

HRAGC NEWSLETTER

Quarter 2, 2023



HRAGC
Human Resources Association
Greater Concord



THE VOTES ARE IN - CHEERS TO THE BOARD!

With gratitude, the newly elected Board of Directors for HRAGC extend their deep appreciation for the confident votes you submitted to support the slate of Officers.

Every director serving on this Board is making a commitment to you, our members, that they will subscribe to the ten basic responsibilities and duties, which exist under three umbrellas of service:



Establish Our Organizational Identity

- Ensure Effective Planning
- Determine Mission and Purpose and advocate for them



Ensure Resources

- Select Chief Executive/Chair
- Ensure Financial Resources
- Build Competent Teams / Committees
- Enhance the Organizations Public Standing



Provide Oversight

- Continuous Evaluation
- Monitor & Strengthen Programs and Services
- Protect Assets and Financial Oversight
- Ensure Legal & Ethical Integrity

Welcome and Congratulations to our New Board:

Rhoda McVeigh, President
Grant Wege, Past President
Ryan Cronan, Vice President
Sara Lewko, Secretary
Judith Pellowe, Treasurer

Directors:

Sabrina Greenwood-Briggs, Mara Bradbury, Carol Kilmister, Lily Milnar,
Kelly Moore, Tracy Noel, and Toni Runci.

HRAGC Committee Chairs/Co-Chairs:

Community Relations – Jennifer Johnston and Wendy Heath
Finance – Abigail Ofrias
Leadership Development – Maria Manus Painchaud
Marketing/PR – Toni Flewelling and Jennifer Kretovic
Membership – Dorothy Savery
Programs – Jennifer Perkins



Many thanks to our retiring Board Members



On May 18, 2023, HRAGC held our social networking event at New Hampshire Distributors. The event was attended by several HRAGC board, committee, and general members, as well as a handful of potential members. The event provided an opportunity to connect in person and celebrate all of HRAGC's work and accomplishments during the last year.

We were also able to say a special thank you to Elena Alois, Beth Deragon, and Melissa Abbott, who are all rolling off of the board due to reaching their term limit of six consecutive years of service on the board. Each of them has greatly contributed to accomplishing HRAGC's mission in their various board roles. We look forward to their ongoing contributions in non-board roles next year.

HRAGC's COMMUNITY RELATIONS COMMITTEE - WAYS TO CONNECT



During the week of April 10-14, 2023, 13 HR volunteers representing 10 businesses/organizations interviewed 37 seniors across six (6) of the ten (10) programs offered by CRTC.

Many students expressed they went into the interview feeling nervous and came out smiling and feeling good about the process. The feedback provided was helpful to students and was also shared with their program teachers.



Dismas Home

NEW HAMPSHIRE

HRAGC's Community Relations Committee Members have set up a mentoring program at Dismas Home in Manchester in partnership with Manchester Area Human Resources Association (MAHRA). Dismas Home of New Hampshire is a state-licensed, 90-day, Low-Intensity, Residential Alcohol and Drug Rehabilitation Treatment and Re-entry Program for previously incarcerated women. Addiction is a significant obstacle for residents and is directly linked to underlying pain, trauma, and incarceration. Our mentoring program is currently comprised of group events where volunteers offer trust and skill building related to employment. Our volunteers have gone through a training that focused on boundary setting in those with substance use disorders prior to starting the mentoring program.

If you are interested in joining us for the ice cream social or in coming up with content that you think would be beneficial to the ladies at Dismas Home, please contact Jen Johnston at communityrelations@hragc.org.



If you haven't done so already, click below to renew your membership today.

Renew your membership by July 15 and receive a \$10 discount! Enter discount code: **HF7R4JHW**. Click the link below to log in to your HRAGC profile. Once logged in, click on "Renew to July 2024." On the next screen you will see your HRAGC profile. Make any updates needed and scroll to the bottom of the page. There you will see the space to enter your discount code **HF7R4JHW** before you click "update & next" to proceed to payment as seen in this screenshot----->



[Membership Renewal - Click Here!](#)

- Remember, your membership to HRAGC helps you earn Professional Development Credits with both SHRM and HRCI.



WE HAVE OPEN COMMITTEE SEATS FOR 2023-2024

The one constant in every organization is CHANGE. Year-over-year, HRAGC has turnover in our committees. It is the natural attrition all organizations experience. In order to add depth of expertise to assure the longevity of HRAGC, we need strong leaders - like you. So we are making the ask. If you have the time, capacity, and desire to serve to help our organization thrive in the coming program year, won't you join us?

No one has to dive right in. We offer plenty of opportunities to dip your toe into the volunteer pool, and learn as you grow. No singular committee has a heavy lift, when there are enough volunteers to help. Again, we are all in the same profession and understand how fluid your day job is. That is why we look for about 5-people to serve on each committee, to spread the work-load. As they say, *"many hands make the work light."*

Earlier in the newsletter, you saw that we already have Committee Chairs and Co-Chairs. All we need now are the people to take up the rest of the open seats. Here are each of the Committees available for your consideration:

- Community Relations – This is front facing part of HRAGC.
- Finance – Oversees the fiscal security of the organization
- Leadership Development – We are nothing without pipeline leadership to always move us forward
- Marketing/PR – This committee oversees the newsletter, website, social media and email marketing
- Membership – Fulfilling our commitment to HR Professionals with SHRM and HRCI
- Programs - The highlight of the organization, creating the content for programming throughout the year



[Visit Our Events Page to Register!](#)

BECOME A SPONSOR AND GET YOUR BUSINESS NOTICED

HRAGC's Programming and Marketing Committees are already gearing up for a fantastic schedule for next year. You can help your company support HRAGC's programs by being one of our feature sponsors. The 2023-2024 Program Theme is.....

