



# CVHRMA NEWS



HR Success at CVHRMA

February 2007

## Race and Sex Discrimination, Retaliation Most Frequently Filed

WASHINGTON - The U.S. Equal Employment Opportunity Commission (EEOC) last year received a total of 75,768 discrimination charges against private sector employers, the first increase in charge filings since 2002, the federal agency reported today as part of its Fiscal Year 2006 data.

The year-end statistics, available online at <http://www.eeoc.gov/stats/enforcement.html>, show that charges based on race (27,238), sex (23,247), and retaliation (22,555) were the most frequent allegations, as in past years. Other frequently cited charge bases were disability (15,625), age (13,569), national origin (8,327), and religion (2,541). All charge categories edged up from FY 2005, with the exception of age and equal pay. Individuals may allege multiple types of discrimination in a single charge filing.

Additionally, 12,025 sexual harassment charges and a record 4,901 pregnancy discrimination charges were filed with the EEOC and with state and local Fair Employment Practices Agencies combined. A record 15 percent of sexual harassment charges were filed by men.

"These figures tell us that discrimination remains a persistent problem in the 21<sup>st</sup> century workplace," said EEOC Chair Naomi C. Earp. "The Commission continues to work closely with our stakeholders to implement new strategies to stop discrimination before it starts. We are striking a vital balance between outreach and education on one hand, and enforcement and litigation on the other."

The FY 2006 data also show that the EEOC:

- Resolved 74,308 private sector charges, with a historically high merit factor rate of more than 22 percent (representing favorable outcomes for charging parties). A record 8,201 cases were resolved through voluntary mediation.
- Conducted a record 5,628 outreach, education and technical assistance

*(con't on back page)*

## CVHRMA Student Chapter News

The CSU Stanislaus HR Games team met in a private match with Fresno State University, Sunday, February 4th. This was a rare event where the 2005 National Champions met with the 2006 National Champions to test their HR games skills. The 2007 California HR Games will be held in Fresno on February 23-24th where CSU Stanislaus will defend their 2006 California Championship title. CSU Stanislaus had 5 students pass the PHR in the Winter of 2007, a number that puts them in the top 10 for universities with students passing the PHR exam.

## MEMBERSHIP RENEWALS

Don't forget to renew your membership. For past members, the yearly membership fee is \$35.00, regardless of when you renew. If you are a national SHRM member, the fee is only \$25.00. We do not have corporate memberships, but CVHRMA will allow the transfer of an individual membership to another person for the remainder of a year if you sign up and then move out of our area. Membership fees for new members are prorated over a 12 month period meaning that new members just pay for the months they are CVHRMA members during the first year.

## The 2007 Board

If you have questions, comments, suggestions, needs, or desire to volunteer, contact a board member.

Lynn Clay ~ President

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## WEBSITE JOB POSTINGS

The website is now posting jobs for free for all CVHRMA members. For non-members, the price is \$30 for a 30 – day posting. The website has a feature that allows a CVHRMA member and/or company representative to email their jobs for posting.

## Upcoming Luncheons

- February 21, 2007 David Becker, Safety Officer of Stanislaus County "Disaster Preparedness"
- March 21, 2007 Colleen Rhodes, Senior Deputy District Attorney for Stanislaus County "Worker's Compensation Fraud"
- April 18, 2007 Art Tharpe, Regional Director of California Association of Employers "HR's Role in a Hiring Freeze"



## CVHRMA News (con't)

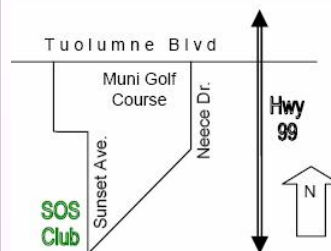
events nationwide, reaching more than 300,000 people. Approximately 1,000 events were held under the Youth@Work Initiative to promote positive first work experiences for young adults. Other national outreach efforts included the Freedom to Compete Initiative and the New Freedom Initiative, and programs focused on EEOC-enforced laws, mediation, and small business.

- Recovered a total of approximately \$274 million in monetary relief for charging parties: \$44 million through litigation and \$230 million through administrative enforcement, including mediation. Additionally, the agency obtained substantial non-monetary relief, such as employer training, policy implementation, reasonable accommodations, and other measures to promote discrimination-free workplaces.
- Filed 371 merits lawsuits (direct suits, interventions and other enforcement actions), including 137 cases involving multiple aggrieved parties or victims of discriminatory policies. Significant injunctive and remedial relief was also achieved through litigation settlements, jury verdicts and court rulings.

"In 2006, the Commission made visible progress in advancing equal employment opportunity, yet much work remains," Chair Earp said. "Our challenge in 2007 is to make the most effective and efficient use of agency resources to foster fair and inclusive work environments for all individuals."

The EEOC enforces federal laws prohibiting employment discrimination. Additional data and

Directions to the SOS Club  
819 Sunset Ave  
Modesto, Ca



## Laughs and Horror Stories

### E-mail one

Attention: Human Resources

Joe Smith, my assistant programmer, can always be found hard at work in his cubicle. Joe works independently, without wasting company time talking to colleagues. Joe never thinks twice about assisting fellow employees, and he always finishes given assignments on time. Often Joe takes extended measures to complete his work, sometimes skipping coffee breaks. Joe is an individual who has absolutely no vanity in spite of his high accomplishments and profound knowledge in his field. I firmly believe that Joe can be classed as a high-caliber employee, the type which cannot be dispensed with. Consequently, I duly recommend that Joe be promoted to executive management, and a proposal will be executed as soon as possible.

Regards,  
Project Leader

### e-mail two

Attention: Human Resources

Joe Smith was reading over my shoulder while I wrote the report sent to you earlier today. Kindly read only the odd numbered lines [1, 3, 5, etc.] for my true assessment of his ability.

Regards,  
Project Leader

## Fall Workshop

The CVHRMA Board is starting to plan for our Fall Workshop. Last year we were able to get the Workshop approved for CEU's. Any input from members on speakers, vendors, and any thing else related to the Fall Workshop would be greatly appreciated. Please send comments to Lynn Clay at [Ldclay@tid.org](mailto:Ldclay@tid.org)

## Upcoming Conferences

- SHRM's 59th Annual Conference & Exposition, June 24-27, 2007. Las Vegas, Nevada. Online registration at: [www.shrm.org/conferences/](http://www.shrm.org/conferences/)

## Advertisement

For the month of February our sponsor is New York Life:



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