

ONE VOICE





When the whole world is silent,
even one voice becomes powerful.

Malala Yousafzai

2019 CALIFORNIA STATE LEGISLATIVE & HR CONFERENCE

APRIL 3 – 5, 2019 | SHERATON GRAND SACRAMENTO
SACRAMENTO, CA

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DECEMBER 2018
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CALSHRM GOVERNMENT RELATIONS UPDATE

A LOOK BACK AT 2018

BY MICHAEL S. KALT, CALSHRM GOVERNMENT AFFAIRS DIRECTOR

The 2018 California Legislative Session was another interesting one, but aren't they always for Human Resources Professionals? Once again, California led the nation in new employment-related laws, with #MeToo-related changes accounting for nearly half of the new laws. And with the mid-term elections now concluded, and Governor Gavin Newsome replacing Governor Jerry Brown, and the Democrats once again obtaining super-majority status in the Senate and Assembly, most predict 2019 will be another eventful year for our members.

The nearly 24,000 SHRM members throughout California often seemed to be working nearly as hard as their elected representatives through CalSHRM's advocacy efforts designed to provide the much-needed HR viewpoint regarding contemplated workplace changes.

The obvious highlight of these efforts was the annual CalSHRM Legislative Conference in Sacramento this last April. The Conference once again set new records both in terms of overall attendance (over 500 attendees)

and the number of office visits (250 members) during our Hill Day to advocate on multiple pending bills. Indeed, this year's Hill Visits represented the largest contingent ever for any SHRM state council conference.

These advocacy efforts continued and expanded on multiple fronts throughout the year. These included CalSHRM and/or individual chapters submitting position statements on seven bills this year, as follows: AB 2478 (student loan repayment assistance – SUPPORT); AB 2484 (expanded compensatory time off – SUPPORT); AB 2482 (individual alternative workweek schedules – SUPPORT); AB 3080 (invalidating arbitration agreements – OPPOSED); SB 1038 (individual liability for FEHA retaliation – OPPOSED); SB 1284 (annual pay data reporting – OPPOSED); and HR 4219 (SHRM's work flex proposal – SUPPORT). Indeed, all three bills that CalSHRM "opposed" either stalled and/or were vetoed by Governor Brown.

Our members were also invited to testify three times this year before three different substantive committees, as follows: AB 2482 (Assembly Labor and Employment); AB 2478 (Assembly Revenue and Taxation) and SB 1038 (Senate Judiciary).

Special congratulations to PIHRA's Dana Mayhew for her testimony that played no small role in the bill she was supporting (AB 2478) passing unanimously through the Revenue and Taxation Committee.

And thanks to SHRM's Government Relations Advisor Jason Gabhart and to the members of the 17 SHRM chapters or communities, CalSHRM also participated in a record number of new coalition opportunities with other groups, and set new records for office visits within the chapters' respective districts.

So as 2018 draws to a close, our Human Resources members have the inevitable new laws to prepare for, but also quite a record of achievement on the advocacy front. Thank you to everyone who made 2018 so successful and we look forward to working together with One Voice in 2019

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CALIFORNIA SHRM AFFILIATE CHAPTERS EXPERIENCE 8% GROWTH IN 2018



FINDING VALUE IN LOCAL CHAPTER MEMBERSHIP

BY TARA FORTNEIR, CALSHRM MEMBERSHIP DIRECTOR

2018 was a strong year for our SHRM-affiliated chapters and communities in California, as more and more HR professionals are finding value in joining a local SHRM affiliate and becoming engaged in the HR community. In 2018, membership in chapters experienced a collective 8% increase over the prior year, and in 2019, it is anticipated that the trend of overall membership and in-chapter growth will continue. All this growth that is happening in the chapter begs the question, why?

At the beginning of the year, CalSHRM held a Volunteer Leader Summit (VLS) in San Diego. Membership chairs from each of the chapters and community attended, and worked to create a membership acquisition, engagement and retention plan that included analyzing the local community, the needs of the HR professionals in that community, and creating programming and engagement that demonstrates the value of being affiliated locally as well as nationally with SHRM. With a plan in place, chapters shared their value propositions with HR professionals in the local community to help answer the question, “why is membership so important, and why should I join SHRM locally as well as nationally?”

The collective answers from our local chapters is as follows:

- Membership in a SHRM-affiliated chapter means access to a local network of HR professionals, and an opportunity to meet, work and socialize with others in the industry in the geographic area.
- As an HR professional in California, being a member locally increases the ability to stay current on legislative and day-to-day policy issues impacting the workforce.
- Additional professional development and re-certification credits through chapter member-discounted conferences and HR-related educational offerings.
- Increased ability to help give back to the profession and additional leadership opportunities for professional development through serving on a chapter board or committee.

