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SAN DIEGO  
SHRM

# THE RESOURCE

San Diego Society for Human Resource Management



*See page 3 for a recap of the event!*



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## Calendar

**August 16**

August Membership Mixer

**October 18**

October Program at the Zoo

**October 24**

Webinar - Business Skills for HR Professionals: Business Acumen

**January 10**

Save the Date: 2018 Law Day

### Four Virtues of a Leader

Featuring Eric Kaufman

October 18, 2017

8 am- 9:30 am

2920 Zoo Drive  
San Diego, CA 92101



*See page 4 for details*

# From the President

*Andy Covell, SHRM-SCP, SPHR*

Wow! What a great event! In case you missed it, on Wednesday, September 27th, SD SHRM held its annual Workplace Strategies Conference at the amazing USD Joan B. Kroc School of Peace Studies. There was a lot of great content that came out of the conference and we all hope you take best practices and form a different mindset as you implement new and improved workplace strategies. We all strive to become better leaders in our own regard, and this conference is one of the best ways to do that. Another way is to attend our October program at the San Diego Zoo.

On Wednesday, October 18th, we will be holding a breakfast event at the San Diego Zoo featuring Eric Kaufmann, who is the author of the book "4 Virtues of a Leader." You can read more about the October Program on page 4. Be sure to check out this amazing speaker and topic as we continue to embark on our own professional development. Also, come to enjoy the day at the zoo to relax a little and enjoy what the zoo has to offer.

As we all get back into our "work routine" following the summer, SD SHRM is hard at work developing a plan that will carry us well past 2017 and into 2018. Your SD SHRM Board is energized, committed, and motivated to bring our members what they're looking for and to ensure we are a valuable resource to all HR Professionals. Learning never stops!

If you're not a member currently, we encourage you to become a member to take advantage of discounted pricing for events, networking opportunities, and to have a vast array of HR information at your fingertips.

Hope to see you at the Zoo!



*Andy Covell, SHRM-SCP, SPHR*

# Hispanic Heritage Month

*Brett Pugliesi, SHRM-SCP, SPHR, SD SHRM Diversity Chair*

During National Hispanic Heritage Month (September 15 to October 15) we recognize the contributions made and the important presence of Hispanic and Latino Americans to the United States and celebrate their heritage and culture.

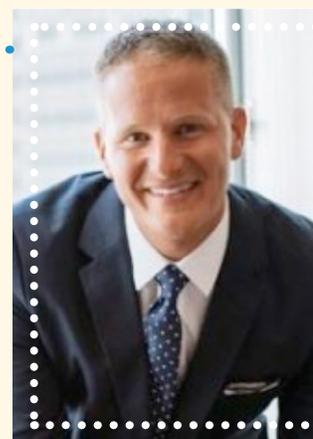
Hispanics have had a profound and positive influence on our country through their strong commitment to family, faith, hard work, and service. They have enhanced and shaped our national character with centuries-old traditions that reflect the multi-ethnic and multicultural customs of their community.

For more information on Hispanic Heritage Month and employer best practices, please visit:

DIVERSITY BEST PRACTICES

&

HISPANIC HERITAGE MONTH



# SD SHRM's 2017 Workplace Strategies Conference

On Tuesday, September 27, approximately 100 HR professionals and industry partners flocked to the Joan B. Kroc Institute for Peace and Justice at the University of San Diego for SD SHRM's 2017 Workplace Strategies Conference. Attendees had the opportunity to learn from over 12 top-notch speakers in the areas of employee engagement, leadership, communication, and more.

News Anchor and Radio Personality Sandra Maas led the festivities as the conference emcee, and two keynote speakers inspired the audience, in addition to numerous breakout speakers. Colette Carlson of Speak Your Truth, Inc. engaged and amused with "Leaders: Many Communicate. Few Connect." Closing keynote Laura Linden motivated with "Intentional Decision Making for Leaders."

While the event was jam-packed with education, there was plenty of time for participants to make connections with their industry peers, and learn about available products and services from exhibiting organizations. Sweeping views of the Pacific Ocean and perfect weather allowed for an ideal backdrop at the courtyard luncheon.

SD SHRM would like to thank all of our attendees, sponsors, exhibitors, speakers, volunteers and board members who made this event a success! Save the date for our next conference, 2018 Law Day taking place on January 10, 2018 at the same location!

Sponsors:

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## Join SD SHRM at the Zoo for our October Breakfast!

