, Education

Sabrina Patterson, SHRM-CP, PHR
 Orbital ATK

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

Brad Weinstein

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 Liaisons

Travis Doderlein, San Diego State University
 Manny Delatorre, Brandman University

Executive Director

Emily Cabbage
 The Grassley Group

2017 Law Day

JANUARY 11, 2017

Presented by:
San Diego Society for Human
Resource Management

CONNECT - BUILD - SUSTAIN - CONTRIBUTE

AN EVENT NOT TO BE MISSED!

1 DAY 15 TOPICS

Your opportunity to learn, share and network on the beautiful University of San Diego Campus.

REASONS TO ATTEND:

- ✓ Get a clear understanding of the complex world of employment laws and court decisions that impact how you do business.
- ✓ Identify and address common pitfalls that can put your organization at risk, such as pre-employment screening, FLSA compliance and sexual harassment claims.
- ✓ Get tools, tips and resources that help minimize your organization's exposure to litigation.
- ✓ Build your network of peers and resources.

	Early Bird	Advanced	Regular	Late
2017 SDSHRM Law Day Registration	Until Nov 24	Nov 25- Dec 25	Dec 26- Jan 7	After Jan 7
Dual SDSHRM & SHRM Member*	\$205	\$245	\$295	\$330
SDSHRM Chapter Only Member	\$245	\$285	\$325	\$370
Non-Member	\$370	\$410	\$450	\$495
Student SD SHRM Member*	\$50	\$50	\$50	\$50
Student Non Member/Veteran/In Transition Rate*	\$75	\$75	\$75	\$75

*Please call 866-632-1492 or email info@sdshrm.org to receive this discounted rate! Group discounts also available – call today for more information!

Become a member of SD SHRM BEFORE signing up for Law Day and we will waive the \$25 processing fee!

Register Here:

<http://www.sdshrm.org/event/2017LawDay>



San Diego Society of Human Resource Management, Chapter 130
600 State Street, Suite A, Cedar Falls, Iowa 50613
Phone: 1-866-632-1492 • Fax: 1-619-243-1353 • info@sdshrm.org



Hot Topics Covered:

California Legal Updates

Ethical Dilemmas

Assessments

Immigration

Marijuana

ACA Health Care

Social Media

Medical Leaves

Many More!

Meet Our Board

*Laurie Chua, SHRM-SCP, SPHR-CA
San Diego SHRM Vice President*

Laurie has served as Vice President of Conferences for San Diego SHRM for the past two years, leading our past two Workplace Strategies Conferences, 2016 Law Day, and is leading the upcoming 2017 Law Day. We spoke to Laurie about her involvement with SD SHRM, her career in HR, her advice for other HR professionals, and what she sees for the future of HR.

How did you become involved with San Diego SHRM and in what capacity do you serve?

I have been a member of SD SHRM for over 15 years, volunteering on various committees. After I became an employee of national SHRM working remotely, I went through the certification prep course that Brenda Kasper led. She was so inspiring that when I learned she was going to be president of the chapter I asked if I could be on the board. As Vice President of Conferences, I have been in charge of the Workplace Strategies Conference and Law Day for the past two years. It has been very rewarding bringing relevant programs, world-class speakers, and local HR professionals together for these events.

What path has your HR career taken and how did you come to pursue HR as a career?

I have been working since I was 16 years old. After high school I went to a community college, graduated with an Associates Degree and thought I was done; but my path crossed with a professor who encouraged me to go back to school and get a Bachelor's Degree. With that goal in mind, I got a job at the local university and worked on my degree while working full-time as an administrator for a graduate program. I was spending a lot of time with HR majors but didn't really know what it was all about. Then I took the Introduction to HR course and knew that I had found my career. It had everything that played to my strengths - variety, working with people, being a leader, and a body of knowledge that I could grasp and believe in. I have loved working in HR. It has been a very rewarding career.

Are there any roles that you found particularly challenging? How did you address the challenge?

I once worked for a privately owned company where the owner felt they were above the law and would break very basic wage and hour laws. It was wrong and the hourly workers didn't deserve to be treated that way. It was very challenging for me professionally because it didn't align with my personal values and ethics. Every HR person faces ethical issues at some level in their career; it is how we deal with those issues that defines who we are as professionals. I didn't report them, but I did document to protect myself and planned my exit.

What is the area of HR that you most enjoy and why?

