

Nuts and Bolts of Documentation

By [Jason Hedge](#) Sponsored by INTERWEST

Presented by Bonnie Salyer, SHRM-SCP, SPHR and Clark Malak, JD, MA, SPHR

How organized are your HR files?

What is in there that shouldn't be?

What documents aren't there and are missing?

If you aren't 100% sure your HR files are in order, you need to be at this training!

Bonnie and Clark will expertly walk you through the steps to know what should and what shouldn't be in the files. They will also help you create a retention plan so that you will know you can eliminate old (and maybe incorrect) files legally.

With lunch included, this is a great way [...read more](#)

From: [Nuts and Bolts of Documentation](#)



Contractor Apocalypse: California Supreme Court Adopts Broad New Misclassification Test

In a groundbreaking decision, the California Supreme Court adopted a new legal standard today that will make it much more

difficult for businesses to classify workers as independent contractors, drastically changing the legal landscape across the state. The decision will directly affect the trucking and transportation industry because the workers involved in the case were delivery drivers, but also has the potential to affect nearly every other industry—including the emerging gig economy. Specifically, the court adopted a new standard for determining whether a company “employs” or is the “employer” for purposes of the California Wage Orders. [Read more...](#)

2018 California Labor Law Updates

There is a whole new batch of regulations coming our way for California in 2018! Are you ready?

Here are a few of the labor laws that will be changing that could impact you:

- Immigration enforcement visits
- “Parental Leave” for mid-sized employers
- Ban the box bill
- Salary history prohibition
- Equal pay
- Harassment training and poster
- General contractor liability increases
- Minimum wage increase

Download the California State Council of SHRM – [California Update](#) now.

Kids Steal the Show, Lend New Meaning to 'Work/Life Balance'

When an international relations expert's BBC interview in his home office was interrupted by his children, it was a hilarious reminder about the challenges of working remotely.

[...read more](#)

From:: [Kids Steal the Show, Lend New Meaning to 'Work/Life Balance'](#)



Gender Pay Gap Transparency Act: A Push for Equality or a Waste of Time?

Gov. Jerry Brown soon will decide whether California's big businesses must reveal salary data for male and female employees, a move supporters say will help resolve women's entrenched pay inequity, but that critics argue would publicly shame businesses. [...read more](#)

From:: [Gender Pay Gap Transparency Act: A Push for Equality or a Waste of Time?](#)



Calif. Harassment Training May Add Gender Identity and Sexual Orientation

The California state legislature has approved a bill that would expand required training for supervisors to prevent sexual harassment to include gender identity, gender expression and sexual orientation. Employment attorneys told SHRM Online that Gov. Jerry Brown will likely sign the bill.

[...read more](#)

From:: [Calif. Harassment Training May Add Gender Identity and Sexual Orientation](#)



10 Branding Commandments for HR Leaders

What would your HR superhero name be? Queen Commonsense, Captain Awesome, Fair Man, The Friendly Enabler? Author and keynoter Kaplan Mobray asked that question of the SHRM Leadership Development Forum as he led them through his 10 principles for building a personal brand. [...read more](#)

From:: [10 Branding Commandments for HR Leaders](#)



Executive Who Says She Was Falsely Promised Equity in Company Cannot Proceed with Lawsuit

A former distillery president who claimed that she was induced to leave a higher paying job with false promises of equity in the business and later was terminated lost her claims. [...read more](#)

From:: [Executive Who Says She Was Falsely Promised Equity in Company Cannot Proceed with Lawsuit](#)



Employee Challenges Change in Duties After FMLA Leave

□A former school district employee may proceed with his claim that the district interfered with his Family and Medical Leave Act (FMLA) rights by failing to place him in the same position after he returned from leave. [...read more](#)

From: : [Employee Challenges Change in Duties After FMLA Leave](#)



Northstate SHRM Receives Prestigious SHRM Award for Advancing the HR Profession



Northstate SHRM Receives Prestigious SHRM Award for Advancing the HR Profession

REDDING, CA, April 14, 2016 – The Society for Human Resource Management (SHRM) recently awarded Northstate SHRM its prestigious EXCEL Gold Award for the chapter's accomplishments in 2015.

The award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters and councils' activities with SHRM's aspirations for the HR profession. The

award recognizes accomplishments and strategic activities and initiatives that enhance the human resources profession.

“SHRM rewards chapters and councils that demonstrate a strong commitment to advancing the human resources profession through service to the community, local networking and professional development activities,” said Henry G. (Hank) Jackson, president and CEO of SHRM. “Advancing the HR profession is at the heart of what SHRM does and CalSHRM’s work this year helps us further showcase that mission.”

The EXCEL award can be earned at four levels: bronze, silver, gold and platinum, and each level has a prescribed set of requirements and accomplishments that have to be met. Northstate SHRM will receive recognition in SHRM publications and conferences, a certificate of recognition, and a special banner to display at its meetings and events.

Northstate SHRM seeks to continue to engage and enlighten the HR professional and promote positive recognition of the HR community. For over 30 years Northstate SHRM has been equipping leaders in business in the northstate.

For more information on the award visit www.shrm.org/communities/volunteerresources/resourcesforchapters/pages/award_info.aspx.

Media: For more information, contact Terri Hill, President of Northstate SHRM at president@NorthstateSHRM.org.

About the Society for Human Resource Management

Founded in 1948, the Society for Human Resource Management (SHRM) is the world’s largest HR membership organization devoted to human resource management. Representing more than 275,000 members in over 160 countries, the Society is the

leading provider of resources to serve the needs of HR professionals and advance the professional practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates. Visit us at shrm.org and follow us on Twitter @SHRMPress.