

Get to Know Kevin Rodriguez CCHRA Member



Kevin enjoying his Wawa coffee from CCHRA!

What initially drew you to pursue a career in Human Resources?

I once heard it said, "You don't go looking to be an HR Professional; HR comes looking for you." That is what happened to me. I was working as a Scrum Master when the VP of Operations (who handled much of the HR functions) retired, and a full-time HR vacancy became open. I was asked to apply for the new Director of Human Resources position. Happily, I was offered the job, accepted it, and never looked back. It can be a tough job at times, but in the end, it's a tough job that I love.

Can you share specific aspects of HR that you find most rewarding or fulfilling?

In Human Resources, as you know, you wear many hats; one day, you are an

employment counselor, mentor, mediator, benefits expert, or law expert, and one day, you are simply an ear to someone. Being there when an employee needs help has been the most important and fulfilling part for and my team.

How will Human Resources change in the next 10-20 years?

I believe there will be many – that said, you don't have to look too far to see the signs already. Of course, AI will play a huge factor in the future of HR (embrace it now or will embrace you). Here is some unsolicited advice: Learn as much as possible now, and don't be afraid. AI is much like water or fire; properly used, it's a huge benefit, but misusing it can cause harm. I also think the greater use of 'employee' analytics will become more important than ever, forecasting turnover rates and identifying high performers earlier in an employee's career, just to mention a couple.

COFFEE CHAT

MEMBER *Spotlight*



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Please welcome the new members of CCHRA!

- Regina Schetroma - HR Assistant- The Housing Authority of Chester County
- Zulekha Salyani - HR Generalist- iPipeline Inc.
- Michael Rice - HCM Account Executive- Paylocity
- Cheryl Whalen - HR Generalist - Brock & Company, Inc
- Lucinda Currie - VP People & Culture - DVM Power & Control
- Dana Morris - Tandigm Physician Services
- Quanique Coates - HR Generalist - DVM Manufacturing LLC
- Cynthia Fetterman - In Transition Talent Acquisition Manager
- Laura Williams - Haverford Systems Inc.



EEOC Releases Annual Litigation Data on October 9th

The U.S. Equal Employment Opportunity Commission (EEOC) released its annual litigation data regarding federal EEO laws for fiscal year 2024 which covers October 1, 2023 through September 30, 2024. This data shows an overall decrease in lawsuits compared to fiscal year 2023. Of the lawsuits filed, most involved either violations of the Americans with Disabilities Act or retaliation. The EEOC has also increased its attention on lawsuits alleging violations of the Pregnant Workers Fairness Act – a new law enacted in 2023 that requires employers to provide reasonable accommodations for pregnancy, childbirth and related medical conditions.

The EEOC also is focusing on compliance with EEO-1 reporting requirements, filing an unprecedented 18 lawsuits for non-compliance. Private employers with at least 100 employees and federal contractors with at least 50 employees must submit annual employee demographic data to the EEOC via an EEO-1 report. The lawsuits were generally filed due to employers' failure to submit their mandatory EEO-1 reports.

Although there was a decrease in EEO litigation this past year, the EEOC has requested a budget increase of over \$33 million, which if approved, could lead to greater enforcement activity for the coming year. Employers should continue to ensure compliance with all EEO laws and pay particular attention to preventing disability and sex discrimination (which includes discrimination on the basis of sexual orientation or gender identity) and ensure timely filing of EEO-1 reports.