### *Four Virtues of a Leaders with speaker Eric Kaufman*

A leader inspires us with their energy, presence, commitment, and ability to make a difference. But where but does their success arise from? Is it innate gifts, or qualities that we all can develop? "Each of us, no matter what our title or job, can become an engaging and inspiring leader by cultivating the same essential virtues found in the classic hero's journey," says Eric Kaufmann.

Leadership, like the hero's journey, starts at the edge of your comfort zone. Your particular path to achievement takes you away from the known and familiar, requires service to community, and brings about uncertainty and change. Uncertainty triggers anxiety; it's also the opening to growth, innovation, and evolution.

### **With The Four Virtues of a Leader, Eric shares powerful strategies for developing the fundamental competencies every leader must possess:**

- Awareness that ignites confidence and vision
- Courage to move toward uncertainty and risk
- Discipline to persevere through discouragement and challenge
- Humility to stay in service and commitment to your people

**This is a program for leaders who are seekers; for those who choose to explore the unknown, accelerate results, and unfold their authentic selves.**

### **Key take aways:**

- Apply a four step process to managing ambiguity and anxiety.
- Develop a plan for addressing fear in leadership.
- Analyze and minimize the barriers to addressing uncertainty in leadership.
- Leverage resilience, courage, discipline, and perspective to produce both powerful and empowering results.
- Deepen the ability to develop leadership skills that people want to follow.



**Join us on October 18th  
at the San Diego Zoo  
for this can't miss program!  
For more information or to register  
visit [www.sdshrm.org/events](http://www.sdshrm.org/events)**

Sponsored by:  **HUB**

# Board Member Spotlight

## Christine M. Mueller, General Dynamics NASSCO

**What is your current role and what path has your career taken to lead you to your current role? What do you most enjoy about your current role?**

After advising and representing employers in litigation for 14 years as an employment law attorney, I went to work as in-house counsel for one of my clients, General Dynamics NASSCO. I enjoy working with HR professionals and there is never a dull moment.

**Describe your role on the SD SHRM board and what you most enjoy about it.**

I am pleased to serve as VP Legislation for the SD SHRM Board. I prepare legal updates for The Resource, track new legislation, and participate in advocacy efforts on behalf of SD SHRM. The SD SHRM Board is an impressive group of people. Every member of the Board knows firsthand the challenges faced by HR professionals, and has a passion for what they do.

California employers, whether large or small, operate in a heavily regulated and challenging environment that is constantly evolving. From wage and hour laws, to leaves of absence, and a multitude of other issues, HR professionals have a lot on their shoulders. One of the things I most enjoy about working with SD SHRM is helping HR professionals navigate compliance issues and helping them become better strategic partners with their companies or clients.



**You lead a committee of volunteers. Tell us more about the work your committee is involved in and how others could get involved.**

Each year, the Legislation Committee tracks approximately 40 to 50 new bills moving through the twists and turns of the legislative process. We spend time as a committee discussing pending legislation, and we work closely with Cal SHRM to scrutinize key bills that have an impact on the HR world. Occasionally we assist in preparing official positions or suggested amendments, and we look for opportunities to meet face-to-face with legislators to advocate for or against certain bills. For those committee members who participate in legislative visits, it is an opportunity to provide meaningful input and tell personal stories about how proposed laws might impact them and the companies where they work.

**Is there anything else about your professional path that readers would find of interest?**

Moving from a law firm to an industrial facility meant trading suits and high heels for steel-toed boots and a hardhat. I have realized that no matter your work environment or industry, the challenges of navigating HR issues are often the same, and it is important to rely on your network of HR professionals.

# New Members

## San Diego SHRM Welcomes All New Members!

Ashley Agerter Raitor

Victor Barajas

Kylie Bergen

Danny Chovau

Alexis Conde

Steven Diab

Dan Eaton

Kelly Elhardt

Eyad Elseidny

Mariel Flores

Kirsten Garrett

Cheryl Green

Dianza Hendrickson

Elizabeth Hernandez

Victoria Karpinski

Sandeep Kaur

Chad Khamphasouk

Lara Osswald

Barbara Prendergast

Michelle Rashid

Cody Silva

Lee Singleton

Dorothy Starns

Miranda Svindland

Carly Yribarren



## 2017 Board of Directors

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**Travis Doderlein**

UCSD Student Liaison

**David Murillo, CAE**

Executive Director

# SD SHRM Packs Hard Rock Café for August Mixer and New Member Orientation .....



During the month of August, San Diego SHRM hosted a successful membership mixer at Hard Rock Café San Diego with over 70 guests in attendance. Hard Rock Café provided a festive venue as well as fabulous and plentiful food. Many thanks to Hard Rock for sponsoring this event. Attendees had an opportunity to have their headshot taken, with proceeds benefiting the SHRM Foundation. Guests participated in a fun game of Human Bingo with the grand prize of a complimentary registration to September's Workforce Strategies Conference!