I most enjoy mentoring and developing HR professionals. My background has been so varied; working as a business partner in two Fortune 25 companies, Dell and Pfizer, it was very rewarding helping senior executives with organizational development and employee engagement. I now enjoy passing on that knowledge to others.

If you were advising an entry, mid career, or senior career HR professional, about their HR career, what counsel would you offer to help them advance their career?

For Entry Level, confidence is good, but be a sponge and learn. Welcome feedback as a gift to be cherished - reflect on it and learn from it. Critical feedback is the best.

Mid-Career - be resourceful, learn how to research and be willing to ask your network for advice - the more we help each other the better we all become.

For Senior Level professionals, I am going to borrow from my mentor, Paul Falcone: "Building effective teams and others' careers is the greatest opportunity that the workplace offers. There's no greater benefit that you could give your company than the gift of a motivated, energized, and engaged workforce. So enjoy the journey and remember to teach what you choose to learn. . ."



*Laurie Chua, SHRM-SCP,
SPHR-CA San Diego SHRM
Vice President*

How has the HR profession changed over the course of your career and what do you predict will be the biggest shift in the field down the road?

When I started in HR it was actually very male dominated and, oddly, mainly seen as an administrative function. The shift that has been occurring is the strategic impact that HR can have on the organization when they are seen as a partner versus a support role. I have been fortunate to be involved at the highest levels of organizations helping to make decisions that affected the course of the business. But I have also talked to thousands of HR professionals when I was working at SHRM as a Knowledge Advisor whose companies still view HR in a very narrow way. We still have a long way to go, but the new SHRM Certification is really raising a level of awareness of the huge impact that HR can make to businesses when we speak the same business language.

I understand you have started your own consulting firm recently. What can you share with us about that?

Yes, I recently left national SHRM to start my own business. My main focus so far has been offering my services as a facilitator for the SHRM-SCP and SHRM-CP certification exam preparation. I started out as a facilitator for San Diego SHRM, but have also been hired by a company overseas. In August, I conducted three-day sessions in Kuala Lumpur, Malaysia and Jakarta, Indonesia. In fact, I will be there again during November to conduct three more three-day sessions, this time in Penang, Malaysia and again in Jakarta, Indonesia. My goal is to pass along the knowledge I gained from taking the exam myself, my experiences working for Fortune 25 companies, non-profits, and from SHRM, doing research to help them be prepared. It has been very fulfilling when I see participants after they pass and they say I was key to their passing - my favorite quote - "Nothing on the exam surprised me because of what you covered." Another favorite quote is "When I was taking the exam, I kept thinking, how would Laurie answer this?" Preparing HR professionals and helping them prepare for their future is so much fun!

I am also doing some HR consulting and management training for businesses in-person and through webinars. I am actually staying very busy. This is one of the most exciting times in my career because it is evolving. I recently took the Predictive Index and I scored very high on needing change, and being on my own really offers that. Everyday is something new. Change is good.

Thank you for interviewing me. I am excited to share my story and I hope it inspires others to get involved in SD SHRM, share their knowledge, embrace change, and be the best HR professional they can – continually learning and growing like I have.

Laurie Chua, SHRM-SCP, SPHR-CA

San Diego SHRM Vice President, Conferences 2015-2016
 Founder & CF (Chief Facilitator)
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Workforce Readiness Committee Update and Call for Volunteers

Brad Weinstein, Vice President, Workforce Readiness

The Workforce Readiness portfolio has four (4) progressive sections that are ramping up for Q4 and 2017 to help all job seekers and incumbent professionals interested in the human resources field gain additional skills and competencies, network and land jobs.

SDSHRM members who are able to commit their time, and/or help out with small projects or events are invited to contact me to volunteer as well as to obtain additional ideas and information.



Brad Weinstein, Vice President, Workforce Readiness

1

Volunteer Opportunity #1 (University Relations Chapter Support): Focus on the support of the newly chartered San Diego State University (SDSU) chapter, and soon to be chartered California State University San Marcos (CSUSM) organizations. We are also hoping to gain more involvement with students at Brandman University, a generous supporter, and the University of San Diego (USD), site of the SDSHRM Workplace Strategies Conference and future site of SDSHRM's 2017 Law Day.

2

Volunteer Opportunity #2 (Military Transition to Civilian Careers): Focus on the many generous outpouring of volunteerism and HR industry support for those either in transition to HR jobs, or those who need HR assistance in translating their military experiences on resume and during their job interviews to make life-changing career moves to the civilian sector.

