



September 2023

NUHRA Newsletter

www.nuhra.org

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President's Address

Hello NUHRA Members!

We've reached the time where we seemingly get a long break from monthly meetings. In August, we had our golf tournament and in September, the state holds its annual conference, the Work Elevated Conference, or WECon.

We are pleased that for the first year in many years (or maybe even ever) the state has chosen to hold its conference in Ogden. Many of you have chosen to volunteer to help this conference run smoothly. Thank you! Let's show them how we do things.

We hope to see you at the conference.

Jonathan Katseanes
2023 NUHRA President



Work Elevated Conference

We hope to see you there!

September 25-27, 2023

Eccles Conference Center
Ogden, Utah
<https://weconutah.com/>



If you've already registered, don't forget about the Treasure Hunt!

Read the official rules and register to play at: <https://weconutah.com/treasurehunt/>

How to Play

- 1 Register for the Work Elevated Conference.
- 2 Click the button below and solve the clues. For each clue you answer correctly, you will receive an additional entry into the Treasure Hunt.
- 3 The winner will be selected by random drawing on September 25.

Upcoming Events

Work Elevated Conference (WECon)

Dates: September 25-27

Location: Eccles Conference Center, Ogden

<https://weconutah.com/>

Please register using the link above. This event is not included in your NUHRA membership.

Ask an Attorney

Date: October 10

Time: 8:00 – 9:00

Location: Zoom

Join us for our quarterly ask an attorney event on Zoom. Remember, this is a members-only benefit. If you have questions you'd like to ask, please email a board member.

October Luncheon

Date: October 19

Time: 11:30 – 1:00

Location:

Courtyard Marriott
1803 Woodland Park Dr.
Layton, UT 84041

And Zoom!

Join us as we hear from Syne Jacques from Jacques and Associates and the Retention Revolution.

This presentation will be submitted to HRCI and SHRM for credit.

Please RSVP by Oct. 16.

NUHRA 2023 Calendar

<p>September 25-27 WECon</p>	<p>October 19 Meeting 11:30 – 1:00</p>	<p>November 16 Meeting 11:30 – 1:00</p>
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see calendar items in detail:

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Pay Transparency

Below, you'll find one of the questions of the week featured by Mineral, a top-rated HR and compliance platform. <https://trustmineral.com/>

Question: What is pay transparency, and how does it help employers? Answered by the HR Experts

Pay transparency refers to sharing information about pay with applicants, employees, and possibly the entire world. While some states and localities require that employers include a pay range with job postings, many employers now choose to do this on their own to stay competitive. But pay transparency can be taken much further. Employers that really want to commit to the project will often share pay ranges for positions or job types with their entire organization.

While being transparent about pay may feel uncomfortable, and may not go smoothly at first, it does have advantages. First, it saves time during the recruitment process. By disclosing compensation up front, typically in the job posting, employers discourage people who wouldn't accept the salary offer from ever applying. Second, pay transparency on job postings has been shown to increase the number of applicants significantly. Many job seekers are unwilling to apply for positions that don't indicate a pay range, and others will value the transparency for what it says about the organization. Third, it encourages compliance with equal pay laws by essentially forcing employers to choose and stick with a logical pay range for a position, at least on a going-forward basis. Finally, internal pay transparency, like sharing position pay ranges with the entire company (not each person's individual wage rate), can reduce pay paranoia and gossip while also enabling employees to see what they can look forward to as they advance in their career.

Follow Up

What is your experience with pay transparency?

Have you ever implemented any pay transparency initiatives or policies? Were they successful?