

HRAGC NEWSLETTER

Quarter 1, 2024



HRAGC
Human Resources Association
Greater Concord



Spotlight on HRAGC Impact Award

The HRAGC Impact Award seeks to recognize an HRAGC Member who volunteers their time, contributes their expertise, seeks to advance the membership or awareness of HRAGC, and serves as a driving force for engaging and developing HR professionals.

This year's recipient is **Jaime Corwin**! Jaime exemplifies these traits and more. We are honored to present her with our 2024 HRAGC Impact Award.

Jaime was an active member of the HRAGC Board from 2012–2015 and served in the capacity as Board Treasurer during that time. As an HRAGC member, she has been a dedicated, active, and vital member of the Finance Committee and the Programs Committee. Jaime has given of her time as a panelist and/or virtual participant for several of our programs. She is always willing to volunteer when asked or when there is a need. Over the years, she has played active and integral roles in the HRAGC strategic planning process sessions.

IMPACT
AWARD



Jaime has been a member of HRAGC for over 18 years. She has been active on committee work and advancing the HR profession through networking, inviting guests to program meetings and events, actively recruiting members, represented the organization at State and Leadership Conferences, and championed the mission of HRAGC.



CONGRATULATIONS JAIME!



HRAGC has some exciting news! We earned the 2023 SHRM Learning System Champion Award!

FOR THE 7TH CONSECUTIVE YEAR!

HRAGC was 1 of 18 chapters nationwide/internationally to receive the SHRM Learning System Champion Award! Globally, there were a total of 93 chapters nationwide/internationally to offer the SHRM Learning System Prep Course.

The SHRM Learning System Champion status is a recognition of our chapter's hard work to elevate the HR profession through professional development and HR knowledge among members, gained from SHRM certification. SHRM created this prestigious distinction in support of its premier educational product.

HRAGC has been recognized with the SHRM Learning System Champion Award numerous times because of Dr. Painchaud's HRAGC - SHRM Certification Prep Course. We owe a huge THANK YOU to our amazing facilitator Dr. Maria Manus Painchaud, SHRM-SCP, SPHR!

[Ready to be a SHRM-CP or SHRM-SCP? Sign up for the Spring Session!](#)

January was **HRAGC Member Appreciation Month**. HRAGC sent Member Appreciation gifts to active members on January 26, 2023 in the morning. The gifts were sent to members' preferred email address based on their HRAGC member profile. The gifts came from Thanks with Human Resources Association Greater Concord in the sender and subject line.

Please be assured these emails are not spam. By clicking on "Accept" in your 'Thanks a Latte' email, you will be directed to choose a latte to enjoy from your favorite local coffee shop. Once you enter your redemption code, you will receive an eGift card to use during your next visit.

Thank you for your membership! We are grateful to have you as part of HRAGC and as a fellow member of the Human Resources profession. We appreciate you!



TOGETHER



HRAGC's COMMUNITY RELATIONS COMMITTEE - MAKING CONNECTIONS!

HRAGC's Community Relations Committee Members continue with their mentoring program at Dismas Home in Manchester in partnership with Manchester Area Human Resources Association (MAHRA). You may recall that 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.

We have scheduled the programs listed below and would welcome any other HR volunteers to enjoy a session with us:

- February 15, 2024 12:30-2pm - Team Building Activity or Emotional Intelligence Discussion
- March 15, 2024 12:30-2pm - Financial Wellness
- April 4, 2024 12:30-2pm - Interviewing Skills
- May 23, 2024 12:30-2 pm - Mental Health Awareness Month-Self Care
- June 20, 2024 12:30-2 pm - Happy Summer-Ice Cream Social and Trail walk team building

The Committee is working with the following organizations on workforce development:

- Coalition to End Homelessness
- Girls @ Work
- Extended Learning Opportunity Coordinator at Concord High School
- Adult Pathways Coordinator at Concord School District
- Pembroke Academy's Adulting 101 Program
- Concord Regional Technical Center