Through a series of conferences, chapter meetings, Young Professionals or Emerging Professionals offerings, student programming and social media engagement, each chapter is tailored to the needs of the community it serves, and with the increase in membership and in retention, there is no doubt that the increase in membership across the state reflects the unique needs of each community the local SHRM-affiliates serve. If you are part of a local SHRM chapter or community, and want to share why you value being a member, please send your story to membership@calshrm.com. We would love to highlight and share in future newsletters! If you aren't yet and are interested in finding the SHRM-affiliated chapter or community in your area? Visit

<http://www.calshrm.us/chapter-locator.html>. We look forward to seeing you in the local area soon!



A YEAR OF GROWTH & SUCCESS

FINISHING THE YEAR WITH TWO SUCCESSFUL CASE COMPETITIONS
BY NINA WOODWARD, CALSHRM COLLE RELATIONS DIRECTOR



THE VILLAGE OF STUDENTS, PROFESSIONALS AND FACULTY ADVISORS THAT MADE SAN MARCOS AS SPLENDID EVENT!

We had a dynamite year in College Relations. Our team of young professionals, including Stephanie Pierucci, Sr. HR Consultant at BBSI and Erica Zunig, Human Resources & Risk Manager at 24-Hour Medical Staffing, have continued to monitor and lead our LinkedIn group for students which has grown to 71 members. Students interested in joining the can find this private group it by searching "CalSHRM Student Members" within LinkedIn.

Our State Ambassadors has also grown as one of the judges of the Student Summit and Case Competitions held in November asked to join our team. The College Relations Committee for Cal SHRM now consists of Carie Wilkens-Smith, SHRM SCP, Sr. HR Consultant at UC Riverside Medical School (who also served as a judge for the event in San Marcos), Shelli Gilletti, SPHR. VP Total Rewards at LOANPAL, Karen Clyde, Director of HR at Cycle Gear, Inc. and Laurie Chua, SHRM-SCP, HR Consultant. Our goal for 2019 is to reach out to more of the Universities in California with HR and Management degree programs to connect with their faculty and develop relationships. We want to share the benefits of having a student Chapter of SHRM as part of their programs.

The committee is spread across the state so we have decided to start with the colleges and universities close to each of us and work our way outward. The target is to make one new contact each quarter!

The Student Summit and Case Competition in both San Marcos and San Jose were a big success. Congratulations to Cal State Bakersfield for securing the First Place in event held at San Jose State University and San Diego State University for taking home First Place at the San Marcos event! We already have volunteers to host next years event reaching out! As we look forward to a eventful 2019, we want to wish everyone a very Happy Holiday Season!



THE 2018 TEAM CAL STATE BAKERSFIELD: BRANDEN DUNN, PAMELA RIVERA, LARISSA OLESON, NICOLETTE ARINGER, SAMANTHA GRUGGETT AND TEAM ADVISOR TOM SEE

A RESOLUTION YOU CAN KEEP: EARN YOUR CA MICROCREDENTIAL IN 2019

CALSHRM IS NOW OFFERING TWO-DAY CLASSROOM SEMINAR PRIOR TO KEY EVENTS

BY MIKE GARCIA, CALSHRM CERTIFICATION DIRECTOR

If you have considered earning your SHRM California Employment Law Micro-Credential, you don't want to miss this opportunity! The California State Council of SHRM, in partnership with SHRM, is now offering the California Employment Law Micro-Credential Program with local sessions to assist you in gaining this valuable certification!

This program includes:

- Enrollment in California HR: Applying CA Law to Employment Practices, a two-day classroom seminar
- Four comprehensive SHRM eLearning courses
- The online California knowledge assessment, distributed by SHRM.

Classroom sessions will be held at locations throughout the state with sessions planned to take place January 24, 2019 and January 25, 2019 prior to the California Volunteer Leadership Summit at the Westin San Diego, San Diego, CA as well as April 1, 2019 and April 2, 2019 at the Sheraton Grand, Sacramento, CA prior to the CA Legislative and HR Conference. There is also a session planned for July 17, 2019 and July 18, 2019 at the Four Point Sheraton, San Jose, CA.

Space is limited so register now under the Professional Development tab at calshrm.org.



