

Northern Utah Human Resource Association

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NEWSLETTER



Violence, Drugs, Cyberattacks Worry HR in 2019

Workplace violence, marijuana use, data security, leave laws and workforce planning are among the most difficult challenges for employers this year, according to HR professionals.

Forty-five percent of 800 respondents surveyed by online HR resource site XpertHR said preparing for and responding to an active shooter or workplace violence incident is very or extremely challenging.

Conflicting federal and state marijuana laws and efforts to maintain a drug-free workplace are adding to HR's challenges in 2019.

"Nearly two-thirds of the states, plus Washington, D.C., have legalized medical marijuana," said Nathaniel Glasser, an attorney in the Washington, D.C., office of Epstein Becker Green. "Michigan just became the 10th state to legalize recreational marijuana, and New York Gov. Andrew Cuomo has announced his intention in 2019 to prioritize the legalization of recreational marijuana."

Yet the drug is still illegal under federal law; however, courts have concluded that the federal Drug Free Workplace Act does not pre-empt state legalization laws.

XpertHR also found that organizations are worried about cyberbreaches (51 percent), managing mobile devices (41 percent), managing the use of technology and social media while at work (39 percent), and protecting employee information (31 percent).

For more information and access to the full article, please visit SHRM.org.

Upcoming Events

We have most of the year planned out and submitted to HRCI and SHRM for recertification credits. Here's a preview of what the next few months have in store:

- February 21 Luncheon, Jeffrey Denning will present on "Leaders Wanted—The Power of Influence, Professional Behavior, and Moral Leadership."
- March 21 Luncheon, Dave Clark of VillageLingo will present on Cultural Diversity
- April 18 Luncheon, Sarah K. Holt of the United States D.O.L. will present on "Getting it Right—Know your fiduciary responsibilities."

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