

August 2013
Issue 2013-3



PAHRA NEWS



Piedmont Area Human Resource Association
<http://piedmontareahra.shrm.org>

SC SHRM State Conference September 25-27, 2013
Early Bird conference registration is \$300 up until August 30.

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It's Coming!

NEXSEN | PRUET



Presents:

**19th Annual
South Carolina SHRM State Conference**

September 25-27, 2013
Hilton Resort, Kingston, Myrtle Beach, SC

"Communication is the Key to Success!"

Registration is Now Open!

Go to register for the conference:

<http://events.constantcontact.com/register/event?llr=qrivt9cab&oeidk=a07e7dxwkc3bf1ecff>

Pre-Conference Workshop- SC SHRM Strategic Academy

Wednesday, September 25: 8:00 a.m. to 4:30 p.m.
Leadership Coaching: A Strategic Advantage



Leading People.
Leading Organizations.

Join Today

SHRM MEMBERSHIP means: On demand resources right at your desk...

Are you making the most of your SHRM Membership?



Featured Benefits

- Two NLRB Nominees Withdrawn, Two New Ones Nominated
- Video Depositions Usher in New Era of Courtroom Evidence
- Supervisors Are Not Immune from Liability

HR Q&As



Quick answers to frequently asked questions

Samples



Don't reinvent the wheel!
Forms, job descriptions, policies, RFPS, more

Research/Survey Findings



Be in the know! Latest data and results

Legal Issues



Stay up-to-date! Federal, state and local law resources

Professional Development



Expert instruction on current HR topics

Toolkits, Templates & Tools, Communities, Webcasts & more!

May 2013 SHRM News: South Carolina becomes the first in the nation to have 100 percent of its counties approved for the groundbreaking workforce readiness initiative created by ACT, the college assessment and testing group. Read full article at:

<http://www.shrm.org/about/news/pages/scshrm-statecouncil-workforcereadiness.aspx>

AUGUST PAHRA Program

Domestic Violence in the Workplace:
Resources for Human Resources Professionals

Featured Speaker:
Alice Hodges, Executive Director of Meg's House

Tuesday, August 13, 2013
Piedmont Technical College
James C. Self Conference Center, Room 219C
11:45am-1:00pm lunch included

Cost: \$10 Members \$15 Non- Members



[Click here to RSVP](#)

Approved 1 General HRCI re-certification credits

Become a Member!

Benefits of membership in PAHRA:

- Monthly lunch meetings with excellent networking opportunities
- Access to HR seminars and workshops offered locally
- Connections with HR professionals recruiting for HR positions
- HRCI certification credits for PAHRA pre-approved programs
- Involvement in local, state, and federal grassroots activities/initiatives
- Access to training and preparation resources toward PHR or SPHR certification
- Regular labor law updates from General Counsel

Contact [Casey Tompkins](#) for more information.

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Practice Areas Attorneys About Us News & Events **Publications** Offices Care

Two Supreme Court Rulings Improve Employer's Ability to Defend Against Harassment, Retaliation Claims

July 25, 2013

On June 24, 2013, the U.S. Supreme Court handed down two critical decisions regarding Title VII of the Civil Rights Act, which improve an employer's ability to defend against employee claims of harassment and retaliation.

Vance v. Ball State University: Who's the Boss?

Employers face Title VII liability when an employee is subjected to workplace harassment, and there is a sufficient connection between the harasser and the employer. *Burlington Indus. v. Ellerth*, 524 U.S. 742, 754-55 (1998); *Harris v. Forklift Systems, Inc.*, 510 U.S. 17, 21 (1993). This connection is automatically established if <http://www.nexsenpruet.com/publications-739.html>

Sponsorship Opportunities Available

Meeting and Newsletter sponsorships are available. For more information visit us on our website: <http://piedmontareahra.shrm.org/sponsorship>



Visit PAHRA on Facebook!



A brief glance at 2013 Spring programs:

April 2013: Mark Warner, Chief Executive Officer of Greenwood Partnership Alliance

Mark presents update on economic development in Greenwood County including the four “hot list” projects with the potential to create 590 jobs. The Partnership’s strategic plan: Recruit new employers, Support existing employers with expansion and retention, Maximize Greenwood County project offerings, Talent development, recruitment and retention, and Identify long term tax and economic development relationships.

President Angie Simpson presides over the meeting; 18 attendees present; Announcements include: SC DEW Job Fair on April 24, SHRM Certification offered at PTC, SHRM Scholarship money available, Door prizes awarded and a short Board meeting following the meeting.