Workforce Development can mean using your talents to help individuals present their best selves as they find footing in their current work or on new paths. **Contact a Community Relations Committee member at communityrelations@hragc.org to find out how you can get involved.**

Concord Regional Technical Center (CRTC) 2023 Job Interview Training Report

By the numbers:

- Training Dates: November 21, 2023 (HR professionals on November 22)
- Number of HR professionals engaged: 20
- Number of students participating: 340
- Percent of students who said they learned quite a bit from the HR professionals: 83%
- Percent of students who think Job Interview Training in high school is important: 98.3%

A sampling of student responses to the prompt: *What was the best thing about this year's Job Interview Training?*

- "The best thing for me was what the professionals actually have to say, for example what they are specifically looking for or like to hear."
- "I enjoyed learning about how people interact with each other during the interview process. I can see myself being very nervous so it was comforting to know what the general process is and what I can do to be completely prepared for it. I also liked the interviewers mentioned that they only want the best for you."
- "I loved being able to hear from professionals in our industry that what we're working on aligns so nicely with their standards and expectations. That was a big source of motivation to continue strong."
- "They tell you how to act and discourage us from making common mistakes. They educated us on what interviewers are and aren't allow to ask."
- "Having the opportunity to just simply have someone speak about job interviews and useful skills is the best thing and extraordinarily important."

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UPCOMING EVENTS

Leveraging Resources: Hiring, Recruitment & Retention

With a tight labor market, low unemployment, and the struggle to find the right talent, creativity in your talent planning and acquisition is essential. Our panelists include, Louise Brogan, a Subject Matter Expert on leveraging LinkedIn to position your organization as a place to work. Our second panelist, Monica Paneta, is a CPO (chief people officer) who has extensive global experience and understanding the importance of customizing strategies based on regions, mission critical needs, and other considerations. Our third panelist, Peter Richards, is the General Manager of a high tech manufacturing enterprise who has extensive experience in repositioning an organization to attain Employer of Choice, Employer of the Year status. The panel will provide suggested strategies that support right hires, positive recruitment /onboarding experience, and fostering employee retention. Included in this discussion will be underscoring the significance of Employee Value Proposition (EVP).

OUTCOMES

In this session the participants will be exposed to talent planning and acquisition strategies that support right hires, positive recruitment and onboarding experience, and fostering employee retention.

Participants will gain:

- A greater ability to leverage marketing to effectively communicate EVP to current and prospective employees.
- Heightened understanding of recruitment sources and strategies.
- Insight into the power of employer marketing and branding; gaining the employer of choice designation.
- Greater understanding of the import of positive employee relations strategies.



Louise Brogan
LinkedIn Expert & Contributor



Monica Paneta
CPO ParetoHealth



Peter Richard
GM - XMA Corp



8:00 AM - 10:00 AM

SPONSORED BY:



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



"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 Beth A. Deragon of Pastori | Krans PLLC

FEDERAL EQUAL EMPLOYMENT OPPORTUNITY COMMISSION



What You Should Know About the Pregnant Workers Fairness Act:

1. What is the Pregnant Workers Fairness Act? The Pregnant Workers Fairness Act (PWFA) is a new law that requires covered employers to provide "reasonable accommodations" to a worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship."

The PWFA applies only to accommodations. Existing laws that the EEOC enforces make it illegal to fire or otherwise discriminate against workers on the basis of pregnancy, childbirth, or related medical conditions.

The PWFA does not replace federal, state, or local laws that are more protective of workers affected by pregnancy, childbirth, or related medical conditions. More than 30 states and cities have laws that provide accommodations for pregnant workers.



2. When does the PWFA go into effect, and will the public have input on any regulations?

The PWFA went into effect on June 27, 2023. The EEOCs required to issue regulations to carry out the law. The EEOC will issue a proposed version of the PWFA regulations so the public can give their input and offer comments before the regulations become final.