Immediately preceding the mixer, a new member orientation was held. Jon Decoteau, SHRM-SCP, Divisional Director West for SHRM California, spoke to a group of nearly 20 new members about SHRM and its broad legislative work as well as the array of resources available through SHRM. San Diego SHRM board members Andy Covell, President, Christine Mueller, Vice President of Legislation, Brett Pugliesi, Diversity Chair, and Ann Wilson, Vice President of Membership spoke about the work in which they are engaged at the local chapter and discussed the array of resources available through the local chapter. New and long-term members are encouraged to join a committee to help make the

most of their membership and maximize networking opportunities. For more information about active committees go to the volunteer tab on the SDSHRM.org website.

At the conclusion of the orientation, new members were invited to introduce themselves and share with the group what they were seeking to gain from their membership experience. New members also had the opportunity to meet and chat with each other and the board members before joining the mixer.

If you are a new member and have not had a chance to attend a new member orientation, check the website periodically for updated information. Another new member orientation will be scheduled soon.

In other membership news, did you know that you have the opportunity to earn one year of free membership? Just refer three non-SD SHRM members to join SD SHRM and your next membership dues will be waived! Additionally, if you refer two non-SD SHRM members to register for a monthly meeting, then your registration for that meeting will be complimentary.

# Call for Law Day Speakers

We are seeking employment law related presentation proposals from dynamic, experienced speakers for our full day conference — Law Day 2018.

**Date of event:** Wednesday, January 10, 2018

**Time:** 8:00 am – 4:00 pm

**Event location:** Joan B. Kroc Institute for Peace and Justice, University of San Diego, 5998 Alcalá Park, San Diego, CA 92110

**Event description:** The goals of the conference are to provide continued professional development and education for our members; legal updates; networking; and best practice sharing.

*Each session will be 60 minutes – 45 minutes for presenting with 15 minutes for Q&A. Be sure to submit:*

1. A link to a video of you presenting
2. A 65 word or less description of your presentation
3. A brief professional bio/introduction
4. A high-resolution photo of yourself

**Submission Deadline: October 9, 2018** Apply to speak today at [www.SDSHRM.org/LawDay2018](http://www.SDSHRM.org/LawDay2018)

**Sponsoring Organization:** San Diego Society for Human Resource Management

**Address:** 325 W. Washington Street, # 2355, San Diego, CA 92103

**Contact:** Megan Robison, Events Director

**Email:** [mrobison@sdsdrm.org](mailto:mrobison@sdsdrm.org)

**Phone:** 866- 632-1492

Other information of interest: Link to last year's conference website

[www.sdsdrm.org/mpage/2017LawDay](http://www.sdsdrm.org/mpage/2017LawDay)



## Topics of Interest:

- Managing the Hiring Process in California
- Criminal History
- AB1008
- FEHC Regulation
- Severance Packages
- Discrimination in Pay
- Leaves of Absence
- Domestic Violence Leave
- American Disability Act
- Harassment and Retaliation
- Conducting and Employee Investigation
- Payroll Laws
- Human Resources role in Unemployment Hearings
- Labor Relations - Negotiations, Arbitration, NLRB

San Diego SHRM members are especially encouraged to submit, as well as those with the SHRM Certification designation SHRM Senior Certified Professional (SHRM-SCP) and SHRM-Certified Professional (SHRM-CP). The selection criteria will be based on the following factors:

- Proposed topic, relevance and value to the HR profession
- Originality, educational value
- Speaker's credentials and subject matter expertise
- Evaluations from previous Conferences, if applicable
- Public speaking experience at professional conferences, seminars and workshops

*Selected presenters will be notified in mid-October. Final presentations must be submitted by December 22nd.*

*Thank you for your willingness to share your knowledge with human resource professionals.*

To be a conference sponsor or exhibitor, please contact [mrobison@sdsdrm.org](mailto:mrobison@sdsdrm.org).

# San Diego SHRM Legal and Legislative Update September/October 2017.....

*Christine Mueller, Esq., Vice President of Legislation*



*Christine Mueller, Esq., VP of Legislation*

## Legislative Update Expansion of EEO-1 Report is Halted

Responding to widespread concerns, the White House Office of Management and Budget has reversed its prior approval of the expanded EEO-1 Report, which would have required covered employers to report extensive data on employee compensation and hours worked. The expanded components of the EEO-1 Report were found to “lack practical utility” and were deemed “unnecessarily burdensome.”

