



Northshore Society for Human Resource Management



November 2016

What's happening with NSHRM? Monthly Updates

Northshore SHRM Annual Forum

By Stacey Schwankhart, Forum Chair



★ 2015 CHAPTER CHAMPION ★



Mission HR was a Success!

Thank you to Mission Control for your time and commitment to our event. We'd like to thank our Flight Crew -- Jennifer Ledet, Paul Hasney, Randy Anderson, Michael Weiner and Ronnie Slone --for joining our mission and providing us with a great deal of information to take back to our organizations.

Thank you to our sponsors for supporting the HR profession. HUB, as a Platinum Sponsor, sponsored our lunch. Our Gold Sponsors were United Tote, who sponsored our flash drives, and Michael F. Weiner, Attorney at Law, LLC. Silver Sponsors were Express Employment Professionals, Arthur J. Gallagher & Co, Ochsner Health System and LaSalle St. Securities, LLC.

Bronze Sponsors were AT&T, Aflac, Brooke, Flexicrew, MI Business Solutions, Whitney, Gilsbar, and Lofton Staffing. Thank you to Fleur de Lis for hosting our event. And finally, thank all of you for participating in continued education opportunities such as this. If it wasn't for YOU, there wouldn't be a forum.

Until next year, MISSION ACCOMPLISHED!

Please Join Us for the

November

NSHRM Chapter Meeting!

UPCOMING MEETING SCHEDULE

- April 14 | Michael Weiner-Louisiana State Legislative Seminar-Clarion Inn & Suites, Covington | 8:30am
- May 12 | Bill Combrie-Private Exchange Plans-N'Tini's-Mandeville | 11:30am
- June 9 | Brooke Duncan-FLSA-Clarion Inn & Suites-Covington | 8:30am
- July 14 | Mary White-People-Reading Made Easy-Sunrise on Second-Slidell | 11:30am
- August 11 | Jennifer Barnett-Untapped HR Resources-Clarion Inn & Suites-Covington | 8:30am
- August 31 | Networking Social-The Chimes-Covington | 5:30pm
- September 1 | Sherry Johnson-The Future of HR- N'Tini's, Mandeville | 11:30am
- November 10 | Susan Piglia-Population Health in the Workplace-Clarion Inn & Suites, Covington | 8:30am
- December 8 | Holiday Lunch-N'Tini's, Mandeville | 1pm

Northshore SHRM @NRHRA

NSHRM Board of Directors & Chairs - 2016



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What's Happening in HR Update:

By Michael F. Weiner, Legislative Director

Final Rule Updating Regulations Goes into Effect December 1, 2016

In light of the upcoming effective date of the new FLSA rule on compensation levels for employees to be considered exempt, lawsuits have been filed to prevent the Final Rule from taking effect. On September 20, 2016, 21 states (including Louisiana) filed suit in the Eastern District of Texas and a coalition of more than 50 business groups filed a separate lawsuit in the same court. Unless the court prevents the Final Rule from becoming effective, however, employers must follow the Final Rule as of December 1. Accordingly, employers should still plan to implement the new rule unless told otherwise by counsel.

The Final Rule focuses primarily on updating the salary and compensation levels needed for Executive, Administrative and Professional workers to be exempt. Specifically, the Final Rule:

- Sets the standard salary level at the 40th percentile of earnings of full-time salaried workers in the lowest-wage Census Region, currently the South (\$913 per week; \$47,476 annually for a full-year worker);
- Sets the total annual compensation requirement for highly compensated employees (HCE) subject to a minimal duties test to the annual equivalent of the 90th percentile of full-time salaried workers nationally (\$134,004); and
- Establishes a mechanism for automatically updating the salary and compensation levels every three years to maintain the levels at the above percentiles and to ensure that they continue to provide useful and effective tests for exemption.
- Additionally, the Final Rule amends the salary basis test to allow employers to use nondiscretionary bonuses and incentive payments (including commissions) to satisfy up to 10 percent of the new standard salary level.
- The initial increases to the standard salary level (from \$455 to \$913 per week) and HCE total annual compensation requirement (from \$100,000 to \$134,004 per year) will be effective on December 1, 2016.
- Future automatic updates to those thresholds will occur every three years, beginning on January 1, 2020.



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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.

- Diversity Director
- 2017 Committee Members

2017 NSHRM Membership Renewal

Please join or renew your membership with NSHRM and support your local SHRM chapter!

Below are just several benefits of a membership with NSHRM:

Legal Updates

Networking

Annual Forum

Career Opportunities & Certification

Diversity/Inclusion Initiative's

Professional Development Seminars & Workshops

And more!

