



BV-SHRM NEWSLETTER

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HR professionals everywhere struggle with the new challenges created by the constantly changing employee benefits landscape. Employers are being pushed harder than ever before to attract and retain talented employees. Anco Insurance has solutions that help with all the complexities of benefit programs including program design, benchmarking tools, compliance, administration, and cost containment strategy.

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Would your organization like to be featured here?

Contact:

Toni Steele about sponsorship opportunities at

Toni.Steele@K2Share.com

MONTHLY PROGRAM & LUNCHEON

- TOPIC:** Social Media
- WHEN:** Thursday, August 1, 2019
- TIME:** 11:30 AM-1:00 PM
- WHERE:** Philips Event Center
1929 Country Club Drive
Bryan, Texas 77802
- COST:** \$15/ BV-SHRM Member
\$20/ non-members or late RSVP
- Speaker:** Lacey Lively, Marketing Director, City of College Station
- MENU:** Potato and Soup Bar, coffee, water and tea

PROGRAM DETAILS

Learn marketing tips and tricks from City of College Station Marketing Manager Lacey Lively. She will provide advice on social media use, graphic design and videography advice as well as free tools. This presentation is geared for both those who utilize someone else to do their marketing and for those who handle it themselves.

SPEAKER'S BIO

Lacey Lively's time with the City of College Station began with an internship in 2008 and is now the Marketing Manager quarterbacking the city's marketing endeavors. Her responsibilities include marketing plan design and execution, managing the city's social media accounts and website, coordinating Citizens University and Community Living Course, overseeing graphic design and photography, assisting with video production and more. A native of Beaumont, TX, Lacey earned her degree in agricultural journalism and communications from Texas A&M University in 2009, and became a Certified Public Communicator (TCU/TAMIO) in 2015. She is also a member of the Government Social Media Organization.

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Are you a national SHRM member?

If not, consider it!
Great benefits include:

- Tons of resources and tools to help you build and improve your HR function
- Legal updates that affect your business
- Conference information
- Discounted local membership

Upcoming Events



SAVE THE DATE!

BV-SHRM BUSINESS SEMINAR

LOCATION: THE PHILLIPS EVENT CENTER, BRYAN, TX

DATE: TUESDAY, SEPTEMBER 10, 2019

ENJOY A GREAT SPEAKER LINE-UP

NETWORK WITH LOCAL BUSINESS OWNERS, MANAGERS,
AND HR PROFESSIONALS

EARN 6 CEU CREDITS



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Kristi Soria

DIVERSITY MATTERS

- 2- Ice Cream Sandwich Day
- 3- Watermelon Day
- 4- Friendship Day
- 12- Middle Child Day
- 13- Left-Handers Day
- 17- Nonprofit Day
- 26- Webmistress Day
- 26- Women's Equality Day
- 28- Rainbow Bridge Remembrance Day
- 30- Grief Awareness Day
- 30- College Colors Day

BV-SHRM IN ACTION



Presentation of Certificate



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Join Callie as she discusses the uncomfortable, ugly, complicated and sometimes beautiful, wonderful truths of the workplace. She's getting real about HR and organizations -- nothing's off the table. HR pros and anyone in the workplace welcome. Now earn SHRM-CP/SHRM-SCP recertification PDCs for listening!Details inside each qualifying episode mini-series.



More



BV-SHRM Business Seminar September 10, 2019

Sponsored by



You asked for it!

Discrimination Beneath the Surface: Unconscious Bias & Dog Whistle Bias in the Workplace

Presented by: Robert G. Chadwick, Jr. – Managing Member - Seltzer, Chadwick, Soefje & Ladik, PLLC

Employment discrimination laws outlaw more than mere conscious or overt bias in the workplace; employment decisions based on unconscious bias of which an employer may or may not be entirely aware can also be unlawful. Moreover, certain words in the workplace may seem innocuous, but may nevertheless be code words designed to mask unlawful bias or stoke unlawful fear or prejudice in others; the use of such code words is frequently referred to a “dog-whistling.” This presentation is designed to educate employers as to the phenomena of unconscious bias and dog whistle bias and to outline risk management strategies for combatting the legal exposures associated with such biases.

Responding to Growth: How to Prepare for the Next Generation of Workforce

Presented by: Audrey Schroyer, Marketing & Engagement Manager - Brazos Valley Economic Development Corporation (BVEDC)

In this presentation, you will gain insight to where the Brazos Valley has been, where it is now, and where it is going in terms of population and community growth and most importantly, the development of the future workforce.

Conducting Effective Investigations

Presented by: Charles H. Wilson, Shareholder – Littler Mendelson, PC

Whether you are investigating workplace harassment or potential whistleblower claims, an effective investigation can help limit or eliminate your company’s liability exposure. This program will discuss steps you should take in conducting proper workplace investigations. Specific topics include: events that trigger the need for an investigation, best practices for initiating an investigation, preserving attorney-client privilege, preserving confidentiality without running afoul of the NLRA, when to partner with a third-party investigator, documentation of the investigation including appropriate note taking, the power of credibility and making recommendations, and concluding the investigation and related follow-up.

What’s Going on in Labor and Employment Law: 2019 and Beyond

Presented by: Alexis C. Knapp, Shareholder – Littler Mendelson, PC

This program will provide an update on what’s been going at the Supreme Court, the EEOC, the DOL and the NLRB, as well as at the state and local level, regarding employee rights and employer obligations. Specific topics include EEOC enforcement priorities and trends, developing wage and hour issues in how employees are paid and classified, medical issues in the workplace (FMLA, ADA and more), the trend toward paid sick leave (now even in Texas!), social media and other activity by employees and what rights employers have in that regard, marijuana and service animals and other challenging questions, and more.

Discipline and Discharge Best Practice

Presented by: Stephen J. Quezada, – Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

“I fired her because she had a bad attitude and was rude”. Now show me documents and provide specific examples with dates and witness to prove it. Can’t do it? Defensive documentation is the best and first step to protecting your organization against an employment claim. That starts with documenting disciplinary actions and appropriate reasons for termination. This seminar focuses on best practices for having tough conversations, documenting performance issues, and separating an employee.

I got a letter for the EEOC and it’s not an invitation to a seminar ... Now what do I do?

Presented by: Marina Guerra, Enforcement Supervisor - EEOC

When you do get a letter it is important to keep breathing ... we lose more HR professionals that way. Remember just because you receive a letter from us only means we have one side of the story and now we want you to give us the other side of the story. This session will take you through the process and show the best way to respond to a charge. Bring your questions, concerns and criticism and get answers.