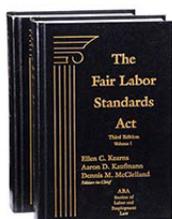
3

Volunteer Opportunity #3 (SDSHRM and EDD partnership): Focus on a formal Memorandum of Understanding (MOU) partnership to align best practices, participate in respective events and learn more about each other's organizations which have a symbiotic relationship to assist job seekers with new employability options.

4

Volunteer Opportunity #4 (HR Professionals In Transition): Focus on helping HR professionals in transition. Review skills and competencies such as resume writing, interviewing and social media such as LinkedIn. The ability to network and hear from occasional guest speakers is an added benefit.

A survey and committee meetings are currently being explored. Please contact me if you have any questions, suggestions, and most importantly if you'd like to become involved today at bag.properties@gmail.com.



The Fair Labor Standards Act Ruling

The month of December will be here sooner than you know it, which means the implementation of the FLSA ruling. Make sure you're completely informed and up to date by purchasing the webinar on this topic, presented by Brenda Kasper, Esq., SPHR-CA, SHRM-SCP and Lisa Frank of Kasper & Frank.

[CLICK HERE FOR THE WEBINAR](#)

NOW is the Time On the HR Insights Hour

If you have not yet listened to San Diego SHRM's HR Insights Hour radio program, join us for an exceptional lineup of guests!

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[READ MORE ABOUT NICOLE](#)

Upcoming programs in 2016 featuring:



Paul Falcone
Cox Communications
 75 Ways for Managers to Hire, Develop, and Keep Great Employees

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[PAUL'S WEBSITE](#)



Lori Kleiman
 Taking your SEAT at the Table – Advocate for yourself – Define your career and BE a Leader!

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[LORI'S WEBSITE](#)



Nicole Price
Vice President of Training, Cy Wakeman, Inc.
 How do We Move the Needle on Diversity and Inclusion?

[CLICK TO LISTEN](#)

[NICOLE'S WEBSITE](#)

Also from Nicole:
 Diversity Hurts!

[CLICK TO LISTEN](#)

San Diego SHRM Legal and Legislative Update

Christine Mueller, Esq., Vice President of Legislation



Christine Mueller, Esq., VP of Legislation

Proposed Changes to EEO-1 Report Receive Final Approval

The U.S. Equal Employment Opportunity Commission (EEOC) received final approval to begin using its expanded EEO-1 report, which will collect additional data from covered employers regarding employee pay and hours worked. In conjunction with the newly expanded report, the EEOC has also changed the EEO-1 reporting period and filing deadline. Covered employers are required to begin using the expanded EEO-1 for reporting calendar year 2017 data, and completed reports will be due to the EEOC by March 31, 2018. The revised report and instructions can be found here: https://www.eeoc.gov/employers/eo1survey/2016_eo-1_proposed_changes_qa.cfm

New California Laws

The deadline for Governor Brown to sign or veto bills was September 30, and we saw another active California legislative session this year. California enacted amendments to the state minimum wage (with San Diego implementing its own minimum wage and sick pay ordinance), a law which requires employers to provide written information regarding employee sexual assault / domestic violence leave rights, and a law amending wage statement requirements for exempt employees, which were discussed in earlier editions of The Resource. A number of additional new laws were enacted which will impact employers, including the following.

Salary History Alone Cannot Justify Gender-Based Wage Differential

In 2015, California enacted SB 358, substantially revising its Equal Pay Act protections, including materially revising the standard when attempting to justify a gender-related wage differential. Citing a concern that salary history potentially institutionalizes prior discriminatory pay practices, this law originally proposed to prohibit any employer from seeking salary history information about an applicant for employment.

However, facing substantial opposition, AB 1676 was materially amended during the legislative process. As a result, rather than prohibiting salary history discussions, it instead amends California's Equal Pay Act (Labor Code section 1197.5) to provide that "prior salary shall not, by itself justify any disparity in compensation."

Equal Pay Protections Expanded to Include Race or Ethnicity

Following up on last year's amendments to California's Equal Pay Act regarding gender-based wage differentials, SB 1063 enacts nearly identical language to preclude wage differentials based on race or ethnicity. Specifically, it amends Labor Code section 1197.5 to prohibit employers from paying an employee at wage rates less than the rates paid to employees of another race or ethnicity for substantially similar work when viewed as a composite of skill, effort, and responsibility and performed under similar working conditions.