This action effectively restores use of the traditional EEO-1 Report for the 2017 reporting cycle. The traditional reporting of demographic data will be due by March 31, 2018. It is unknown whether new revisions to the EEO-1 form will be proposed, but this development is welcome relief for covered employers.

## Federal Court Invalidates Obama Administration Overtime Rule

A federal court has put an end to the Obama Administration Department of Labor rule that would have doubled the salary threshold for exempt employees under the Fair Labor Standards Act (FLSA). The same court had issued a temporary order last December blocking the rule shortly before it was scheduled to go into effect. Signs indicate that the Trump Administration will propose a new rule, but that the salary threshold under a new proposal will not increase dramatically.

California employers are reminded that the state has its own salary threshold which applies to California exempt employees and which is higher than the current FLSA level. In California, employees who meet the duties test of the professional, executive, or administrative exemptions must earn at least \$43,680, and this will increase to \$45,760 on January 1, 2018.

## California Legislature Concludes Its Legislative Year

A number of significant employment bills have been passed by the California Legislature and have been sent to the Governor. Governor Brown now has until October 15, 2017 to sign or veto any of these bills. In the next issue of The Resource, we will provide details on the bills that are signed into law, most of which will become effective January 1, 2018. On the Governor’s desk are bills that would:

- Prohibit employers from inquiring about salary history during the hiring process (AB 168);
- Require large employers to collect and publish information concerning gender pay differences for exempt employees (AB 1209);
- Preclude employers from inquiring about criminal convictions until after a conditional offer of employment, and impose new limitations upon and disclosure requirements for considering criminal convictions (AB 1008);
- Require employers with more than 20 employees to provide up to 12 workweeks of parental leave (SB 63);
- Prohibit employers from allowing federal immigration agencies access to worksites unless certain conditions are met (AB 450);

- Prohibit employers from discriminating based on an employee's reproductive health decisions (AB 569);
- Require that the currently mandated sexual harassment training for supervisors be expanded to include gender identity, gender expression and sexual orientation (SB 396);
- Expand the Labor Commissioner's powers when investigating retaliation complaints, including allowing pre-determination injunctive relief (i.e., temporary restraining orders) (SB 306); and
- Require employers to provide written copies of their Illness and Injury Prevention Program upon request by an employee or his or her representative (AB 978).

You can also visit the "CA Leg & Resources" section at [www.calshrm.org](http://www.calshrm.org) for the latest legislative report published by Michael Kalt, CalSHRM Government Affairs Director.

## Judicial Update

### Ninth Circuit Holds that Employer's Attorney Can Be Sued for FLSA Retaliation

Antonio Alamillo ("Alamillo") worked as a locomotive engineer for BNSF Railway Company ("BNSF"). He had the choice to work either (1) a five-day workweek with regular hours, or (2) on the "extra board," which required employees to work only when called. Alamillo chose to work on the extra board. Under BNSF's policy, if an extra board employee failed to answer or respond to three phone calls within a 15-minute period, the employee would be deemed to have "missed a call" and would be marked as absent. A fifth missed call during any 12-month period could result in dismissal.

Alamillo missed a call on 10 dates in a 12-month period, after which he received additional training. After his next four missed calls, he received a suspension. Despite the suggestion that Alamillo provide a pager or landline phone number, he did not. Nor did he seek to transfer to a five-day workweek, set his alarm for the most common time for BNSF to call, or take other steps to ensure that he would receive phone calls. He missed three more calls. At some point after his final missed call, Alamillo informed his division general manager that he intended to undergo testing for a possible sleep disorder. The manager told Alamillo that he could request a five-day workweek with a regular schedule, but that the disciplinary process for his previous missed calls would proceed. Alamillo switched to a regular schedule and was able to arrive at work on time. He was eventually diagnosed with obstructive sleep apnea. After an investigation hearing regarding his previous missed calls, Alamillo was dismissed.

Alamillo sued for wrongful termination, claiming that BNSF discriminated against him on the basis of his disability, failed to accommodate his disability, and failed to engage in the interactive process. Applying California law, both the district court and appellate court found in favor of BNSF. Alamillo failed to establish a prima facie case of discrimination because there was no evidence that his sleep disorder was a substantial motivating reason for the adverse action. BNSF did not know that Alamillo was disabled when it initiated disciplinary proceedings. Moreover, Alamillo produced no evidence that his sleep disorder caused his missed calls, and he easily could have taken steps that would have allowed him to appear for work despite his disability. The court found that the missed calls were due to his own non-disability-related "carelessness and inattention." In addition, BNSF accommodated Alamillo by switching him to a different work schedule at his request. Because no accommodation could have cured his prior absenteeism, his interactive process claim failed.

