



June Newsletter

**Wednesday,
June 11th**

**Decatur Country
Club**

\$15.00

11:45 am — 1:00 pm

Networking will begin
at 11:15 a.m. and the
program will start at
11:45 a.m.

If you **RSVP** that you
are coming and then
you don't attend, you
will still be charged for
the meal.

For reservations,
contact
Patti Fowler at

pfowler@alliancehrservices.com



June 11, 2014

Our Speaker:

**Linda DeLuca, Azione-
Scopo LLC**

Topic:

“Change of Perspective:

From Functional to Strategic Partner ”



As a life-long learner, Linda supports and encourages individuals and organizations in their pursuit of learning and leadership development in their life of business. She advocates learning as a process and designs, develops, and delivers engagements which include small group and individual coaching to support sustained positive change.

Linda has provided coaching and consulting with leaders and managers in many industries including: Aerospace; Pharmaceuticals; Federal Government; Insurance; Education; and Manufacturing. She has worked in multiple disciplines including: Leadership Training & Development, Organizational Effectiveness & Education; Process Improvement & Development; Project & Portfolio Management; Information Management; and Finance.

Linda's current focus is on helping leaders and teams develop their essential communication skills providing them with influence and impact from the boardroom and beyond.

Her education includes a Masters of Science in Organizational Dynamics from the University of Pennsylvania, and a Bachelors degree in Marketing / Business from the Wharton School. She is a certified coach through the International Coach Federation (ICF) at the Professional Certified Coach (PCC) level. She has earned a Design Excellence Green-Belt Certification from Johnson & Johnson. She is a certified LIFO® Master Trainer (strengths based instrument).

The presentation will educate HR professionals on the ins and outs of Section 529 college savings plans, and the various options employers have to encourage employees to begin and continue saving for their loved ones.

**Thank you to Tennessee
Valley Pecan Co.
for sponsoring our June
meeting!**



Pregnancy, Pay, Motherhood and Leave

Courtesy of Lehr Middlebrooks & Vreeland, P.C.

Regulatory agencies, courts, advocacy groups and state legislatures are increasingly focusing on pay and leave issues affecting pregnant employees and working mothers. For example, citing U.S. Labor Department statistics, the National Women's Law Center estimates that 19.2% of all working mothers with children younger than age three work at jobs that pay no more than \$10.10 per hour, compared to 13.9% of all employees. Approximately 34.8% of those mothers whose pay is less than \$10.10 per hour have an annual income below the poverty line, compared to 13.5% of all working mothers and 6.7% of all employees. Furthermore, 53% of all low wage earning mothers are single mothers, compared to 29% of all working mothers in all wage categories.

According to the United States Department of Labor, 22.5% of all low paid working mothers are African-American, and 27% are Hispanic. Only 50.7% of lower paid single mothers work full-time hours, compared to 79.5% of all employees and 70.6% of all working mothers regardless of their wages.

As an outcome of the challenges faced by low wage single mothers, cases are pushing the boundaries of leave requirements under federal law, and states are enacting laws to expand the leave rights of working mothers. For example, the Women's Economic Security Act (WESA) was signed into law on May 11 in Minnesota. The Minnesota law will require employers to provide reasonable accommodation for pregnant employees. Under federal law, reasonable accommodation has not been required under the Pregnancy Discrimination Act (unless an employer does so for other nonoccupational injuries or illnesses), nor under the Americans with Disabilities Act (unless a separate disabling condition is caused or exacerbated by the pregnancy, e.g., gestational diabetes). The law also requires a certification of compliance for those who are state contractors, to show that they are paying equal wages, regardless of gender.

On April 24, in the case of *Reed v. Jefferson Parish Sch. Bd.* (E.D. La.), the court ruled that an employee who could not return to work after a six month leave of absence for pregnancy-related reasons was entitled to a continued leave of absence as a reasonable accommodation under the Americans with Disabilities Act. The court determined that the employee's inability to return to work after her leave was due to her medical condition and, therefore, the employer could not simply terminate her for absenteeism. Rather, the employer needed to evaluate whether it could accommodate her by extending the leave of absence.

An employee unsuccessfully argued that another employer should accommodate her concerns over a third pregnancy by providing reasonable accommodation in the form of a shift change. *McCarty v. City of Eagan* (D. Minn., April 28, 2014). Brea McCarty requested a shift change because, due to the anticipated birth of her third child, her childcare costs would rise significantly. In rejecting McCarty's argument, the court stated that, "Neither the fact of pregnancy itself nor the impending increase in daycare costs constitutes a pregnancy-related condition within the meaning of the ADA. . . . McCarty's reason for requesting a shift change was a pregnancy-related financial concern – not medical complications related to her pregnancy. Although the increased financial costs of an additional child are substantial and undeniable, McCarty's additional financial hardships do not require accommodation under the ADA."

