

You won't want to miss our August meeting. Register today!

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Dear Members and Friends,

Summertime Greetings from your President-Elect! I hope you are enjoying the long days of summer and staying out of the heat! We had a very successful double-feature in July with Matt Martinez of Jackson Lewis, presenting on the Trump Administration, Immigration, and the new I-9 and Keri Stewart, CEO of Results 4 Business motivated us all to find the "Balance Between Yes and No" in our lives. Our attendance was up significantly for a summer meeting!

We are gearing up for our 33rd annual Employment Law Update! Our committee is in full swing, preparing for "Navigating HR Through Changing Waters" themed conference coming up Friday September 29th at the Hotel Encanto. Join now as a member and save BIG on the registration cost! [Click here](#) to register now. If your company is interested in sponsorship or exhibiting at our conference, it is an excellent opportunity to get your company's name and products/services out to a targeted audience of around 200 HR professionals and small business owners! Visit our website today to register for the conference and to sponsor / exhibit!!

I recently had the privilege of attending the SHRM Annual Conference in New Orleans in June. WOW! Over 18,000 HR professionals from around the world attended! The keynote speakers each day were phenomenal, inspiring, and got everyone pumped up! The EXPO hall

has hundreds of vendors ready to address whatever your HR needs might be, HRIS systems, benefits, recognition and rewards programs, background check companies, drug testing products and promotional products just to name a few! There were hundreds of concurrent sessions to choose from that cater to the beginning HR professional all the way to the Executive CHRO's. Topics on employment laws, recognition and wellness programs, conducting investigations, and recruiting, retaining and rewarding great employees! The Tuesday night concert – Harry Connick Jr. – FABULOUS! He spoke to the crowd as if we were in a small bar in New Orleans, and his entire brass band trumpeted around the hall playing *When the Saints Go Marching In*.

Action Plan: If you've never budgeted to attend a SHRM Conference, I encourage you to for next year – it will be hosted in Chicago, Illinois. You can also save on registration before July 31st, cost is \$1,095.

In closing - now that summer is quickly coming to a close, it's time once you get the family back to school, to come BACK TO SNMSHRM! It's time to put your professional development at the forefront!!! If you are not a member – join our chapter now! And everyone please register for our August meeting – Mental Illness in the Workplace August 10th presented by Linda Strauss, HR Consultant, SPHR, SHRM-SCP.

Please let any board member know how we can make SNMSHRM your “go-to” place for networking, professional development and most of all, FUN!

Best regards,

Vicki Lusk
SNMSHR

August 10th Chapter Meeting: 11:30 AM- 1:00 PM
Don't Miss This Important Presentation!

Mental Illness in the Workplace

Presented by Linda Strauss, SHRM-SCP, SPHR

This presentation has been pre-approved for 1 SHRM PDC and 1 HRCI credit hour.

What do you do when you suspect performance and behavior issues may be due to mental illness, or when an employee discloses they have a mental illness? Employers must navigate ADA and other compliance issues, concern for the individual, as well as concern for any affected employees, customers, and stakeholders, all while making sure the work gets done.

In this presentation, we will:

- Dispel the stigma of mental illness, an often-treatable medical condition that afflicts 1 of 4 adults (who often get labeled as a "difficult" or "crazy" employee.)
- Understand the challenges managers face when dealing with employees that have, or whom they suspect have, a mental illness, and learn how to help them navigate through this difficult issue with compliance and comfort.
- Get answers to questions many employers don't know how to ask, or don't even know to ask when addressing these issues.
- Learn about the many resources available to employers and employees, as well as when the EAP isn't enough.



Linda Strauss is a Human Resources (HR) professional with over 20 years of experience. As a consultant, Ms. Strauss provides clients with the training, strategic HR programs, coaching, infrastructure, and knowledge necessary to manage employment issues with comfort, confidence and compliance. Ms. Strauss also provides services such as leadership development, coaching, and career advisement to professionals in all industries and levels, preparing them for success in their next steps. In addition, Ms. Strauss delivers keynote speeches and soft skills training including interpersonal and communications skills, and emotional intelligence training, designed to enhance success and engagement in work and life.

Her clients include the U.S. Equal Employment Opportunity Commission (EEOC), Wells Fargo, TempurSealy, as well as other corporate, non-profit, governmental, and individual clients such as PNM, Rodey Law and the NM Municipal League.

Ms. Strauss is a Society for HR Management Certified Senior Professional (SHRM-SCP), a Senior Professional of Human Resources (SPHR), and a Certified Mediator of Workplace Conflict. In addition, she is a certified trainer of the workshop, Becoming the Totally Responsible Person (TRP®), and is certified in Mental Health First Aid. She is an instructor for the University of New Mexico's Anderson School of Business Management where she teaches management, communication, and HR classes to working professionals.

Over her career in corporate HR, Ms. Strauss has specialized in every aspect of HR including training, employee relations, performance management, recruitment, policies and procedures, compliance, benefits, and compensation for corporations in Miami, New York City, and Santa Fe.

Ms. Strauss is a long time member and active leader within the Society for HR Management (SHRM). Since 2006 she has held leadership positions within New Mexico SHRM. She is currently the Director of Awards and Recognition for SHRM New Mexico State Council, and also served as the Director of Workforce Readiness. Ms. Strauss is the recipient of the first SHRM NM Legislative Leadership All-Star award, created to recognize her for her leadership and initiative in the promotion of legislative issues impacting HR and businesses. She served as President of the SHRM affiliate chapter of Northern New Mexico, (NNMHRA) based in Santa Fe, and was the recipient of the chapter's Volunteer of the Year Award. She has also served in the Vice President roles of Programs, Professional Development, Membership, as well as President-Elect and Past President.



[To register and pay for this meeting, please click here to see the event on our website. We look forward to seeing you there!](#)

Don't Miss These Upcoming Meetings!

Here's a sneak peak at our upcoming meetings and events. [Click here](#) to be redirected to the Events page of our website where you can learn more and register!

September 29th - *SNMSHRM Annual Employment Law Update Conference*

October 12th - *Bullying Behaviors* – Diane Coker, Licensed Clinical Counselor

November 9th - *SHRM Foundation Presentation* – Ilene Colina, SPHR, SHRM-SCP – HR Consultant

December 11th - *Installation of 2018 SNMSHRM Board & Chapter Member Appreciation Celebration*

Cast Off with the SNMSHRM Crew!

Register Today for Our Annual Employment Law Update!

Navigating HR Through Changing Waters

HR professionals and business leaders are welcome to attend the 33rd Annual Employment Law Update, hosted by the Southern New Mexico Society for Human Resource Management.

Don't miss this event which not only addresses the latest trends and changes in employment law, but also provides a great networking opportunity and a chance to talk to our fantastic sponsors!

[Watch the details of the event unfold on our website!](#) [Register now](#) to get the best price available for this event. Special rate available for SNMSHRM members! **Remember, if you have not paid your 2017 Chapter dues, you are not a member.** [You can learn more about joining SNMSHRM here.](#)

Sponsorship, Exhibitor, and other opportunities are available. For more information, contact Eldelisa at 575-571-5716 or snmshrmelu@gmail.com.

And now...Check out this article regarding the status of the overtime rule.

<http://www.npr.org/2017/07/26/539438892/labor-department-starts-to-roll-back-obama-overtime-rule>

Join SNMSHRM!

As of 2017, SNMSHRM is no longer a 100% SHRM Chapter. If you have not paid your membership dues to SNMSHRM, you are not a member. You are always welcome at our meetings and events, but you are not eligible for the special member price for registration.

To learn more about membership, access the online registration form, and pay your dues, [click here](#).

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