This case, *Alamillo v. BNSF Railway Company*, is a rare victory for an employer in a summary judgment case involving a disability claim. In this case, because the employee did not inform his employer of a possible medical condition until after the employer initiated disciplinary action for past misconduct, the employee was unable to prove his discrimination claim. This case serves as a reminder that a plaintiff alleging discrimination needs to show that his disability was a substantial motivating reason for the adverse decision. It is also a reminder that a reasonable accommodation does not include excusing a failure to control a controllable disability, or giving an employee a second chance to control a disability in the future.

## California Appellate Court Confirms That a Waiting Period for New Employee Vacation Accrual is Proper

Nathan Minnick (“Minnick”) sued his former employers alleging that their vacation policy violated California law. The policy provided that an employee’s vacation benefit begins to accrue after the end of the employee’s first year. The policy further stated that after one year of service, the employee would have one week of paid vacation. In other words, employees did not begin to earn vacation until after working for one year. Minnick worked for six months, and was not paid for any vacation wages in his final paycheck.

In *Minnick v. Automotive Creations, Inc.*, both the trial court and the appellate court found that the vacation policy was lawful. The policy unambiguously stated that no vacation time was earned during the first year of employment. If vacation pay is not earned, it is not vested, and therefore there is no entitlement to vacation pay at termination of employment. An employer may provide a waiting period before an employee becomes eligible to earn vacation. In fact, an employer has the right to not have a paid vacation policy at all.

One reason for the finding in this case was that the employer had a clear and unambiguous policy related to vacation accrual. An employer that provides for a waiting period before vacation accrual should be very clear in its policy, and should not have language that could be interpreted as forfeiting vacation time that has already accrued.

## California Appellate Court Allows Emotional Distress Claim Against Supervisor to Proceed

The workers’ compensation system applies to injuries arising in the course of employment, and it generally bars lawsuits for damages for work-related injuries. However, injuries caused by discrimination and retaliation in violation of the Fair Employment and Housing Act (FEHA) fall outside of the workers’ compensation system. *Light v. California Department of Parks and Recreation* is a good reminder of this concept.

Melony Light (“Light”) sued her former employer and former supervisors, one of whom was Leda Seals (“Seals”), for a variety of FEHA claims. While the facts of the case are varied, Light’s claim against Seals for intentional infliction of emotional distress is worth noting. During her employment, Light sought workers’ compensation benefits for anxiety, loss of appetite, and other issues related to workplace stress, and she received an award of workers’ compensation benefits. Later, Light filed a FEHA lawsuit, alleging in part that Seals encouraged Light to lie in an internal investigation, and then ostracized and verbally attacked her when she refused. Light alleged that Seals intentionally caused her to suffer emotional distress in the workplace in retaliation for her refusal to lie. Seals argued that the workers’ compensation system was Light’s exclusive remedy, and that her claim for intentional infliction of emotional distress should be dismissed.

The appellate court disagreed, and ruled that Light could pursue her claim for intentional infliction of emotional distress against Seals. Because Light was claiming that Seals engaged in retaliation under the FEHA, her claim for intentional infliction of emotional distress could go forward. The workers’ compensation system was not the exclusive remedy for injuries resulting from conduct prohibited by the FEHA.

This case is a reminder for employers that claims for intentional infliction of emotional distress in the employment context can be asserted, even against individual supervisors, when the underlying conduct also forms the basis for a FEHA violation. On the other hand, emotional distress caused by normal employment activities such as promotions or demotions, criticism of work practices, or negotiations of grievances, would fall exclusively with the workers’ compensation system.

## California Court of Appeal Upholds Summary Judgment for Employer on Marital Discrimination Claim

Orlando Nakai (“Nakai”) worked as a senior-level manager at Friendship House Association of American Indians, Inc. (“Friendship House”), a drug and alcohol rehabilitation center. Nakai’s wife, who also worked for the program, was the daughter of Friendship House’s CEO. After Nakai and his wife began experiencing marital difficulties, Nakai’s wife reported to the CEO that Nakai had a gun, was angry with the employees, was dangerous, and had relapsed on drugs. His wife obtained a temporary restraining order against him. The CEO (his mother-in-law) then terminated his employment. In *Nakai v. Friendship House Association of American Indians, Inc.*, Nakai claimed that he was wrongfully terminated due to his marital status, specifically, his status as the spouse of the complaining employee and the CEO’s son-in-law.