3. Is the EEOC accepting charges under the PWFA?

The EEOC will start accepting charges under the PWFA on June 27, 2023. For the PWFA to apply, the situation complained about in the charge must have happened on June 27, 2023, or later. A pregnant worker who needs an accommodation before June 27th may, however, have a right to receive an accommodation under another federal or state law.

In some situations, workers affected by pregnancy, childbirth, or a related medical condition may be able to get an accommodation [under Title VII of the Civil Rights Act of 1964 or the Americans with Disabilities Act \(ADA\)](#). Therefore, until June 27, 2023, the EEOC will continue to accept and process Title VII and/or ADA charges involving a lack of accommodation regarding pregnancy, childbirth, or related medical conditions.

After June 27, 2023, the EEOC will analyze charges regarding accommodations for workers affected by pregnancy, childbirth, or related medical conditions under the PWFA (if the violation occurred after June 27, 2023) and, where applicable, under the ADA and/or Title VII.

4. Who does the PWFA protect?

The PWFA protects employees and applicants of “covered employers” who have known limitations related to pregnancy, childbirth, or related medical conditions.

“Covered employers” include private and public sector employers with at least 15 employees, Congress, Federal agencies, employment agencies, and labor organizations.

5. What are some examples of reasonable accommodations for pregnant workers?

“Reasonable accommodations” are changes to the work environment or the way things are usually done at work.

[The House Committee on Education and Labor Report on the PWFA provides several examples](#) of possible reasonable accommodations including the ability to sit or drink water; receive closer parking; have flexible hours; receive appropriately sized uniforms and safety apparel; receive additional break time to use the bathroom, eat, and rest; take leave or time off to recover from childbirth; and be excused from strenuous activities and/or activities that involve exposure to compounds not safe for pregnancy. Employers are required to provide reasonable accommodations unless they would cause an “undue hardship” on the employer’s operations. An “undue hardship” is significant difficulty or expense for the employer.

6. What else does the PWFA prohibit?

Covered employers cannot:

- Require an employee to accept an accommodation without a discussion about the accommodation between the worker and the employer;
- Deny a job or other employment opportunities to a qualified employee or applicant based on the person's need for a reasonable accommodation;
- Require an employee to take leave if another reasonable accommodation can be provided that would let the employee keep working;
- Retaliate against an individual for reporting or opposing unlawful discrimination under the PWFA or participating in a PWFA proceeding (such as an investigation); or
- Interfere with any individual’s rights under the PWFA.

US DEPARTMENT OF LABOR (USDOL)

Retaliate against an individual for reporting or opposing unlawful discrimination under the PWFA or participating in a PWFA proceeding (such as an investigation); or



- Interfere with any individual's rights under the PWFA.

Employers can view their current and prior quarter tax rates on our WEBTAX System (www2.nhes.nh.gov/webtax) Recent enhancements allow up to 10,500 wage entries on a quarterly submission. Tax Rate Chart (<https://www.nhes.nh.gov/services/employers/tax-rate-chart.htm>)

Tax Rates displayed on the Webtax System reflect the tax rate reductions in effect for positive rated employers as well as the inverse minimum rate added to the rates of negative rated employers.

NH DEPARTMENT OF LABOR

Email Alert Sign-Up: [Link to Sign-Up](#)

From time to time the Department of Labor issues informational alerts of interest to individuals and businesses in New Hampshire. The alerts may announce new laws, changes to existing labor law and rules or announce department-sponsored events or training seminars.

NH EMPLOYMENT SECURITY IMPORTANT: TAX RATE CHANGES:

Effective 2024-Q1

Tax Rate Reductions for Positive Rated Employers – Pursuant to New Hampshire state law (RSA 282-A:82) the Trust Fund will maintain a balance of at least \$350 million for the entire quarter. As a result, there will continue to be a 1.0% reduction to the tax rates of positive rated employers (Schedule I) on taxable wages paid during the 1st quarter of 2024.

