



NEWSLETTER

JULY 2016 ISSUE

Inside this Issue

2016 Board Members	1
President's Address	1/2
Upcoming Events	2
Changing Landscape of Parental Leave	3/4
Work Place Flexibility	5/6
Interesting Facts About HR	6

President's Address

Hello, everyone! It seems we got a lot of July weather in June this year! Hope you like the very hot summer so far!

We are gearing up for the 18th Annual NUHRA Golf Tournament. It is on Monday, August 8, 2016. AS usual, we will be at the lovely Wolf Creek Golf Course and Resort in Eden, UT. The day is full of fun, beauty, and of course great golfing! And the cause is a good one – scholarships for the Weber State University HR students. These are all members of the Student Chapter that NUHRA sponsors who have met criteria required to received scholarships. These students are the future of Human Resources. Helping them achieve their goal of being an HR professional while also meeting them in the real world of HR is a great cause. So, if you are looking for a great day of golfing, fun, and helping out the students, joins us on August 8th. The link to register is <http://www.planmygolfevent.com/29537-CopyofNuhraGolf2016>.

You can also find more information on our website at www.nuhra.org.

Cont. page 2

2016 Board Members

- President | Veronica Akers
- President Elect | Alison Evans
- Secretary | Ronda Bateman
- Treasurer | Darrel May
- VP Membership | Steven Maughan
- Communications | Trisha Clark
- Programs | Shauna Greer
- Certification | Kevin Smith
- Hospitality | Ashley Wendt
- Workforce Readiness | Tia Larsen
- Diversity | Christina London
- Legislative Representative | Jesse Oakeson
- Public relations | Kathy Hammerle
- Foundation Liaison | Stacey Comeau
- Student Liaison | Pat Wheeler
- Student President | Curtis Waite
- Golf Committee Chair | Shawn Choate
- Past President | Crista Sanchez

AFFILIATE OF



SOCIETY FOR HUMAN RESOURCE MANAGEMENT



Upcoming Events

July Luncheon

July 21st @ 11:30 a.m.
Jeremiah's Restaurant
1307 W 1200 S, Ogden

Public Speaking for the HR Professional

Presenter | Matt Garner

.....

August 2016 Golf Tournament

August 8th
3900 N Wolf Creek Dr.
Eden, UT 84310

This event raises scholarship money for Weber State University students. Check the NUHRA website for registration info

.....

Utah Crossroads Conference

September 27-28
Davis Conference Center
1651 N 700 W
Layton, UT 84041

<http://utahcrossroadsconference.org>

Or visit www.nuhra.org for more information

President's Address Cont.

We had a great meeting that was very well attended in June. We listened to Joe C. Tate speak on Legal Challenges for HR Professionals.

It was very informative and interesting. In July we look forward to hearing from Matt Garner who will be speaking on Public Speaking for the HR Professional. We can all use this information!

Hope to see you at the July meeting!

-Veronica Akers
NUHRA President



The Changing Landscape of Parental Leave

By Kevin Green

Kevin is an attorney with Mountain West-regional law firm, Fennemore Craig, practicing in employment and labor relations and representing clients in litigation before state and federal courts.

According to a recent study, the United States is the only industrialized nation in the world that does not require private sector employers to provide paid parental leave for employees. That same study concluded that the United States is one of only three countries in the world that does not mandate paid parental leave. The other two countries are Suriname and Papua New Guinea.

In the absence of generally applicable federal law mandating paid parental leave, a patchwork of paid leave laws is developing at the state and municipal levels. For instance, California, New Jersey, New York, and Rhode Island have enacted laws that permit employees to obtain compensation during periods of family or medical leave. The city of San Francisco also has passed an ordinance that will require certain employers to provide some compensation for employees who take leaves of absence to bond with a new child.

The Family and Medical Insurance Leave Act

Although the federal government has yet to enact a generally applicable paid parental leave law, there has been movement on this issue at the national level. President Obama famously issued [Executive Order 13706](#) in September 2015, thereby requiring that certain businesses that contract with the federal government provide employees with up to 7 days of paid sick leave, including paid family leave.

Earlier that year, in March 2015, federal legislators introduced the Family and Medical Insurance Leave Act (FMLA). The House Bill proposing this legislation—H.R. 1439—was referred to the House Ways and Means Committee but has never been brought up for a vote. Depending upon the outcome of November 2016 elections, however, the FMLA—or similar legislation—may obtain more vigorous traction than it has experienced to date.

If passed, the FMLA would provide workers with up to 12 weeks of partial pay while taking leave to address any number of several conditions, including birth or adoption of a child. The compensation provided under the FMLA would equal up to 66% of an employee's monthly wages, and the FMLA would apply to all workers. Funding for this benefit would be derived from a new 0.2% payroll tax, but benefits would be paid by the federal government, not by employers directly.

EEOC Guidance on Pregnancy Discrimination and Related Issues

On June 25, 2015, the EEOC issued its Enforcement Guidance on Pregnancy Discrimination and Related Issues (Guidance). The EEOC's Guidance discusses a panoply of federal laws that touch on pregnancy, childbirth, and pregnancy-related conditions, including the Pregnancy Discrimination Act (PDA),

Parental Leave cont.

the Americans with Disabilities Act (ADA), and the Family and Medical Leave Act, among others.

The general thrust of the EEOC's Guidance is that pregnant employees are entitled to accommodation for pregnancy-related conditions under both the PDA and the ADA. According to the Guidance, employers must treat employees with pregnancy-related health conditions the same as for all employment-related purposes as other employees who, although not pregnant, are similar in their ability or inability to work.

