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Society for Human Resource Management (SHRM) Affiliated  
Professional Chapter #0559 PO Box 8302, Watertown, NY 13601  
Website: <http://northcountryhra.org>



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North Country  
Human Resources Association

# THANK YOU, ANITA!

Thank you so much for your guidance and expertise, not to mention the time you've spent as President on the Board. We are excited to continue working with you!



## **A Message from our current President Melissa:**

Thank you to Anita for serving as our Past President for 2022. We appreciate your guidance and support, and we are excited you will continue to serve as a Board Member. As a thank you, we are presenting Anita with a gift card.

# Congratulations to North Country Human Resources Association

WINNER OF THE SHRM

## PLATINUM

EXCEL AWARD

# SHRM EXCEL 2021



## 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.”



# NORTH COUNTRY HR ASSOCIATION BOARD OF DIRECTORS 2023

**President—Melissa Dennie, M.S.**

**Vice-President—Joanna Haberman**

**Secretary—Heidi Lehmann, CP**

**Treasurer—Robert Kilmer, CP**

**Board Members:**

**Trisha Seymour, SPHR, SCP**

**Regina Rybka—Lagatutta**

**Tanya Eastman**

**Jeanette Hardy, PHR, CP**

**Danielle Holland, aPHR, CP**

**Jan McCaulay,**

**Lisa McCarty, PHR, CP**

**Anita Lyndaker, CP**







## 2023 SCHEDULE OF EVENTS

**Note: We will have a mixture of virtual and in-person meetings. More Details to come!**

**January 17, 2023 at 11:30am:**

**Mentoring Programs—Matt Burr**

To Register: <https://forms.office.com/r/ytVhhn9fC3>

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

**Renew your membership today.**

# 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\*

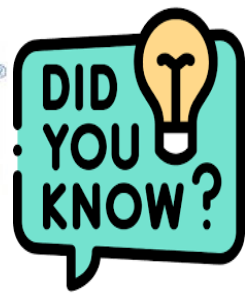


### A GLOBAL COMMUNITY & LOCAL CONNECTIONS

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.





North Country  
Human Resources Association

# Join NCHRA 2023

2023 MEMBERSHIP BEGINS  
1/1/2023-12/31/2023

**JOIN NOW**

[northcountryhra.org](http://northcountryhra.org)



Visit our website for the fillable version of the application or to print out a paper copy:  
[North Country Human Resources Association \(northcountryhra.org\)](http://NorthCountryHumanResourcesAssociation(northcountryhra.org))



## 2023 Member Meetings

### JANUARY

MENTORING PROGRAM

### FEBRUARY

APPRENTICESHIP

### MARCH

LEGAL UPDATE

### APRIL

ROUNDTABLE  
DISCUSSION

### MAY

ANNUAL  
HR CONFERENCE

### JUNE

C-SUITE  
CONVERSATION

### JULY & AUGUST

HAVE A GREAT  
SUMMER

### SEPTEMBER

BUILDING THE  
EMPLOYER BRAND  
&  
EMPLOYER OF CHOICE

### OCTOBER

ETHICS IN THE  
WORKPLACE

### NOVEMBER

HOW TO BE AN ALY  
IN THE OFFICE  
&  
METRICS

### DECEMBER

HAVE A GREAT HOLIDAY!

In 2023, we will have 4 quarterly strategic presentations that will allow you to invite key leaders in your organization. (labeled in teal)

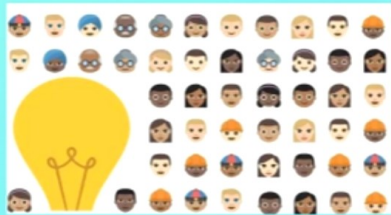




## Committees & Volunteer Opportunities

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](mailto:jeanetteh@credocc.com)



### Government Affairs

Contact: Robert Killmer,  
[rkillmer@lawmanhc.com](mailto:rkillmer@lawmanhc.com)



### SHRM Certification & College Relations

Contact: Melissa Dennie,  
[president@northcountryhra.org](mailto:president@northcountryhra.org)  
Regina Rybka-Lagattuta,  
[rlagattuta@danc.org](mailto:rlagattuta@danc.org)



### Membership

Anita Lyndaker, [atwin1028@gmail.com](mailto:atwin1028@gmail.com)  
Melissa Dennie,  
[president@northcountryhra.org](mailto:president@northcountryhra.org)



### SHRM Foundation

Contact: Heidi Lehmann,  
[Heidi@grandslamsafety.com](mailto:Heidi@grandslamsafety.com)



### Workforce Readiness

Contact: Joanna Habermann,  
[jhabermann@sunyjefferson.edu](mailto:jhabermann@sunyjefferson.edu)  
Tanya Eastman:  
[tanya.eastman@unitedway-nny.org](mailto:tanya.eastman@unitedway-nny.org)

If you are interested in learning more please view the website:  
[www.northcountryhra.org](http://www.northcountryhra.org), click on Leadership:

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

**WELCOME NEW MEMBER!**

No new members for November!



# Ask NCHRA

“I am reviewing our handbook and need to add a section regarding marijuana with the recent change in laws. Would anyone in the group be willing to share the wording they use?”

Please respond directly to Jamie with suggestions!

Jamie Marolf  
Office Manager  
Lowville Producers Dairy Co-op  
(315)376-3921 Phone  
[jamielpdc@yahoo.com](mailto:jamielpdc@yahoo.com)

# Ask NCHRA

“I've been reading about a cafeteria plan with a buy/sell PTO feature so people could elect to "buy" more vacation time." Some of you might be familiar with this plan where employees are allowed to buy additional benefits ie: vacation time during open enrollment. The buying usually comes with a payroll reduction for that year. The additional time they buy must be used in the calendar year or else it is forfeited, or cashed in. Do any of you offer this type of cafeteria plan benefit? “

Please respond directly to Ned with suggestions!

Ned Hirt

[ned.hirt@onedigital](mailto:ned.hirt@onedigital)

518-669-6232

## Ask NCHRA

“I’m looking for some recommendations/referrals for any companies that anyone may use to outsource their IT services. Let me know if that’s something that you can reach out to the group for - - or, if you happen to know anyone I could reach out to, that would be great, also! Thanks so much!”

Please respond directly to Jan with suggestions!

Jan H. Macaulay  
Human Resources Manager  
Watertown Housing Authority  
142 Mechanic Street  
Watertown, NY 13601  
315-782-1251 ext. 233  
jmacaulay@whany.org



Open HR Job Alerts!

Submit your jobs to  
[president@northcountryhra.org](mailto:president@northcountryhra.org)  
to be featured on the news-  
letter and member email  
thread



# HR Hot Topics:

- [How to Develop Inclusive Managers \(shrm.org\)](http://shrm.org)
- [How to Maximize the Same Day Summary \(shrm.org\)](http://shrm.org)
- [Employers Get Innovative with Compensation \(shrm.org\)](http://shrm.org)
- [Employers Expand the Concept of Benefits \(shrm.org\)](http://shrm.org)