Reduction of the Inverse Minimum Rate for Negative Rated Employers - Pursuant to New Hampshire state law (RSA 282-A:82-a) the Trust Fund will maintain a balance of at least \$350 million for the entire quarter. As a result, the Inverse Minimum Rate added to the tax rates of negative rated employers (Schedule II and Schedule III) will continue to be 0.5% on quarterly taxable wages paid during the 1st quarter of 2024.

EEOC Lawsuits

Defendant	Claims and/or Settlement
Scripps Clinical Medical Group	\$6.875 million – Age (mandatory retirement age) and Disability
Schuff Steel Company	\$500,000 – Race and National Origin
United Parcel Service	\$150,000 – Disability Discrimination
Children's Healthcare of Atlanta	\$45,000 – Religious Discrimination
Triple Canopy, Inc.	\$110,759 – Religious Discrimination and Retaliation
Omaha Hospitality Group	\$100,000 – Disability Discrimination
Walmart	\$60,000 – Sex Discrimination

USDOL Fines:

Defendant	Claims and/or Settlement
Atlanta United Interiors	\$87,000 for 32 employees denied overtime, misclassified as independent contractors
Rollup Shutters & Awnings, Inc.	\$252,000 in back wages and damages for unpaid overtime over three-year period
Good Cash LLC	\$1 million and back wages and damages for 165 garment workers for unpaid overtime
My Cielo Taqueria in Epping and Rochester NH	\$184,008 in tips, back wages and liquidated damages for 56 employees
Community Health Center of Richmond, Inc.	\$195,000 OSHA retaliation to former employee who reported concerns of risk on in person staff meetings as pandemic grew

HRAGC SHRM® CERTIFICATION STUDY PREP SEMINAR WITH A PRO



Elevate your HR credentials with HRAGC's study prep seminar open to our members, SHRM® affiliate chapter members, their friends and colleagues. HRAGC was recognized as a 2023 SHRM Learning System Champion because of Dr. Painchaud's seminars.

The SHRM® Spring Testing window is May 1, 2024 through July 15, 2024. The **seminar series begins February 23rd** and is designed for maximum preparation. Please register by February 14th to ensure timely delivery of study materials.

For more information or to register, click on Registration Link, or go to <https://hragc.org/SHRM-Certification-Prep-Course>

CATEGORY	Cost**
- Dual Members (SHRM & HRAGC or SHRM & Chapter Affiliate)	\$1,150.00
- HRAGC, or Affiliate Members: HR North, MAHRA, SHRA, GNHRA, RVHRA, GMSHRMA, or GMVSHRMA Chapter Member (Non- SHRM)	\$1,200.00
- SHRM only member	\$1,250.00
- Non-member	\$1,300.00

If you are a current member of the Primex Property & Liability coverage program, please contact Carol Kilmister at Primex (ckilmister@nhprimex.org, 1-800-698-2364), for your scholarship code, prior to registering for this course.





President's Message

We are now in the last half of our fiscal year and want to provide a quick update.

HRAGC continues to provide quality programming with those recertification credits we all look forward to. Our Programs Committee has done an excellent job of lining up presenters for the rest of this year's programs and for several months into the following program year as well. February will be an interesting panel on leveraging resources to assist with talent management.



The Community Relations Committee continues to make an impact in our community and with our membership. Our Finance Committee has enhanced systems to ensure sustainability. The Membership Committee is developing additional resources for recruitment and retention of members. The Marketing and PR Committee is doing an awesome job communicating HRAGC activities and events. Lastly, our Leadership Development Committee (LDC), provides guidance, structure, and resources so our organization continues to flourish. All of our committees are working hard to provide great service to our members. We welcome you to get involved as we need your help to continue all the great work. Reach out to myself, any Board Member, or LDC Committee Member and we will work with you to find the right fit.