The court found that his claims should have been dismissed on summary judgment. With respect to his claim of marital status discrimination, the court stated that laws are designed to prevent such discrimination against classes of people, and do not extend to the status of being married to a particular person. Nakai’s claim was not based on alleged animus towards the married state itself, but on particulars about his spouse. In other words, he claimed that he was fired not because he was married, but because he was married to the CEO’s daughter. This was insufficient to establish a discrimination claim. In addition, Friendship House demonstrated a legitimate, non-discriminatory basis for the termination of employment, and there was no evidence of pretext.

Finally, Friendship House was not required to conduct any investigation under the implied covenant of good faith and fair dealing, or under the Fair Employment and Housing Act (FEHA). Not every complaint of alleged misconduct requires an investigation. In addition to the fact that Nakai did not have any viable claims under the FEHA, he was an at-will employee, and there was no agreement that he could only be discharged for cause. This case demonstrates that alleged misconduct arising from personal issues does not always implicate the FEHA.

# SD SHRM Partners with the California Employment Development Department

As part of the ongoing efforts to develop its workforce professionals, EDD's senior management is creating a partnership with the San Diego Society of Human Resources Management that would create a synergy aimed to add value to all shareholders (job seekers, employers and all workforce professionals) by merging both private industry and government in future collaborations such as workshops and trainings. An official Memorandum of Understanding (MOU) outlining the partnership between San Diego SHRM and EDD has been signed.

As part of that ongoing effort to develop a model of collaboration between EDD and SHRM, Brad Weinstein, SDSHRM's Vice President of Workforce Readiness, presented an overview of some of the best practices SHRM has identified and encouraged job seekers to utilize through their job search at an August 18th meeting. Additionally, he shared information about technological tools employers use to screen potential applicants such as the Application Tracking System (ATS).

The following are some of the practices and/or recommendations he shared with the group:

## **Job seekers that are or might be justice challenged**

In order to avoid surprises and delays in employment, job seekers that might have any legal items affecting their records should find out what it is and if it can be fixed before they start applying for jobs. They need to understand the level of seriousness of the offence and how that affects the job they are applying for. Any information should be disclosed to potential employers in advance. Find out about the resources (companies, programs and services) that might help them remedy the infractions.

## **Interview Dress Code**

Research the industry and company to identify the accepted dress for the organization. Ask if there is a dress code and follow it. Always dress one level above the acceptable or recommended dress code.

## **Importance of Research**

General information can be found in Google, O'Net online, and EDD's Labor Market Information. Specialized information about companies can be found at [www.themuse.com](http://www.themuse.com) and [Glassdoor.com](http://Glassdoor.com).

## **Practice the Interview process**

Prepare questions for interviewer(s) by using the side notes taken during the interview. The foundation for a successful interview is to practice, practice, and practice.

## **Cover Letter**

Two schools of thought: HR reps with experience from last century recommend one, HR reps with experience from this century do not. Choose to be safe and include one. There are innovative ways to forward one – Tweet it. Be very careful in how you word it "Think of it like you're paying for each word." Key Words – Include as many as you can on your Resume and Cover Letter. Application Tracking System (ATS) is programmed with specific words.

## **Networking**

Job Fairs are an excellent opportunity to network with employers. Applicants should go with an open mind to at a minimum practice their communication skills. Employers can and do use job fairs to meet people in the community.

## **Social Media**

- ✓ 20% of job seekers use LinkedIn
- ✓ 90% of recruiters use LinkedIn
- ✓ Keep your profiles professional and tidy
- ✓ Check your own social media

## **Importance of Education**

The more education you can show the employer the better. Certifications by professional organizations are proven to add value and credibility. It looks good on resume and/or business card.

## **How to handle the results after the interview**

If you got the job CONGRATULATIONS! If don't – Don't take it personal. There are many reasons behind the employer's decision not to hire you. A jobseeker should be applying to more than one job at the time. More options increase the probability of getting hired.

## **Reminders/Updates**

Brad Weinstein shared that Nina E. Woodard, SDSHRM's past president and a professor at Cal State University San Marcos hosts a Radio Show aiming to further educate and invigorate San Diego's HR community. Ruth Salcido will participate to provide EDD's perspective on an upcoming show. Go to [www.wsRADIO.COM](http://www.wsRADIO.COM) to listen. There will be more educational lectures presented by SHRM's professional speakers in the near future.

# SD SHRM to Present Three Business Focused Webinars

Brush up on your business skills with SD SHRM's upcoming series of webinars!

## ▶ Webinar One:

October 24, 2017 at 10 a.m.

