



Help us Name our Newsletter

????????



April 2016

North Shore Society for Human Resource Management Receives Prestigious SHRM Awards for Advancing the HR Profession

The Society for Human Resource Management (SHRM) recently awarded the NSHRM its prestigious EXCEL Platinum Award and the SHRM Foundation Chapter Champion Award for the chapter's accomplishments in 2015

The EXCEL award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters and councils' activities with SHRM's aspirations for the HR profession. The award recognizes accomplishments and strategic activities and initiatives that enhance the human resources profession.

"SHRM rewards chapters and councils that demonstrate a strong commitment to advancing the human resources profession through service to the community, local networking and professional development activities," said Henry G. (Hank) Jackson, president and CEO of SHRM. "Advancing the HR profession is at the heart of what SHRM does and Chapter's work this year helps us further showcase that mission."

The EXCEL award can be earned at four levels: bronze, silver, gold and platinum, and each level has a prescribed set of requirements and accomplishments that have to be met. NSHRM will receive recognition in SHRM publications and conferences, a certificate of recognition, and a special banner to display at its meetings and events.



Congratulations! 2015 SHRM Foundation Champion

Thank you for supporting the SHRM Foundation.



Save the Date:

April 7-8	LA SHRM State Conference	Cajundome Convention
April 14	Chapter Meeting	Clarion 8:30 -9:30AM
May 4	LA SHRM Legislation Day	State Capital Baton Rouge, LA
May 12	Chapter Meeting	N'Tini's 11:30 – 1:00PM
June 9	Chapter Meeting	Clarion 8:30 -9:30AM
June 19 – 22	SHRM National Conference	Washington, DC
July 14	Chapter Meeting	Sunrise on Second 11:30 – 1:00PM
August 11	Chapter Meeting	Clarion 8:30 -9:30AM

Name our Newsletter

We are reaching out to membership to help us name our newsletter. We intend to put out our monthly newsletter to help keep Membership in the loop about what is happening in our HR community. BUT we need a name!

Please submit your ideas to: northshoreshrm@yahoo.com
Whoever submits the winning name will be recognized and will win a prize!

NSHRM Board of Directors & Chairs - 2016



President	Curtis Parker, Jr. MPA	Legislative Director	Michael Weiner, Attorney
Past President	Jennifer Whatley, PHR, SHRM-CP	Diversity Director	Christy Myers, Ph.D.
President-Elect	Corianne Green	Newsletter Director	Cecilia Boudreaux, PHR, SHRM-CP
Secretary	Wendy Lorenz, SPHR, SHRM-CP	Student Chapter	Jared Rudiger, CPC
Treasurer	Patty Mahoney, SPHR, SHRM-CP	Professional Development Director	Danielle Riecke, PHR, SHRM-CP
Membership Director/Forum Chair	Brittany Fey, PHR, SHRM-CP	Programming Director	Stacey Schwankhart, PHR, SHRM-CP
Workforce Readiness Director	Jennifer Barnett, WDP	Publicity Director	Marianne White

Legal Update: New Rules on Pay Transparency for Federal Contractors

By Michael F. Weiner, Legislative Director

EEOC Files Two Lawsuits Challenging Sexual Orientation Discrimination

On March 1, 2016, the EEOC announced that it filed its first two sex discrimination lawsuits based on sexual orientation. In a lawsuit filed in Pennsylvania, the EEOC alleged a gay male employee was subjected to harassment because of his sexual orientation. The employee's manager allegedly repeatedly referred to him using various anti-gay epithets and made other highly offensive comments about his sexuality and sex life. After receiving complaints, the company allegedly did nothing to stop the harassment. In a lawsuit filed in Maryland, the EEOC alleged that a lesbian employee was harassed by her supervisor because of her sexual orientation. The supervisor allegedly made several remarks about her sexual orientation and appearance, such as "I want to turn you back into a woman" and "you would look good in a dress". The employee was fired after making complaints, so the EEOC is also alleging retaliation.



Workforce Readiness Updates

By Jennifer B. Barnett WDP, Workforce Readiness Director

HR Call for Action

NSHRM is needing feedback on [Louisiana Senate Bill 269](#).