The challenges that working mothers face at all income levels, particularly single mothers and particularly those at the lower income levels, will result in continued litigation to extend protection under the Americans with Disabilities Act and Pregnancy Discrimination Act. Furthermore, although we do not expect federal legislation to address this in the private sector, we anticipate that more states will pass laws focusing on pregnancy and the needs of working mothers. The challenges facing single mothers, particularly in the lower paying sectors, will be addressed through litigation and legislation if private sector employers do not.

Water—The Key To A Healthy Life

Courtesy of Christopher Jones and Elisabeth A. Doehring

Here's a question you've heard many times: "How many glasses of water do we need to drink in a day?"

Two, three, four or more? You've heard it so often because it's an important question. Our doctors might say eight.

However, if we want long-term good health, we need to read on.

The equation is easy. What's our weight? Take our weight and then divide that number in half. That's how many ounces of water we need to drink per day. For instance, a person who is 200 pounds will need to drink 100 ounces of water per day to be adequately hydrated. (That equates to 12.5 glasses of water!)

An athlete with a high level of muscle mass needs to drink even more---about two-thirds of their body weight in ounces per day.

Between 55 and 75% of our body weight is water. Our body's need for water is second only to the need for oxygen! Some of the many reasons that we need this life-giving liquid include:

1. It assists the digestion, absorption, and elimination of the food we eat
2. It assists with the excretion of waste from our bowels and kidneys
3. It regulates our body temperature 24/7
4. It lubricates our joints and membranes
5. It works with our blood in our body's transport system, constantly distributing nutrients around the body
6. Our blood is actually made up of approximately 92% water
7. Body secretions and digestive juices are almost entirely water (our digestive system produces approximately 1.7 liters of saliva each day)

Water as an Appetite Suppressant

Water is a natural appetite suppressant. Lack of water leads to overeating. The brain doesn't differentiate between hunger and thirst. When we think we're feeling hungry, chances are, our bodies actually need water. So instead of stopping for a visit to our favorite drive thru for a bag of soggy fries or sugary snack at the nearby convenience store, we need to drink a large glass of water before we eat.

If there is no water cooler/dispenser at work, we need to take a two-liter water bottle with us each day - it will help us monitor our water intake.

Water is your body's life force. Without it we would literally dry up!

Some fluids work against hydration, including coffee, diet drinks, and tea. Traditional (as opposed to herbal) teas contain caffeine, which produces increased urine output, and is therefore a dehydrating agent. The more caffeine-related beverages our bodies take in, the quicker water passes through our body. Not a good idea !

Diet Drinks

Diet drinks contain artificial sweeteners. These synthetic sweeteners send confusing messages to the brain that food (energy) is on the way to the stomach. These sweeteners contain no calories and when no energy arrives the brain in turn sends out hunger messages until food finally arrives. People who drink diet sodas on a regular basis therefore tend to eat too much. The sugar in diet drinks is pure alkaline---and causes inflammation in our joints and fatigue among many other health risks.

Americans generally think of fruit juices as being good for our health. However in reality, they are pure sugar water. Read the labels on fruit juices for sugar content. Look for under 20 grams of sugar per bottle.

Instead of sugar-induced drinks, try fresh fruit. Always far healthier when eaten it is whole---fresh fruit is loaded with fiber in its natural nutrient-rich form.

Editors' Note

Adding fresh lemon to water actually alkalizes your blood. (People often believe that it is acid. Not true ! It's actually the reverse. Buy lemons—the organic the better ! Float slices of lemons and cheers to H₂O and life ! Lemons have a cleansing affect on the body.)

Did You Know?

To maintain long-term good health:

$$\text{Weight} = \text{Ounces of water/day needed} \\ 2$$

Athletes need $\frac{2}{3}$ of their body weight in ounces/day!

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Get Connected (Clickable Icons)**Save the Date! Upcoming Events**

- **June 22-25th**
SHRM 2014 Annual Conference in Orlando, FL.
Go to shrm.org for more information and to register for the event
- **September 10, 2014**
TVC-SHRM Fall Workshop at the Garden Plaza Inn (More details coming soon)
- **November 14, 2014**
Annual Legislative meeting (in conjunction with NASHRM) at the Jackson Center in Huntsville
- **Every 1st Wednesday**
Workforce Coalition meeting at The Chamber of Commerce
(Contact Taylor Simmons- taylor@dcc.org for more info)

Please contact **Tiffany Weaver** at
tweave@ascendmaterials.com if you have an upcoming
event that you would like to add.

**Our July meeting will be held on Wednesday, July 9,
2014 at the Decatur Country Club.**

Hope to see everyone there!



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