As with gender disparities, the employer bears the burden to demonstrate that the wage differential is based upon one or more of the following factors: (a) a seniority system; (b) a merit system; (c) a system that measures earnings by quantity or quality of production; or (d) a bona fide factor other than race or ethnicity, such as education, training, or experience. The employer must demonstrate that the factor is not derived from a race or ethnicity-based differential, is job-related to the position in question, and is consistent with a business necessity (i.e., an overriding legitimate business purpose that cannot be achieved through an alternative

business practice). The employer must also demonstrate that each factor relied upon is applied reasonably and the one or more factors relied upon account for the entire wage differential. SB 1063 also prohibits employers from discriminating against employees who report or assist with concerns about race/ethnicity-based wage differentials, and it incorporates protections for employees to disclose, inquire, or discuss wages.

“Immigration-Related Practices” Protections Expanded

SB 1001 adds new Labor Code section 1019.1 to broaden protections from “unfair immigration-related practices” beyond the retaliation context and extend them to any employee or applicant regardless of whether they have made a complaint. The new law also specifies that it shall be unlawful for an employer, in the course of satisfying federal law requirements for eligibility determinations (8 U.S.C. § 1324(b)) to: (1) request more or different documents than required under federal law to verify eligibility; (2) to refuse to honor documents that on their face reasonably appear to be genuine; (3) refuse to honor documents or work authorization based upon the specific status or term of status that accompanies the authorization to work; or (4) attempt to reinvestigate or re-verify an incumbent employee’s authorization to work using an “unfair immigration practice” (defined in Labor Code section 1019). This section also authorizes an employee or applicant (or their representative) to file a complaint with the Division of Labor Standards Enforcement, and authorizes the Labor Commissioner to award a penalty up to \$10,000 and equitable relief.

Wage/Hour Exemption for Agricultural Employees Removed

Known as the Phase-In Overtime for Agricultural Workers Act of 2016, AB 1066 phases in additional daily and weekly overtime requirements for agricultural workers (as defined in Wage Order 14-2001) over the course of four years, beginning in 2019 (but with a three-year delay for employers with fewer than 25 employees). Under new Labor Code section 862, employers with more than 25 employees must pay daily and weekly overtime under the following schedule: (1) beginning January 1, 2019, agricultural workers are entitled to one-and-a-half times their regular rate for hours worked over nine and one-half hours daily or 55 hours weekly; (2) beginning January 1, 2020, agricultural workers are entitled to one-and-a-half times their regular rate for hours worked over nine hours daily and 50 hours weekly; (3) beginning January 1, 2021, agricultural workers are entitled to one-and-a-half times their regular rate of pay for hours worked over eight and one-half hours daily and 45 hours weekly; and (4) beginning January 1, 2022, agricultural workers are entitled to one-and-a-half times their regular rate for hours worked over eight hours daily and 40 hours weekly. Beginning January 1, 2022, agricultural workers are entitled to double their regular rate of pay for hours worked beyond twelve hours daily. Beginning January 1, 2017, and except as otherwise expressly specified, all other existing California provisions regarding overtime compensation will apply to agricultural workers.

Protections for Janitorial Service Workers Expanded

Known as the Property Service Workers Protection Act, this law enacts numerous measures to protect janitorial industry employees from sexual assault and Labor Code violations. Among other things, AB 1978 requires the Department of Industrial Relations to develop by July 1, 2018 training materials for both supervisors and workers regarding sexual harassment and sexual violence, and to establish requirements for such training. It also directs Cal-OSHA to require janitorial industry employers to include this training as part of its injury and illness prevention plans. It also establishes a system of janitorial contractor registration to encourage labor standards compliance and to establish prompt and effective sanctions for violating this part.

Prohibition on Inquiring About Juvenile Court Actions

Labor Code section 432.7 already prohibits employers from requesting applicants to disclose, or from using as a factor in determining employment conditions, information concerning an arrest or detention that did not result in a conviction, or information concerning a referral to or participation in a pre- or post-trial diversion program. Since 2014, California employers have also generally been prohibited from inquiring about or using information related to a conviction that has been judicially dismissed or ordered sealed.

