



August 2022
Volume 1, Issue 10

Society for Human Resource Management (SHRM) Affiliated
Professional Chapter #0559 PO Box 8302, Watertown, NY 13601



- * Summer is a great time to learn! Sharpen your skills by reviewing some case studies:
- * The case study method is a very effective way of helping you think critically to apply the concepts you have learned in the workplace or school
- * Link to various case studies: [Student Workbooks \(shrm.org\)](http://shrm.org)



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**Register by
8/31/2022!**

HUMAN RESOURCES

SHRM-CP/SRHM-SCP Certification Preparation Course

Sept. 8 - Dec. 8, 2022 | \$1395, textbooks included

REGISTER BY AUGUST 31, 2022



<https://buff.ly/2Pbb3c3>

GET CERTIFIED FOR A CAREER IN HUMAN RESOURCES!

This course uses the SHRM Learning System to help you learn and apply HR knowledge and competencies to real-life situations, and prepare for SHRM certification. Upon course completion you will be prepared to sit for the exam during the December 1, 2022 – February 15, 2023 testing window.

TRAINING INCLUDES

- HR knowledge & competencies
- SHRM Learning System
- Preparation for certification test
- Class discussion
- In-person or virtual classes





Thank You Jeanette & Robert
FOR REPRESENTING NCHRA!

Each year, the NYS SHRM Council hosts an NYS SHRM Leaders' Summit. This annual Summit invites all board members of chapters from around New York State. This year two of our board members were invited to present on their core leadership area! This is a great honor and we are so proud NCHRA was represented by two amazing HR Professionals, Jeanette Hardy and Robert Killmer.

Jeanette has been a long-standing board member and is currently our chair for Diversity, Equity, & Inclusion. Robert is our current Treasurer and chair of Government Affairs. To learn more about these core leadership areas, or if you'd like to get involved please visit our website, northcountryhra.org, and choose Leadership.

Congratulations to North Country Human Resources Association

WINNER OF THE SHRM

PLATINUM

EXCEL AWARD

SHRM EXCEL 2021



X SHRM EXCEL AWARD | PLATINUM

The SHRM Excel Award recognizes accomplishments and strategic activities that enhance the human resources profession.

Johnny C. Taylor, SHRM-SCP, President and CEO of SHRM, says:



So much of SHRM’s impact on the world of work can be traced back to the dedication and hard work of our chapters and state councils like **North Country Human Resources Association**. These leaders took the initiative and drove changes to make workplaces where employers and employees can thrive together. The **Platinum** EXCEL Award is not only a celebration of the great work done by **NCHRA**—it’s also a recognition of the grit it took to do it.”



A Message from Robert Killmer, NCHRA Treasurer and Government Affairs Chair



As part of SHRM's August In-District campaign, Robert Killmer will set up a meeting with Congresswoman Elise Stefanik's Office as the group's Government and Legislative Affairs Volunteer. As part of the In-District meeting, Robert will comment on SHRM's support of the Empowering Employer Child and Elder Care Solutions Act to which Elise Stefanik is a sponsor (information below), and would like to bring direct comments from our members as constituents.

To provide a more meaningful impact could you please reach out to Robert with the possible impact of the legislation on your business and benefit options? In particular, any specific information on how you may have decreased the amount your business has contributed to employee's dependent care prior to this, or your desire/ plans to provide the benefit should the legislation pass and the amount not be incorporated into the regular rate of pay for overtime calculations. Additionally, if you have lost employees to dependent care needs, do you feel could benefit from this?

Please clarify in your responses whether this is a comment you would be comfortable being on record, or for informational purposes only, as statements on record may be part of a formal letter of support sent by NCHRA in the near future.

If you have any questions, please do not hesitate to reach out!

NORTH COUNTRY HR ASSOCIATION BOARD
OF DIRECTORS 2022



President—Melissa Dennie, M.S.
Vice-President—Joanna Haberman



Secretary—Heidi Lehmann, CP



Treasurer—Robert Kilmer, CP

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Trisha Seymour, SPHR, SCP



Regina Rybka—Lagatutta

Jamie McGuire, PHR

Tanya Eastman



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Danielle Holland, aPHR, CP

Past President:

Anita Lyndaker, CP

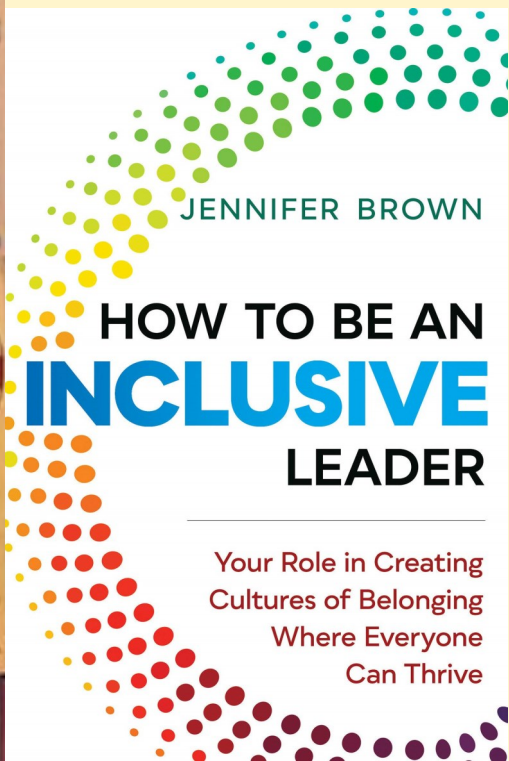


Next NCHRA Book Club Meeting TBD in September!

Next book is “How to be an Inclusive Leader” by Jennifer Brown

The Book Club will meet virtually each quarter, where the Diversity Equity and Inclusion Chair from NCHRA will lead with the audience. General questions will be generated from online discussion boards and be used to keep the discussion flowing if necessary. Attendees

are responsible for acquiring/borrowing said book at their own expense. This forum will not offer any SHRM or HRCI pre-determined credit hours, however, it may be used in personal professional development credits according to SHRM and HRCI recertification credit guidelines. NCHRA does not sponsor or endorse any author or publication and has selected books based on reviews online from professional websites.



views online from professional websites.



2022 SCHEDULE OF EVENTS

Note: We will have a mixture of virtual and in-person meetings

August- No monthly meeting. Enjoy your Summer

September 20—Workplace Conflict

October 5th - 2022 Annual Conference

November 15 - Economic Development/Workforce Readiness:

Trends & Timely HR Topic Panel Discussion

Don't miss out on any of these exciting programs.

Renew your membership today.

NCHRA HR CONFERENCE 2022

OUR FEATURED SPEAKERS



MICHAEL SCIOTTI



TRICIA STICCA



ANNE GARNO



CHRIS HARRIGAN



BETH HIGGINS



This year's HR conference will take place October 5, 2022 at the Hilton Garden Inn, in Watertown, NY!

We are excited for an in-person experience with phenomenal speakers and quality vendors for HR professionals!

We look forward to seeing you at the event!

**REGISTRATION
COMING
SOON!**

FOR MORE INFO

NORTHCOUNTRYHRA.ORG



WE SIGNED THE **DISABILITY INCLUSION PLEDGE**



NCHRA has taken the Pledge to promote diverse, equitable and inclusive workplaces for people with disabilities. This commitment to fostering innovative and inclusive workplaces for people with disabilities is yet another example of how HR Professionals are leading the way to create better workplaces and a better world.

We are here to support the community to promote inclusive workplaces.
Learn more here: <https://employingabilities.org/workplace-prep/>

Join or Renew Today!

**YOU ARE
HUMAN
RESOURCES.
WE ARE YOUR
RESOURCE.**

RENEW NOW

BENEFITS OF MEMBERSHIP



SUPPORT FOR YOUR DAY-TO-DAY ROLE

Rely on SHRM for tools, resources, news and experts to save time and help you excel in your day-to-day role.

- ✓ Compliance Resources
- ✓ Tools & Samples
- ✓ Ask an Advisor Service



YOUR LIFELONG CAREER PARTNER

Whether you are new to HR or looking to advance your career or elevate your role as a trusted leader, relying on SHRM for your professional development will take you to new heights.

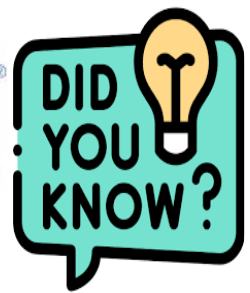
- ✓ SHRM-CP/SHRM-SCP Certifications*
- ✓ Professional Development Tools
- ✓ Competency-Based Education Programs*



A GLOBAL COMMUNITY & LOCAL CONNECTIONS

With over 300,000 members across the globe, SHRM provides opportunities to build your network with exclusive peer-to-peer interaction.

