

HRLA Celebrates 20 Years!

Founded in 2000, this year marks our 20th Anniversary, which we will celebrate at our holiday party. To commemorate this milestone, we're collecting stories, photos and memories from our members and friends to share at the event. Send yours to communications@hrlact.org.

INSIDE THIS ISSUE

Page 2—Upcoming Events

Page 3—Chapter Announcements

Page 4—Legislative Update



AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Upcoming Events

NOTE: As much as we hope to be able to resume in-person meetings in September, we will continue to monitor the COVID-19 situation and may alter event plans for the health and safety of our members and guests. Stay tuned to our website for updates.

Culture Wars: Who's Side Are You On?

August 27 at 2:00pm

One of the most challenging tasks for an organization is to define its culture. While leaders in the organization often think that they know how, the words to describe it are often illusive. Culture can vary from department to department and site to site. The reality is that organizational culture is being crafted each and every day by the development of policy (or lack thereof), organizational precedent and individual behavior. So just who DO we say we are when courting a candidate? Do our actions measure up to the flowery words of our job descriptions? How do we help a new hire get acclimated to and navigate the organization?

1.0 SHRM and HRCI Credits Pending

Virtual Meeting

Showing the Value of HR

September Date TBD

MORE EVENT DETAILS COMING SOON...

1.0 SHRM and HRCI Business Credits Pending

IN PERSON! At the Norwich
Holiday Inn

Employment Law Update

October 20th at 5:30pm

From the FFCRA and paid leave laws in response to the coronavirus, to the U.S. Supreme Court's historic decision on civil rights protections for the LGBTQ community, Attorney Holly Cini will recap all of the employment law changes that happened this year, and give us a look ahead at pending legislation.

1.0 SHRM and HRCI Credits Pending

At the Norwich Holiday Inn

Register at
www.hrlact.org



With Thanks to
Our Sponsors:



U.S. Supreme Court: Title VII Affords Protections to LGBTQ+ Employees

By Paula Anthony, Esq., Berchem Moses, PC panthony@berchemmoses.com

The US Supreme Court issued a landmark decision in a trio of employment discrimination cases which held that non-discrimination protections under Title VII of the Civil Rights Acts of 1964 (Title VII), which prohibits employment discrimination based on membership in a protected class, including sex, includes protections for individuals identifying as gay or transgender. The 6-3 decision, penned by Justice Neil Gorsuch, is a consolidation of three individual cases involving workplace discrimination against LGBTQ+ employees; *Bostock v. Clayton County, Georgia*; *Altitude Express Inc v. Zarda*; and *R.G. & G.R. Funeral Homes, Inc. v. EEOC*. The facts of these individual cases, which we discussed in a previous blog, can be found here: <https://www.berchemmoses.com/blog/2019/04/u-s-supreme-court-to-hear-lgbt-employment-rights-cases/>.

Although employees in roughly half the country, including Connecticut, are protected by state laws which explicitly prohibit discrimination based on sexual orientation or gender identity, the district courts were split on whether the language in Title VII prohibiting discrimination in the workplace on the basis of sex, includes discrimination based on sexual orientation or gender identity. Yesterday's decision unequivocally answers that questions in the affirmative.

Justice Gorsuch and Chief Justice John Roberts joined with the Court's liberal bloc of Justices Ruth Bader Ginsburg, Stephen Breyer, Elena Kagan, and Sonia Sotomayor. Gorsuch wrote "an employer who fires an individual for being homosexual or transgender fires that person for traits or actions it would not have questioned in members of a different sex. Sex plays a necessary and undisguisable role in the decision, exactly what Title VII forbids."

The Court further held that sexual orientation or gender identity need not be the only reason why an employee is disciplined or terminated for an employee to bring a Title VII claim. So long as the employee can show that their status as a member of the LGBTQ+ community played a factor in the employer's action, the employee will be protected under Title VII.



The Labor and Employment attorneys at Berchem Moses PC can help employers keep up to date on the evolving interpretations of state and federal law impacting the workplace.



Do you have something to contribute to the newsletter such as event pictures or an interesting HR article? Send your contributions to communications@hrlact.org.

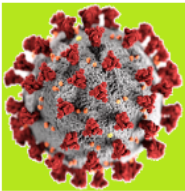
Other SHRM Events

Tri-State SHRM Virtual Conference



August 10 & 11
tristateshrm.com

Rethinking the Vision of HR



COVID-19 Resources

WE'VE COLLECTED A NUMBER OF RESOURCES TO HELP YOU WITH :

- UNEMPLOYMENT CLAIMS
- REMOTE WORKERS
- PAID CORONAVIRUS LEAVE LAWS
- REOPENING YOUR WORKPLACE
- AND MORE!!

Visit
HRLACT.ORG

Your 2020 Chapter Leadership Team

-Executive Board-

President:	Kem Core
Secretary:	Sandy Lamotte
Treasurer:	Evan Murphy
VP Membership:	Tamara Charron
VP Programs:	Nancy Mullaney

-Other Board Members-

Certifications -	Sandy Spencer
Communications -	Katie Quackenbush
Community Relations -	Janine Dunn
Legislative Affairs -	Meredith Diette
SHRM Foundation -	Cheryl Calderado