May 2013: Idaly Partridge, Career Development Services with Goodwill Industries Bill Jenkins, Privacy Officer with The County Bank Pam Lytch, Work Based Learning with G. Frank Russell Career Center

- Idaly presents an overview of the many services offered by Goodwill Industries, the newest location being here in Greenwood. These include Job Connections-employment services and training centers; Work-Readiness workshops-counseling and career development, public training programs, senior employment referrals and ex-offender placements; Community Agency connection- training and meeting rooms available; Custodial and Grounds services; Contract services and Food Services catering. In 2011-2012 Goodwill had served over 38,000 persons through their employment services and placed over 7,000 individuals in jobs. Informational sessions are held every Friday at 9:00am at the Greenwood location.
- Bill Jenkins presents “ Protecting Your Identity after the SC DOR Breach”. Bill cautions attendees to take enough steps to minimize the risks after the breach and to safeguard personal and business data going forward: Sign up for free credit reports (along with your dependents); Consider security freeze on credit reports; Review your credit report annually at www.annualcreditreport.com, which is the only legitimate ‘free’ check; Use available tools to monitor accounts; Have layered security on PC’s with firewalls and anti-virus protection; Keep software updated and Use complex passwords. For our businesses: Utilize fraud monitoring through Dun & Bradstreet; Implement dual control and Make the most of online banking.
- Pam Lytch presents information about the Youth Apprenticeship program at Greenwood District 50’s G. Frank Russell Career Center. The program offers junior and senior students an opportunity to gain business experience by working three hours per day at local businesses. Several PAHRA employers have participated in the program. Experience counts as school credit and students work for minimum wage. If interested contact Pam at 864-941-5750 or at lytchp@gwd50.org.

President Angie Simpson presides over meeting; 22 attendees present; Announcements include: National SHRM membership discounts available; SC SHRM State conference to be in September at Myrtle Beach, sponsors and exhibitors needed- contact Angie with information; G.A.T.E. program offered at PTC in June; Nexsen Pruet’s Quarterly Breakfast Briefing to cover Background Checks and Paid vs Unpaid Internships; Door prizes awarded.

June 2013: Jamie Hedgepath, Member, Nexsen Pruet Attorneys and PAHRA Legal Counsel

- Jamie tested the skills of attendees with “Who Wants to be an HR Professional”. This program provided knowledge on issues that HR professionals and managers face on a daily basis. Topics included medical information privacy, discrimination, individual rights of employees, wage and hour law and employee benefit plans & ERISA.

President Angie Simpson presides over meeting; 15 attendees present; No meeting in July.

Submitted by Janet Harris Still, Secretary

December 1st, 2013 Training Requirements for the Revised Hazard Communication Standard

OSHA revised its Hazard Communication Standard (HCS) to align with the United Nations' Globally Harmonized System of Classification and Labeling of Chemicals (GHS) and published it in the Federal Register in March 2012 (77 FR 17574). Two significant changes contained in the revised standard require the use of new labeling elements and a standardized format for Safety Data Sheets (SDSs), formerly known as, Material Safety Data Sheets (MSDSs). The new label elements and SDS requirements will improve worker understanding of the hazards associated with the chemicals in their workplace. To help companies comply with the revised standard, OSHA is phasing in the specific requirements over several years (December 1, 2013 to June 1, 2016).

For more information visit <http://www.osha.gov/dsg/hazcom/index.html>

For assistance, contact us. We can help. It's confidential.



U.S. Department of Labor
www.osha.gov (800) 321-OSHA (6742)

LIVE at PTC Greenwood: SHRM Learning Systems Exam Prep Course

This is just one last reminder about the SHRM Learning System course that is coming up here at Piedmont Tech next month in case you or someone you know is interested. I currently have only three spots remaining.

Class will begin August 26 and will run through December 2 – Mondays from 6-9PM on the Greenwood Campus. Class will not meet September 2, October 21, or November 25.

Instructor will be Brent Parris from Eaton Hydraulics.

Cost is \$995 and includes materials. To register, call at 864-941-8400.

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We're on the Web!

See us at:

<http://piedmontareahra.shrm.org/home>

PAHRA Board Members

President:	<u>Angie Simpson</u>	County Bank
Past Pres/Webmaster:	<u>Toya Davis</u>	Piedmont Technical College
Treasurer:	<u>Pam Yates</u>	County Bank
Secretary:	<u>Janet Still</u>	Greenwood Genetic Center
Membership:	<u>Casey Tompkins</u>	Staff Source
Diversity:	<u>Brian Brewer</u>	Burton Center
Education:	<u>Debbie Smith</u>	SPF USA
Public Relations:	<u>Kassie Hall</u>	Piedmont Technical College
Legislative:	<u>Boo Ramage</u>	Greenwood Genetic Center
Legal Counsel:	<u>Jamie Hedgepath</u>	Nexsen Pruet Attorneys
SHRM Foundation:	<u>Laura Kazee</u>	Beyond Abuse
Workplace Readiness:	<u>Linda Hagen</u>	Piedmont Technical College

About Our Organization...

We are an affiliate of the Society for Human Resource Management. Whether you are new to the HR field or have many years of experience, we are a local starting point for networking, information, professional development and

continued support of excellence in Human Resources.

Piedmont Area Human Resource Association seeks to unite persons interested in the field of Human Resource Management.

The Association encourages memberships of Human Resource professionals for the purpose of promoting ideas, experiences and methods concerning Human Resource policies and practices.



BE BRILLIANT

PAHRA HR Library

We currently have a small selection of books and videos that may be requested for loan. For more information, contact Boo Ramage at boo@ggc.org or (864) 941-8163.