### Business Skills for HR Professionals: Business Acumen

**Summary:** According to the Corporate Executive Board, Business Acumen is the most important strategic attribute for HR professionals. If this quality is not present, HR professionals will be limited in making further contribution, and will continue to be focused just on reactive, functional and tactical activities. The good news is that business acumen—seeing the bigger picture; understanding customers and the market, recognizing how all aspects of the organization need to work together, and articulating how the organization adds value—can be learned and enhanced.

This webcast presents information, models and tools that can help HR professionals be more business-focused. It improves their understanding of the business issues and challenges that keep business leaders awake and helps them recognize that the business's agenda is HR's agenda. After participating in this webcast, participants will be able to:

- Discuss why business acumen is an essential quality necessary to being recognized as a business leader.
- Describe the importance of aligning HR's agenda to strategy and business goals.
- Anticipate how external factors might impact the business in the future.
- Use a SWOT analysis to help establish the HR agenda.

## ▶ Webinar Two:

Fall 2017

### Business Skills for HR Professionals: Financial Literacy

**Summary:** As HR professionals are asked to make increasingly important contributions to the organization, they must be able to speak the language of the business; and that language is money. Some believe that HR is good with words, but not so good with numbers, especially the financial kind. This does not mean that HR professionals should become certified accounting experts, but it does mean that HR can and should become more fluent in key financial concepts, be able to read and analyze income statements, look for the story behind the numbers, and be able to ask more informed questions.

This webcast presents information on key financial concepts and provides practice in reading financial statements. After participating in this webcast, participants will be able to:

- Assess your own financial IQ.
- Describe the definition and distinctions among revenue, profit, cash and assets.
- Discuss the importance of the value of intangible assets of an organization.
- Analyze various income statements to determine the story behind the numbers and identifying additional data to gather and questions to ask.

## ► Webinar Three: Winter 2017

### Business Skills for HR Professionals: Building Business Cases

**Summary:** Capital budgeting is a very important process to follow. Usually, there are many more requests for the company's money (to fund initiatives and projects) than the company can afford; so wise choices must be made. The various proposals are examined in light of risk, potential value, payback and return on investment. HR must follow the same rules as any other department and be able to present rational, systematic and compelling business cases.

This webcast challenges the view that HR initiatives are too long-term or overly complex to be amenable to business cases. This view is simply unfounded, but it is true that HR professionals are not particularly good at building business cases. After participating in this webcast, participants will be able to:

- Discuss the importance of capital budgeting.
- Identify the steps in building business cases.
- Walkthrough two different HR business cases that were successfully funded.
- Identify other types of compelling cases that can be presented to business leaders.

**All webinars will be held free of charge for SD SHRM members,  
and just \$20 for non-members.**

Visit [www.SDSHRM.org/events](http://www.SDSHRM.org/events)

**for more information**

**or to register for the first session!**



# News from San Diego State University's Student SHRM Chapter

*Melanie Chin, SHRM SDSU President and SD SHRM Student Liaison*



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SHRM SDSU finished the semester strong with our **4th Annual Professional Mentoring Event** which took place on April 4th. We had a great turnout, with the room filled with many eager students interested in networking with HR professionals and our amazing mentors eager to speak with students. We would like to give a huge thank you to all the SD SHRM members who were able to participate in making our event a huge success! In addition, we are also very pleased to announce **Nina Woodward**

as our 2017 recipient of the SHRM SDSU **Natasha Sandrock Arthur Outstanding Service Award**. Thank you, Nina, for your continued support of HR students! We are already starting to plan for our **5th Annual Professional Mentoring Event** which will take place Tuesday, April 10, 2018 from 4:00 – 6:00 p.m. We will be putting a call out for mentors in early 2018, but if you already know you would like to and are able to participate, please contact me at [sdsushrm@gmail.com](mailto:sdsushrm@gmail.com)!

The 2016-2017 academic year was outstanding year for our chapter. We were pleased to receive a number of awards recognizing our efforts on behalf of our students. We were very excited to receive the national SHRM **Outstanding Student Chapter Award**—the highest merit designation given to student SHRM chapters. We have participated in the SHRM Merit Program for four years and this is our third time receiving top honors from national SHRM! We were also pleased to have our members recognized for their outstanding contributions. On April 5th, we received two Fowler College of Business Awards. We

are happy to congratulate **Travis Doderlein**, former SHRM SDSU President and current Outreach Director, for receiving the Business Achievement Award for Outstanding Member and our Executive in Residence, **Andy Esparza** for receiving the Business Achievement Award for Outstanding Alumni.