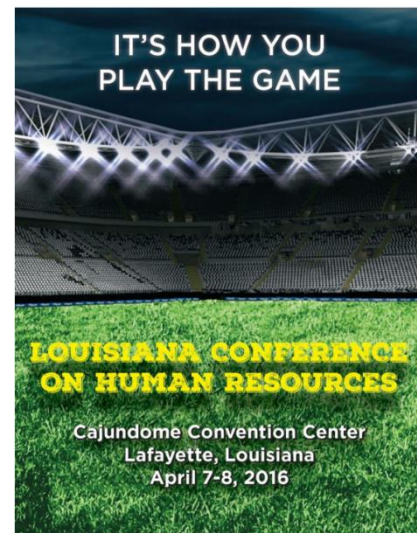
The bill seeks to raise the minimum wage in Louisiana from \$7.25 to \$8.00 beginning January 1, 2017 and then to \$8.50 by January 1, 2018.

- Do you agree or disagree with the increase?
- Will this have a positive, negative or neutral impact on your business and/or other businesses?
- Do you believe this will be positive, negative or neutral effect on the average worker in Louisiana?

Send your comments to northshoeshrm@yahoo.com



If you plan to attend the Louisiana State Conference on Human Resources from April 7 – 8th and would like to meet for dinner the night before we'd love to meet up! Please email northshoeshrm@yahoo.com if interested.



Top 5 Ways Your Organization Will Benefit From Your SHRM-CP or SHRM-SCP Certification

There are many reasons why you should pursue SHRM-CP or SHRM-SCP certification. Once you set your certification or professional development goal, it's time to talk to your manager. Help your manager understand the value of certification and build a business case for certification and training as a worthwhile investment. Schedule a meeting with your manager and go prepared with the powerful talking points provided below. They demonstrate why your organization should support your efforts to prepare for and attain SHRM-CP or SHRM-SCP certification.

1 MY KNOWLEDGE WILL BE CURRENT AND RELEVANT

Now, more than ever, HR teams are required to assume a greater leadership role, contributing to and advancing their organizations' strategic direction. The new SHRM-CP and SHRM-SCP credentials recognize this trend and take a fresh and current look at what HR professionals need to know and how to put that knowledge to work. The certification program covers behavioral competencies and functional knowledge areas within the themes of HR Competencies, People, Organization, Workplace, and Strategy. Attaining and maintaining my credential means I'll be ready to take on new roles and responsibilities.

2 I WILL LEARN PRACTICAL SKILLS WITH AN IMPACT ON MY JOB IMMEDIATELY

SHRM certification will become the new standard for HR professionals around the globe, as it is among the first to focus on practical, real-life HR information, teaching and testing competencies and knowledge. When I prepare for the certification exam with the SHRM Learning System, I won't be simply memorizing a textbook; I'll be applying concepts, using behavioral judgment, and understanding best practices for handling day-to-day business as well as unexpected scenarios. I'll be learning from the experiences of other HR professionals, sharpening my skills and boosting my productivity and effectiveness to drive our organization's success.

3 THESE CERTIFICATIONS WERE DEVELOPED WITH EMPLOYERS IN MIND

SHRM conducted global research including outreach to major corporations, universities, and over 35,000 members of the profession worldwide. Based on its research findings, SHRM determined that in addition to technical knowledge, a successful HR career will also be determined by behavioral competencies—and the resulting certifications include both of these essential elements. This credential will therefore reflect what I need to know and how to apply it to be a leader in our organization. Growing the influence of HR leaders through certification is a worthwhile investment that also improves our reputation as an organization that takes HR seriously.

4 MY KNOWLEDGE AND SKILLS WILL BE GLOBALLY APPLICABLE AND UNIVERSALLY RECOGNIZED

We live and work in a global economy, and my skills need to be globally applicable and accepted. Based on one singular SHRM Body of Competency and Knowledge, the SHRM-CP and SHRM-SCP credentials are relevant and applicable worldwide. Earning this credential will give me the recognition and flexibility to use my knowledge, skills and competencies anywhere our organization operates, now and in the future.

5 MY CERTIFICATION AND TRAINING IS PROVIDED BY THE LEADING ADVOCATE FOR HR PROFESSIONALS

SHRM has represented the HR community for more than 66 years, and has more than 275,000 members in 160 countries. It is a well-respected organization at the forefront of HR trends and emerging professional knowledge. The SHRM BoCK, the credential and my recertification will be supported by SHRM and kept current and relevant, representing lifelong learning as our profession continues to evolve with the world around us. Training of this high quality and reliability cannot be replicated, and provides an opportunity for our entire HR team, from which our whole organization can benefit—ultimately saving our organization time and money on training and professional development.



Volunteers needed



Are you interested in volunteer opportunities within our Chapter? Below is a list of ways you can be involved with NSHRM Chapter. Email us at: northshoreshrm@yahoo.com to sign up.

- October Forum Committee
- 2017 Board Members
- Speakers Bureau
- Membership Committee