- ✓ Chapters and State Councils
- ✓ SHRM Connect
- ✓ SHRM's Executive Network



Qualified Member
Current Professional Members of NCHRA

Guidelines for Benefit Funding for NCHRA Professional Members Only

At the Board's discretion, based on financial stability, the board may allow a higher or lower number of benefits to be received based on member needs. The Board will then determine, based on the group's financial means, the number of benefit funding available. One benefit per member.

Benefit description for items under this benefit:

SHRM-CP/SHRM-SCP Preparation Course: The preparation class will be reimbursed for half the course fee for one **professional member** each year by NCHRA. Proof of course completion is required and must be submitted to the board of directors prior to reimbursement. One chance per person and only if employer will not pay the cost.

The preparation class will be reimbursed for half the course fee for one **SHRM member** each year by NCHRA. Proof of course completion is required and must be submitted to the board of directors prior to reimbursement. One chance per person and only if employer will not pay the cost.

CP/SCP Certification Exam: The exam will be reimbursed for half the exam fee for one **professional member** each year by NCHRA upon submission of proof of a passing the exam. One chance per person and only if employer will not pay the cost.

The exam will be reimbursed for half the exam fee for one **SHRM member** each year by NCHRA upon submission of proof of a passing the exam. One chance per person and only if employer will not pay the cost.

NCHRA Annual HR Conference: Registration fee for a NCHRA professional member will be paid either in full or part to members whose employers will not pay for this event. Professional Members who are also unemployed may apply for this benefit.

NYS SHRM HR Conference: State Conference registration & hotel will be completed in conjunction with the Treasurer for one professional member each year who is committed to represent the chapter at the state conference. The member is required to turn in receipts to validate expenses. The member will commit to present information gathered at the NYS SHRM Conference at a NCHRA monthly general meeting. **If the registrant cannot attend and there is no available replacement, that registrant will be responsible to reimburse the Association.** Reasonable out of pocket costs for travel such as tolls & parking will be reimbursed. Mileage reimbursement will be at the federal standard rate, if needed. Applications for funding should be submitted as soon as possible each year as conference deadlines vary year to year.

SHRM Membership: NCHRA will reimburse for half the cost with proof of a current new or renewal SHRM membership. Not to exceed one per month. If employer will not pay the cost.

Other: EX: HR related basic seminars, one day conferences, training events or other professional development events that members would like to submit to the Board for consideration should include all supporting documentation to help the Board make an informed decision.

Applications can be turned into any Board member for submission. Applicants will be notified by an e-mail from the President, of the acceptance or denial of their requests.

Reimbursements must be requested within 14 days of event.

2022 NCHRA Membership Form



North Country
Human Resources Association

PO Box 8302, Watertown, NY 13601

Web Address: <http://northcountryhra.org>

Society for Human Resources Management (SHRM) Affiliated Professional Chapter #0559

Renewal Membership **New Membership** **This is NOT my Primary Chapter**

Membership dues are non-refundable and payable with your application.

Professional Member Dues: **National SHRM member:** \$35.00 one year

Non SHRM member: \$45.00 one year

Associate Member Dues: **National SHRM member:** \$20.00 one year

Non SHRM member: \$30.00 one year

Student Member **SHRM member** **Non SHRM member**
(see guidelines)

Membership is contingent upon Board of Directors' approval.

Applicants will receive notification of decision and payment is expected before receiving benefits.

Name: _____ (Membership is individual- nontransferable)

Home Address: _____

Home Phone: _____ Home Email: _____

Employer: _____

Employer Address: _____

Employee Email Address: _____ Employee Telephone: _____

Title: _____ Use my HOME WORK email for all correspondence.

Function(s): _____

Are you a SHRM Member? Yes No

ID and/or email used for SHRM account:

Expiration Date: _____

I have the following Certification: CF SCP

Are you a HRCI Member? Yes No

Email used for HRCI account:

I have the following Certification: PHR SPHR

Membership Year:	2022	<u>Internal Use Only</u>		
Type of Membership:	Professional	Associate	Student	Honorary
Form or Payment:	Personal Check	Business Check	Cash	PayPal
Board Approved On:		Check #	Amount \$	

2022 NCHRA Membership

The membership year runs from January 1, 2022 to December 31, 2022. Annual membership dues are payable to NCHRA with the application to:

Mail Form and Payment To:
NCHRA
PO Box 8302
Watertown, NY 13601

Email Form To:
mdennie@sunyjefferson.edu

PayPal Payment:
[Membership Payment](#)

A one-year professional membership for National SHRM members is \$35.00
A one-year professional membership for Non-SHRM Members is \$45.00

A one-year associate membership for National SHRM Members is \$20.00
A one-year associate membership for Non SHRM Members is \$30.00

You will need to submit your SHRM ID number and/or Email associated with your SHRM membership, on the application, in order for the board to verify you are a National SHRM Member in good standing.