AB 1843 amends Labor Code section 432.7 to provide similar protection related to juvenile-related arrests. Specifically, new subsection (a)(2) precludes employers from requiring applicants to disclose, verbally or in writing, or from utilizing as a condition of employment, information concerning an arrest, detention, processing, diversion, supervision, adjudication or court disposition that occurred while the person was subject to the process and jurisdiction of juvenile court law. New subsection (a)(3) further provides that “conviction,” for both subsections (a)(1) dealing with adults and (a)(2) dealing with juvenile courts, shall not include any adjudication by a juvenile court or any other court or action taken with respect to a person who is under the process and jurisdiction of juvenile court law.

New subsection (f)(2) prohibits inquiries from health facilities about juvenile-related arrests, detentions, adjudications, etc. unless the information relates to a juvenile court conviction of a misdemeanor or felony for specific crimes within five years of the application. An employer seeking such disclosures will be required to provide the applicant with a list of the specific offenses under Health and Safety Code section 11590 or Penal Code section 290 for which disclosures are sought. However, even health providers are precluded from inquiring into an applicant’s juvenile offense history that has been sealed by the juvenile court.

Non-California Venue Provisions in Employment Agreements

SB 1241 adds new Labor Code section 925 prohibiting an employer from requiring an employee who primarily resides and works in California, as a condition of employment, to agree to a provision that would require the employee to adjudicate outside California a dispute arising in California, or deprive the employee of the protection of California law with respect to a controversy arising in California. For purposes of this new law, “adjudication” includes litigation and arbitration. Any such choice of law or venue provision would be voidable at the request of an employee. If the court invalidated such a provision, the matter would be adjudicated in California and under California law, and the prevailing employee would be entitled to recover reasonable attorneys’ fees incurred enforcing this provision.

This section applies to any contract entered into, modified or extended on or after January 1, 2017. This new law will not apply to an employee who is individually represented by legal counsel in negotiating the terms of an agreement to designate either the choice of venue or law provisions.

Heat Illness Prevention Regulations for Indoor Employees

Since 2006, California’s Division of Occupational Safety and Health (DOSH) has adopted and enforced regulations establishing a heat illness prevention standard for outdoor workers. SB 1167 requires DOSH, by January 1, 2019, to propose a heat illness and injury prevention standard applicable to workers working in indoor places of employment. This standard shall be based on environmental temperatures, work activity levels and other factors. The DOSH also will have the authority to propose high heat provisions for certain industry sectors.

Employer Participation in State-Sponsored Retirement Program

In 2012, California created the California Secure Choice Retirement Savings Program (SCRSP), to establish a state-administered retirement program for employees who do not have a private retirement plan through their employers. The SCRSP exempts employees covered under the Railway Labor Act, those who have certain types of pensions, and those who have certain private retirement plans through their employers.

SB 1234 expresses legislative approval of the SRSCP and its implementation on January 1, 2017, and also changes the implementation requirements for employers, depending on size. Specifically, employers with 100 or more employees must have an arrangement to allow employees to participate in the SRCSP within 12 months after opening of enrollment, employers with 50 or more employees must have such an arrangement within 24 months after opening of enrollment, and employers of five or more employees must have an arrangement within 36 months after opening of enrollment. Notwithstanding these deadlines, any employer may enact a payroll deposit retirement savings arrangement early if they prefer.

The Employment Development Department will be required to develop and disseminate to employers information about the SCRSP, which employers must provide to employees at time of hire.



Our annual holiday party is just around the corner!

If you or your organization would like to donate items for the holiday party opportunity drawing or silent auction, please reach out to Vice President of Programs, Karla Boudreaux at karla.boudreaux@eset.com.

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

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

The Fall Semester is well underway with our first set of midterms behind us. We have had a busy month with SHRM SDSU events and are planning for the upcoming month to be very exciting with lots of great professional developmental activities for our students.

On September 27th we were pleased to have **Madonna Moreno**, President of the Biotech Employee Development Coalition (BEDC) and **Peter Kane**, SD SHRM member and 2016 SHRM SDSU *Natasha Sandrock Arthur Outstanding Service Award* winner, speak to our members. Madonna introduced our students to the BEDC and encouraged their involvement. Students were very interested to learn more about the BEDC's efforts on behalf of HR professionals in Biotech. We are looking forward to having our members participate in future BEDC educational events, and a number of our students were interested in participating in an internship to help rebrand the organization. Peter informed our students of the many opportunities available to SHRM students with San Diego SHRM and encouraged our continued involvement in professional development events, networking socials, board representation, and our participation on the Workforce Readiness and Membership committees. Both of our guest speakers impressed upon us the importance of engaging in meaningful networking, and we greatly appreciate SD SHRM's continued involvement and support of our student chapter!