About SHRM Specialty Credentials

The SHRM California Employment Law Micro-Credential is considered a SHRM Specialty Credential, which recognizes accomplished competency-based professional development in a focused field of practice. Those completing a SHRM Specialty Credential have demonstrated an expert level of knowledge in a complex and continually-evolving topic area. Once earned, practitioners will receive a certificate of accomplishment along with a digital badge verifying their expertise.

A SHRM Specialty Credential will remain valid for three years from the date of completion. A SHRM Specialty Credential cannot be recertified and can only be re-issued following completion of the updated specialty credential learning program.

If you practice HR or conduct business in California, earning your SHRM California Employment Law Micro-Credential will allow you to demonstrate your California HR expertise.

SHRM NORCAL SUPPORTS THE SHRM FOUNDATION

SCHOLARSHIP AWARDED TO KATHY BAILEY

BY GINA AYLLON, CAE, EXEC DIRECTOR NOCAL SHRM

The Northern California SHRM community held a successful fundraising event for the SHRM foundation as part of the 2018 SHRM Symposium Spotlight on California held December 4, 2018 in San Francisco. Participants were able to purchase opportunity tickets to enter into drawings for a variety of wonderful prizes including a \$100 Amazon gift card. In total the community raised \$520 in donations for the foundation! Congratulations to Pearl Shew Woo, Vice President, Human Resource Manager Bank of the Orient who won the \$100 gift card.

The SHRM Foundation awards multiple scholarships to professionals who are seeking to advance their knowledge within human resources. This year NorCal Volunteer, Katy Bailey, was pleased to learn that she would be the recipient of a \$5,000 scholarship from the foundation to assist her in the pursuit of her master's program! It was wonderful to see a local member benefit from the Foundation.



GINA AYLLON, EXEC. DIRECTOR NORCAL SHRM, KATY BAILEY, 2018 SHRM FOUNDATION SCHOLARSHIP RECIPIENT.



DARCY DECOITE, PEARL SHEW WOO, GINA AYLLON, KATY BAILEY

SHRM Foundation Fundraising Ideas for your Chapter

- **Change for a change:** Give change to make a change. Put out a change jar at meetings and ask members to donate any spare change they have.
- **Honorarium:** Celebrate a member of your chapter or state council each year by making a donation in their honor.
- **Professional Photo Shoot:** Host a photo session and hire a photographer to take professional head shots. Ask for a suggested donation from attendees.
- **CalSHRM Go Bag:** The CalSHRM "Fundraising in a bag" includes information and tools you will need to conduct an opportunity drawing. If your chapter has not received a Go Bag contact CalSHRM Foundation Director Miesha Sherman at foundation@calshrm.com

CHAPTER DISCOUNT FOR 2019 LEGISLATIVE CONFERENCE

GROUP REGISTRATION HAS ITS BENEFITS!

BY MICHAEL LETEZIA, SHRM-SCP, CALSHRM INTERIM STATE DIRECTOR

California SHRM affiliate chapters can earn a 10% discount off of the registration rates when they register 4 or more attendees at the same time for the 2019 California Legislative and HR Conference. This is a great way for chapters to nurture relationship building, fortify a positive group culture, and encourage mentoring between early career and seasoned professionals. The conference environment allows for more relaxed and natural interactions to occur between your members fostering tighter relationships. Dialog takes place around the sessions, speakers, and topics that will likely lead to a greater overall understanding and appreciation for the content. Another advantage of having a larger group present at the conference is the ability to take a 'divide and conquer' approach to the program, with some enjoying the Learning Track while others experience the Advocacy events.



To take advantage of this offer chapters must register and pay for four or more attendees during the same registration session. To add additional attendees to the same session choose the "add attendee" option.

Don't miss this opportunity to save! Purchase your group registrations through Thursday, February 28, to take advantage of the early-bird rate.

www.calshrmconference.org

AROUND THE STATE



SDSHRM TO BE 100% CHAPTER
San Diego SHRM is excited to announce that we are fully aligning ourselves with SHRM by becoming a "100% Chapter". For more info on this transition→ visit sdshrm.org



KCSHRM GROWS EVENT
Kern County SHRM had significant growth in attendance for the 2018 symposium with 318 attendees versus 2012 in 2017. Jess Ekstrom, CEO & Founder of Headbands for Hope was the keynote speaker.



CALSHRM.ORG REFRESHED!
Visitors to calshrm.org will notice a new design. The council is taking steps to ensure that chapter resources and information are easier to navigate and find. Take a look by visiting calshrm.org



SHRM NORCAL TO HOST SUMMIT
The Inspirational Inter-generational Engagement & HR Leadership Summit 2019 will feature two nationally renowned speakers on managing millennials and workplace leadership. To learn more visit shrmnorcal.org