

Greetings from the CVHRMA Government Affairs Director!

2009 California Legislative Calendar

The new calendar year means a new California legislative calendar. January 30, 2009 was the last day to submit bill requests to the Office of Legislative Counsel. And February 27 is the last day for bills to be introduced. After that, we'll start tracking important HR legislation. If you're interested in working with me on Government Affairs to track legislation, talk with legislators, or even visit legislators in Sacramento, let me know by email (jdebacker@wendel.com) or in person at a meeting!

SHRM Advocacy in Washington D.C.

Are you a member of SHRM? If so, please take about five minutes this month to complete SHRM's online HR Advocacy Questionnaire. Once you've logged in (with your membership information) to the SHRM website (www.shrm.org), go to the "Advocacy" section (in the far right of the menu - the word is in dark blue). From the Advocacy web page, you'll be able to click on the link for the Questionnaire. (You may also be able to go there directly, if you're already signed in at SHRM, here:

http://www.shrm.org/Advocacy/GovernmentAffairsNews/HRIssuesUpdatee-Newsletter/Pages/020609_2.aspx

Per SHRM, the information obtained from the questionnaire will be used solely to support SHRM's Government Affairs advocacy efforts on Capitol Hill and in state legislatures. It will not be used for solicitation purposes or shared with any other organization.

Lilly Ledbetter Act

On January 29, 2009, President Obama signed the first law of his administration - the Lilly Ledbetter Fair Pay Act (P.L. 111-01). The Ledbetter Act overrules the U.S. Supreme Court's May 2007 decision in *Ledbetter v. Goodyear Tire & Rubber Co.*, in which the Court held that the 180-day time limit for filing a charge under Title VII of the Civil Rights Act starts after the alleged unlawful employment action, and does not re-start upon receipt of each successive paycheck. Key provisions of the new Lilly Ledbetter Fair Pay Act include:

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The 2009 Board

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

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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/Events

- Topic: Managing Immigration Risk in Uncertain Times"
- Speaker: Jephtha Evans from McCown & Evans
- Info:
 - 2/18/09
 - 11:45am - 1:30pm
 - Sportsman of Stanislaus



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- Changes statute of limitations — The Ledbetter Act makes the issuance of a paycheck a potential discriminatory action. By making the time clock re-start each time an employee receives a paycheck (or when a retiree receives an annuity check), the Ledbetter Act allows individuals to bring discrimination claims many years after an alleged act of discrimination occurred.
- Expands the potential field of plaintiffs — The Ledbetter Act allows an employee who was discriminated against and other individuals who were “affected” by an act of pay discrimination, including spouses, children, close family members, and potentially others, to file suits over an employee’s pay.
- Amends other civil rights statutes — The Ledbetter Act will extend the statute of limitations for filing claims for all protected classes of employment law, including gender, age, color, disability, race, religion and national origin.
- Retroactive effective date — The Ledbetter Act takes effect as if enacted on May 28, 2007 (the day of the Ledbetter court decision) and applies to all pay discrimination claims pending on or after that date.

Looking for a Job?

CVHRMA lists HR related jobs every month on our website. Click on the link below to check them out!

www.cvhrma.org/latestjob.html

Post your Resume

CVHRMA lists Human Resource Professionals that are looking for a career in Human Resources. Resumes are updated every month on our website. Click on the link below to check them out!

<http://www.cvhrma.org/postresume.html>

PHR/SPHR Study Sessions

If any CVHRMA member is interested in conducting PHR/SPHR study sessions, please contact Marcus Wirowek. CVHRMA would be able to supply all of the study material for the exam.

Any questions, please feel free to contact Marcus Wirowek.

Laughs/Horror in HR

Top ten hints that it is going to be a long day in HR:

1. “See? Nothing in the employee handbook about rattlesnakes.”
2. “Will this interview take long? My arraignment is at ten.”
3. “So what? I bit the guy. It’s not like I have rabies.”
4. “If you had my manager, you’d drink on the job, too.”
5. “You’re kidding. That’s harassment?”
6. “There’s five bucks in it for you if that write-up disappears.”
7. “Is this drug test, like...hard?”
8. “Job history? My school didn’t offer that class.”
9. “Of course you can’t see him. He’s invisible!”
10. “I’d like to introduce myself with a little song.”

[Directions to the SOS Club](#)

[819 Sunset Ave](#)

[Modesto, Ca](#)