Although much of the EEOC's Guidance focuses legal requirements and best practices for addressing the needs of pregnant employees in the workplace, the Guidance also discusses the interplay of these mandates and parental leave policies. Specifically, the Guidance indicates that employers subject to Title VII of the Civil Rights Act of 1964 (Title VII) must carefully evaluate their parental leave policies to ensure that they do not provide greater parental leave benefits to women than to men. Such differential treatment may provide the basis for a claim of sex discrimination.

Fortunately, the Guidance provides practical analysis for employers. The EEOC's Guidance establishes that, under Title VII, it is permissible for an employer to provide leave for pregnancy, childbirth or related medical conditions only to women affected by those conditions. Put differently, because men do not deal with the physical effects of pregnancy and related conditions, under Title VII, it is permissible for

employers to limit leave for these conditions to female employees.

If, however, employers offer additional time to new mothers beyond the period for recuperation from childbirth—i.e., to provide time to bond with or care for an infant—an equivalent amount of leave must be provided to new fathers for the same purpose.

For this reason, employers who have adopted parental leave policies must be certain to clearly distinguish between permissible leave that is related to the physical limitations imposed by pregnancy or childbirth and parental leave that is permitted for other purposes.

Businesses may continue to provide more time off to new mothers than new fathers, but only if the additional leave is permitted to enable women to recover from the physical conditions associated with pregnancy and childbirth.

Notably, the EEOC Guidance does not take any position on whether parental leave must be paid or unpaid. However, if an employer offers paid leave to new mothers for periods of leave that are not attributable to the physical toll of childbirth, paid leave must be made available to new fathers on similar terms and conditions.



Experts Say Workplace Flexibility Should Be Strategy, Not a Perk

By Aliah D. Wright

Aliah is an online editor and manager for SHRM.

Organizations should stop looking at workplace flexibility—which includes telework—as a benefit, perk or accommodation, and instead start looking at it as a strategic way of attracting, retaining and engaging employees, according to experts at a recent workplace flexibility conference.

That was true 16 years ago, when the Boston College Center for Work & Family conducted a study on telecommuting, and it's true now, said Jennifer Sabatini Fraone, the college's associate director of marketing and communications. Fraone was part of a panel discussion at the Telecommuting, Remote, and Distributed (TRaD) Works Forum in Washington, D.C., where speakers presented research outlining the growth and benefits of telework and workplace flexibility. Fraone said that in order to “make implementation of a flexible work program successful and embed that into the fiber or culture of an organization,” companies should train managers on how to lead flexible and remote teams. She said fewer than 22 percent of companies do this, even though research shows that training managers on how to manage employees who work offsite has a great impact on the success of a workplace flexibility program.

Telework Statistics

Rose Stanley, a senior practice leader at WorldatWork, said that a recent study of HR

professionals found that allowing employees to telework on an ad hoc basis was the “No.1 form of telework.” Some 85 percent of employers allow telecommuting on an ad hoc basis, 82 percent allow flexible scheduling and 82 percent allow workers to work part time.

A news release on the study, Trends in Workplace Flexibility, sponsored by WorldatWork and FlexJobs, stated that “more than two-thirds of managers (67 percent) offer flexibility to all or most of their employees at their own discretion.”

“While many managers still find it difficult to estimate the productivity of teleworking employees, 48 percent believe teleworkers are equally as productive as in-office employees,” the WorldatWork study revealed.

Conference speakers said other statistics consistently show that allowing telework and workplace flexibility results in decreases of absenteeism and turnover—and increases in productivity and performance. Additional advantages include reducing employees' work/life balance conflicts and companies' real estate costs.

“Offices are vacant 60 to 70 percent of the time,” said Kate Lister, president of Global Workplace Analytics. “The employees have already left the building and whether they are nine feet, nine floors

Interesting Facts About Human

By Salvo Global – Event Management Company

Did you know that before Human Resources Management was introduced, there was only Personnel Management? According to Creative HRM, 'Personnel Management' was only concerned with basic HR functions such as handling employees' files and keeping files and processes compliant with the legislation. Because of the increased competition in the market, it later on evolved into what we now know as 'Human Resources Management', which is a more multi-faceted field.

Based on recent findings, here are some interesting facts.

Human Resource managers believe that **TUESDAY** is the most productive day of the week.

(Source: Business News Daily)

22% of new hires leave their jobs **WITHIN 45 DAYS** of being hired.

(Source: Proliant)

33% of 2000 surveyed bosses indicated they know **WITHIN THE FIRST 90 SECONDS** if they will hire that candidate

(Source: Proliant)

An industry-wide study of over 2,500 people found that 55% of workers would **TAKE LESS MONEY TO HAVE MORE FUN AT WORK**

(Source: Intuit)



Workplace Flexibility cont.

or nine time zones away, they're working virtually. You don't get up to go talk to the guy 10 cubicles down," she pointed out, "because it's easier to e-

mail." Companies need to "get over" allowing employees to work remotely.

"Eighty percent of people want to telework; 50 to 65 percent hold a job that could be done remotely at least half of the time," Lister added.

Conference speakers said successful telework programs are those in which:

- Senior managers embrace telework as a strategy and an essential element of organizational success.
- The program is informal, meaning that employees don't have rigid requirements on when they need to be in the office.
- Employers measure whether work is getting done and not the amount of time people spend in the office.
- Employees feel free to request telework.

"If they don't feel that comfortable asking for it, then you don't have a culture that embraces it," Stanley said.