*Travis Doderlein with Natasha Sandrock Arthur Award winner, Nina Woodward*

We ended the year strong, as fourteen SHRM SDSU students and our advisor, **Dr. Michelle Dean** attended the 2017 SHRM Annual Conference and Exposition in New Orleans! This was the third year that SHRM SDSU has sponsored a group of students to participate at the SHRM Annual Conference. At the SHRM Super Sunder Student Session, we were pleased to be there to receive the Outstanding Student Chapter Award and represent SHRM SDSU as one of the student chapters with the largest contingents in attendance. A number of our student attendees shared some thoughts about Annual Conference:

**Sandy Athniel:** "Being a SHRM SDSU member has exposed me to countless opportunities and likeminded people. I have benefited immensely from our various trips and events by expanding my knowledge of HR and learning more about the field. I have also connected with peers and professionals who inspire me to

improve myself and who have made my journey at SDSU much more enjoyable."

**Kylie Bergen:** "It's been less than a year since I have joined the SHRM chapter and it has already opened many doors for me. I learned so much more about not only the HR field specifically, but the business world in

general. I have created new relationships with people who want to help me grow."

**Alexis Conde:** "One of the most memorable experiences I have from being involved in SHRM is attending the Annual SHRM Conference and Exposition in New Orleans. I was blown away with the content and variety of presentations. I learned that the profession is constantly growing and there are many facets in which you can specialize. I made connections with HR professionals who helped me to realize just how rewarding, dynamic, and exciting a career in HR can be!"

**Steven Diab:** "The SHRM conference was a valuable experience for me. I learned about the different aspects of HR and had the opportunity to listen to many truly inspirational speakers."

We had an amazing Spring semester full of great events and socials. A big thank you to our 2016-2017 Chapter President, **Travis Doderlein**, for leading the team and doing so many amazing things for our chapter! We are pleased to announce the following officers who will be leading our student chapter this Fall: **President: Melanie Chin, Vice President: Steven Diab, Secretary: Priscilla Galvan, Treasurer: Chad Khamhasouk, Social Media & Marketing Communications: Kylie Bergen, CBC Representative: Diana Sanshyyeva, Events Coordinator: Alexis Conde, SD SHRM Liaison: Sandy Athniel, SD SHRM Liaison & Alumni Relations: Mollie Sreden, Information Systems & Membership Relations: Michelle Rashid, Development Director: Carly Yribarren, Student Organization Outreach: Travis Doderlein, and Historian: Katelan Galleano.** I am excited to see what our officer group can accomplish this year!

On September 12th, we had our Fall Kick-Off Event



Brett Pugliesi and Chad Khamphasouk at the SHRM SDSU HR Mentoring Event



Andy Covell with SHRM SDSU students at the SHRM SDSU HR Mentoring Event



Our amazing 4th Annual SHRM SDSU Mentoring Event mentors

where we discussed the benefits of joining our student chapter and our plans for the semester. At this event, we emphasized the importance of getting involved and had three past presidents: **Jennifer Dar, Casie Martinez,** and **Ryan Prout**, come back and share with the students what they got from being involved with SHRM. In addition, we had SHRM officers provide testimonials on a range of topics including scholarship opportunities, site visits, conference participation, and case competitions. **Andy Esparza** was our guest speaker for this event, and he did an amazing job speaking to the students about the importance of seeking out professional development experiences while in school. We also thank Andy for taking the time to come from his home in Austin to be with us to kick off the start of the new school year and for his personal commitment to our organization.

Looking ahead to the new year, we are excited to be having many great events for our students. On September 26th, we will be having a presentation on HRIS by Quidel Senior HR Manager, **Amanda Jurado.**

**Mark Lindner** will be returning this semester to give our students a Personal Branding Workshop on October 10th. We will be having an HR Young Professionals Panel on October 24th where recent SDSU SHRM graduates will return to discuss their transition into the workplace. Best-selling author and management consultant, **Dr. Bob Nelson**, will be speaking to our students speak about **Five Trends Shaping the Future of Work** on November 7th. We look forward to having these amazing speakers come in and provide our students with additional knowledge on a wide variety of professional development topics. We are currently starting to plan out our Spring semester events. If you have an interest in speaking to our students, please let me know via our chapter email: [sdsushrm@gmail.com](mailto:sdsushrm@gmail.com).



SHRM SDSU Members Jessica Sandoval, Maria Meave, Priscilla Galvan, and Gabriella Verendia with Nina Woodward



SHRM SDSU with Andy Covell at the SHRM Annual Conference & Exposition in New Orleans



SHRM SDSU Fall 2017 Officers



SHRM SDSU Fall Kick-Off Event attendees