Anything is possible

Support from your company helps assure HRAGC continues to offer programs that meet the highest standards of excellence for all HR professionals to earn credits towards SHRM and HRCI re-certifications. Better still is when our programming aligns with your company goals and employee engagement. We post our sponsors on our website, social media and to our program participants on event day.

Ready to talk about next year's programs? Reach out to the Marketing Committee at marketing@hragc.org



"The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval."



LEGISLATIVE UPDATES

Prepared By: Attorney Peter Callahan of PretiFlaherty PLLC

National Labor Relations Board

The NLRB General Counsel said on May 30 that non-compete agreements for employees covered by the NLRA are unlawful unless they are narrowly tailored to special circumstances justifying the infringement on employee rights.

The Board issued a decision on June 13 making it harder to satisfy the independent contractor test.

EEOC

On May 18 the EEOC issued a guidance clarifying that employers using AI may not simply rely on a vendor's assurance of compliance with Title VII. The employer could still be liable if the AI discriminates in violation of Title VII.

NEW HAMPSHIRE:

New Hampshire Supreme Court

On June 7, New Hampshire Supreme Court interpreted the after-acquired-evidence doctrine. The Court explained that "after-acquired evidence is evidence of an employee's misconduct – discovered by the employer after it has terminated the employee for an unlawful reason – which is so severe that the employer would have terminated the employee on those grounds alone if it had known of the misconduct at the time of the discharge." This evidence can be used by the employer in a wrongful or unlawful termination action to bar or limit the employee's recovery. The Court held the doctrine is applied differently based on the nature of the claim: for contract-based claims the evidence could be a complete bar to recovery while in tort-based claims the evidence could limit the employee's damages. The case is *City of Portsmouth v. Portsmouth Ranking Officers Ass'n*.

Legislature

HB74

This bill requires employers of 15 or more employees who offer paid earned time to provide a written policy to employees regarding accrual and use of unused earned time and pay unused earned time under certain circumstances. *The bill was passed by the House and is now pending in the Senate Commerce Committee. The bill was deemed Inexpedient to Legislate and was killed.*

HB82

This bill prohibits an employer from refusing to hire, or terminating the employment of a person solely because the person is a qualified patient of the New Hampshire therapeutic cannabis program and the person has a positive drug test indicating cannabis. It does not apply if drug screening is required for safety reasons. The bill does not require an employer to permit an impaired employee at work. *There is a hearing June 23 in the House Labor, Industrial and Rehabilitative Services Committee.*

HB107

This bill prohibits a person convicted of certain sexual assault offenses from hiring or engaging in any employment or volunteer service providing direct services to a minor or supervising a minor. *The bill was passed by the House, as amended, and is pending in the Senate Judiciary Committee. There was a hearing on April 11. It was rereferred to committee on May 11 and remains pending.*

HB118

This bill prohibits an employer from requiring an employee to attend or participate in anti-union training of any kind including requiring or coercing an employee to view a video that casts unions in a negative light. The penalty for violating the law is a fine of \$10,000 per employee. *The bill was deemed Inexpedient to Legislate by the House on March 16.*

HB125

This bill clarifies the weekly work hour limitations and limits on night work for youths ages 16 & 17 during the school year and vacations. *The bill was deemed Inexpedient to Legislate by the House on March 16.*

HB150

This bill reduces the number of employees required to certify a collective bargaining unit from 10 to 5. The bill was passed by the House and is pending in the Senate Commerce Committee. *There is a pending motion made May 18 in the Senate to deem the bill Inexpedient to Legislate.*

HB182

This bill provides no employer shall discharge or take any other disciplinary action against any employee by reason of failure of such employee to report for work at the commencement of such employee's regular working hours where the failure is due to the employee's responding to an emergency in his or her capacity as a volunteer member of a fire department or ambulance department. *There was a hearing June 23 in the House Labor, Industrial and Rehabilitative Services Committee. More to come.*

HB190

This bill ties the duration of unemployment benefits to the state's average unemployment rate and provides for benefits between 14 weeks and 24 weeks depending on the unemployment rate. *There is a hearing June 23 in the House Labor, Industrial and Rehabilitative Services Committee. More to come.*

HB362

This bill provides that only the complainant may remove a case from the Commission for Human Rights to a court. It eliminates the ability of the employer to remove the case to court. *The bill has been retained in the House Judiciary Committee.*

SB42

This bill provides that the Dept. of Employment Security shall not charge interest on overpayments of unemployment benefits unless the person willfully made a false statement or representation or knowingly failed to disclose a material fact to obtain or increase any benefit or other payment, either for oneself or any other person. *The bill was passed by the Senate on February 9 and passed by the House on June 8.*



HR State Council of NH 2023 Legislative & Legal Conference

September 21, 2023 | 8:30 am- 4:00 pm | Puritan Backroom Manchester



Full-Day Conference Includes:

- Updates from U.S. and N.H. Departments of Labor
- Employment Lawyer Panel on Hot Legal Issues
- Ethical Matters HR Professionals Need to Know
- Legislative Presentation with Dave Juvet (BIA) and Panel of Legislators
- Legislative Bills Discussion

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