On October 11th, SHRM SDSU hosted Mark Lindner, General Manager and Regional Chain Director for MillerCoors. He spoke about the importance of personal branding and being aware of how you are being perceived and the need to constantly monitor your brand and rebrand as needed. An apt quote he shared with us was that, "You will not be present for the most important meetings about your career" — hence the need to make sure that your brand is always working for you.

SHRM SDSU is committed to professional development, but we are also organizing fun activities for our members to get to know each other. On September 29th, a group of SHRM SDSU members attended San Diego Padres College Night. Events like these are always nice for our students because it is a time where SHRM-ers can relax and get to know each other on a more personal level, and also a great time to get all our minds off of midterms! We would like to thank our

Events Coordinator, **Jenna Schier**, for putting this, as well as other upcoming social events, together for our members.

We also actively participate in campus outreach events to make students aware of our organization, the HR major and careers in HR. On October 17th, SHRM SDSU Vice President **Kalie Christensen**, and Marketing Director, **Jessica Sandoval**, represented SHRM at a tabling event hosted by the College of Business. A number of students signed up to be on our interest list that we might not otherwise reach, and we appreciate our members stepping up and volunteering their time to help us with our student outreach efforts.

Spring semester planning is around the corner, and we are currently planning our spring professional development events. Interested in speaking to our students or hosting a group of HR students for a site visit? Please contact us sdsushrm@gmail.com!



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



Madonna Moreno,
Travis Doderlein,
Peter Kane and
Michelle Dean



SHRM SDSU members at San Diego Padres College Night.



SHRM SDSU officers with guest speaker, Mark Lindner.



Mark Lindner presenting to SDSU students on the importance of personal branding.



Kalie Christensen and Jessica Sandoval representing SHRM at a College of Business student organization tabling event.

October Program at the San Diego Zoo

Our October program at the San Diego Zoo had over 80 attendees and featured Madeline Schmidt from HG Fenton Company. Madeline shared her research and first-hand experience in transitioning away from the formal performance review process to an ongoing “real-time” performance communication model. It was an amazing presentation with practical ideas, tools and tips SD SHRM members and guests could take back to their organizations regardless of what performance model used. Madeline Schmidt is a nationally-recognized Learning/HR leader, with over 15 years of experience in partnering with organizations to increase their success through organizational development, learning, performance and culture change solutions.



CA-Knowledge Bowl Questions

1. **OSHA's General Duty Clause requires that:**
 - A. Employees report unsafe working conditions
 - B. Employers provide hazard-free work conditions
 - C. Employers develop standards for their industries
 - D. Employees need not report for duty if their safety is at risk

2. **An MSDS requires which of the following?**
 - A. Results of hearing exams
 - B. Lockout and tag-out signs
 - C. Procedures for handling hazardous substances
 - D. Mine inspection reports

3. **Employers calculate incidence rates of injury and illness to determine:**
 - A. Employees who need safety training
 - B. The company's standing in the industry
 - C. The frequency of OSHA inspections
 - D. Worksites that need to be carefully monitored

4. **Return to work programs (a.k.a. modified-duty programs) require that injured employees**
 - A. Return to less-strenuous jobs on a permanent basis
 - B. Refrain from taking FMLA leave until they can return to work
 - C. Stay on disability until they can perform all the duties of their current jobs
 - D. Perform jobs that accommodate their current limitations

5. **Which of the following is NOT within responsibility of the safety committee?**
 - A. Involving top management in safety planning
 - B. Holding the line responsible for safety
 - C. Providing employee safety incentives
 - D. Allowing workers to file safety complaints

6. **An employee is injured after removing a machine guard to keep the machine from jamming. This is an example of:**
 - A. Unsafe act
 - B. Unsafe condition
 - C. Unrecognized hazard
 - D. Unsafe work assignment

7. **A written policy on substance abuse benefits the organization because:**
 - A. It's a deterrent to absenteeism and tardiness
 - B. Supervisors are more willing to confront employees with impaired performance
 - C. It fulfills compliance with state and local laws and ordinances
 - D. Top management does not have to deal with issues related to drug abuse

8. **The assignment of a level of probability for all types of losses to which an organization may be exposed is known as:**
 - A. Impact assessment
 - B. Risk containment
 - C. Vulnerability analysis
 - D. Loss-prevention planning

Answers

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