Remember: there is a meal price difference and reduced pricing for our annual conference for NCHRA members and non- members, so get your membership in early!

Types of memberships:

PROFESSIONAL MEMBERSHIP: Professional Members shall be limited to (a) those individuals engaged in Human Resources or Industrial Relations functions; (b) the teaching, administration or management of Human Resources; (c) individuals who previously served in those positions.

ASSOCIATE MEMBERSHIP: Individuals who do not meet the qualifications of the other classes of membership, but who demonstrate a bona fide interest in human resource management and the mission of the Chapter. Associate members may not vote or hold office in the Chapter.

STUDENT MEMBERSHIP: Individuals who are actively enrolled in Full time Human Resources or related degree programs at the college or University level. Student members may not vote and may not hold office in the Chapter. Student members shall be entitled to membership without the payment of dues; but are responsible for the monthly meeting meal cost when attending a meeting. Student members will need to submit proof of currently attending a college / University. Student Membership ends when individuals are no longer a student. Individuals can submit payment to become a Professional or Associate member at any time.
Does NOT apply to Certificate Programs or Part-time students.



NYS SHRM

Putting the Pieces Together



VARIETY OF VENDORS • RAFFLE PRIZES • CREDIT HOURS • MUCH MORE!

September 11-13, 2022

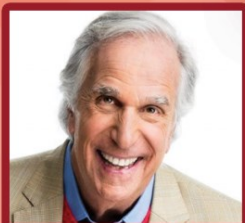
**Turning Stone Resort
Verona, NY**

BEFORE MARCH 31	EARLY BIRD APR 1-JULY 1	JULY 1- SEPT 10
*\$475	*\$535	*\$615
**\$530	**\$590	**\$670

*SHRM national and/or local affiliate chapter members

**Non-members

SCHEDULED KEYNOTE SPEAKERS



Henry Winkler



Steve Browne



Kelly Merbler



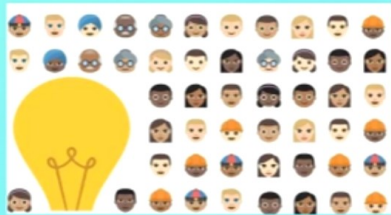
John Bagyi



Committees & Volunteer Opportunities

Volunteer with NCHRA – a great way to connect to the North Country area Human Resources community, grow your skills, and have a lot of fun with others committed to supporting the professional growth of HR practitioners. Volunteers on all committees must be current members of the NCHRA chapter. You will be contacted by a member of our Board of Directors.

Complete the volunteer interest form here:
<https://forms.office.com/r/r1y9Szl020>



Diversity, Equity & Inclusion

Contact: Jeanette Hardy,
jeanetteh@credocc.com



Government Affairs

Contact: Robert Killmer,
rkillmer@lawmanhc.com



SHRM Certification & College Relations

Contact: Melissa Dennie,
president@northcountryhra.org
Regina Rybka-Lagattuta,
rlagattuta@danc.org



Membership

Anita Lyndaker, atwin1028@gmail.com
Melissa Dennie,
president@northcountryhra.org



SHRM Foundation

Contact: Heidi Lehmann,
Heidi@grandslamsafety.com



Workforce Readiness

Contact: Joanna Habermann,
jhabermann@sunyjefferson.edu
Tanya Eastman:
tanya.eastman@unitedway-nny.org

If you are interested in learning more please view the website:
www.northcountryhra.org, click on Leadership:

- Diversity Equity Inclusion
 - Government Affairs
 - SHRM Certification
 - SHRM Membership
 - SHRM Foundation
- Workforce Readiness

WELCOME NEW MEMBER!

Jerah Torde—US ARMY—Battalion SR Officer

TRENDING HR NEWS

- NYC Pay Transparency Law May Result in Pay Compression (shrm.org)
- Job Openings, Quits Continue to Fall (shrm.org)
- Ask HR: Can Employees Be Disciplined for Their Social Media Posts? (shrm.org)
- Viewpoint: Why Stellar Performance Should Not Justify Toxic Behavior (shrm.org)



North Country
Human Resources Association



Thank You

Board of Directors for your
time and dedication!