



NORTH COUNTRY HUMAN RESOURCES ASSOCIATION

SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM)

AFFILIATED PROFESSIONAL CHAPTER #0559

PO BOX 8302, WATERTOWN, NY 13601

WEBSITE: [HTTP://NORTHCOUNTRYHRA.ORG](http://northcountryhra.org)

*What do you
love about
HR?*

SEND YOUR RESPONSES TO
PRESIDENT@NORTHCOUNTRYHRA.ORG

HERE'S WHAT'S UP!

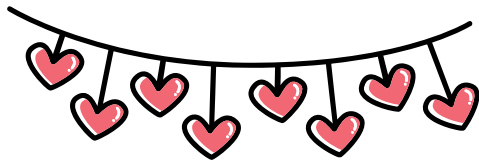
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PLATINUM CHAPTER
2021



A MESSAGE FROM NCHRA PRESIDENT, MELISSA DENNIE



Welcome to our new and returning NCHRA members!

Please stay tuned to your email for the monthly meeting offerings that we organize for you. They are usually held on the third Tuesday of the month at either 11:30am or 8:00am. We plan to offer monthly meetings via zoom and in-person as well. Details for each meeting will be clear as to the location/format.

Do you have a question to ask our membership? Email it to me at president@northcountryhra.org and I will share it with the group. We all have different areas of expertise so please know that we can all network and use our resources to help each other.



[Membership Application](#)

[Membership Benefits](#)

[NCHRA Committee](#)



If you haven't done so, please remember to renew your membership no later than March 1, 2023 so that you can continue to take advantage of our member benefits. You can access the 2023 Membership Application, [here](#). To learn more about our member benefits please visit [here](#). Please feel free to share the 2023 NCHRA Membership Application and details to any HR professionals that are not part of our membership, we'd love to have them!

Are you interested in joining a NCHRA committee or being more involved? [Click here](#) for details.

Melissa Dennie
NCHRA President

NCHRA PROFESSIONAL MEMBERSHIP BENEFIT GUIDELINES

1

Reimbursement for 1/2 the SHRM-CP course for 1 professional member per year

2

Reimbursement for 1/2 the exam fee for SHRM-CP Exam for 1 professional member per year*

3

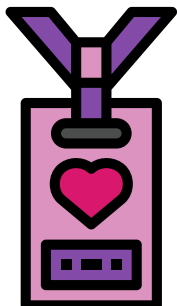
NYS SHRM HR conference registration & hotel paid for 1 professional member per year

4

Reimbursement for 1/2 the cost of a SHRM Membership - 1 member per month

5

Other: Funding for HR related seminars, one-day conference, professional development, and training events



See full details here:
[ProfessionalMemberBenefitGuidelines.pdf](#)
(northcountryghra.org)

2023 BOARD OF DIRECTORS



Melissa Dennie, M.S.
President



Joanna Habermann
Vice President



Heidi Lehman, CP
Secretary



Robert Kilmer, CP
Treasurer

THANK
YOU!



Regina Rybka-
Lagattuta, SPHR.SCP
Board Member



Jeanette Hardy, PHR, CP
Board Member



Trisha Seymour,
SPHR.SCP
Board Member



Danielle Holland, aPHR
Board Member



Anita Lyndaker, CP
Board Member



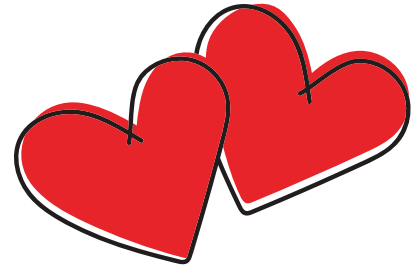
Jan H. Macaulay
Board Member



Lisa McCarty, PHR,
SHRM-CP
Board Member





February Meeting Information




FEBRUARY'S MONTHLY MEETING



DOL APPRENTICESHIP FOR HUMAN RESOURCE PROFESSIONALS IN NNY

 Tuesday, 
February 14, 2023

 11:30 AM - 1:00 PM

Erin Finster, Supervising Apprenticeship Training Representative will provide general information regarding New York State Registered Apprenticeship Programs will be shared. This will include: types of programs, related instruction versus on the job training, existing trades, apprenticeship trade expansion, review of a work process outline and how to apply to become a sponsor.

[REGISTER NOW!](#)



More Information:

president@northcountryhra.org
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!

Ask NCHRA



Can anyone recommend a company (perhaps locally) that provides safety training or health and safety audits? Something like:

Part One Basic Certification: training provides an overall knowledge of the Health and Safety Legislation that applies to most workplaces.

Part Two Workplace Specific Certification: training focuses on the significant hazards in your workplace and how to assess, control and/or eliminate them.

Please contact me directly at ned.hirt@onedigital.com



Hi - I have a question for the group and was hoping someone may be able to answer it. In the state of NY did the FLSA exempt minimum

for Professionals increase in 2023? If so, do you know what the new minimum is? Thank you! - Emily Fitzgerald (NCHRA member)

Contact Info: EFitzgerald@haleyaldrich.com

Ask NCHRA



I have a question that I need some clarification/help with. We employ an intern and I can not find any verbiage in the NYS Paid Sick Leave documentation about interns. Do they fall under the requirement or how do they get treated in regards to the law?

**Contact Info: Rebecca Urbanczyk | Controller -
rbs@aubertinecurrier.com**



Melissa,

A co-worker and I are sitting in the exam for SHRM - CP in February and we were curious about the point system to the exam. Do you get a specific number of points per correct answer? I believe it states you need to have 200 points in order to pass, but if there are 160 questions, how does that work?

I let her know I would ask the group. Appreciate any feedback!

Thanks!

Stacey L. Frederick - sfrederick@atlantictesting.com



**NOW
HIRING**

OPEN HR POSITIONS IN THE AREA

PLEASE SEE THE ATTACHED DOCUMENT AND LINK BELOW FOR AN HR ASSISTANT POSITION AT DANC. PLEASE CONTACT REGINA WITH ANY QUESTIONS.

HERE IS THE LINK TO THE WEBSITE:

[HTTPS://DANC.BAMBOOHR.COM/HIRING/JOBS/41](https://danc.bamboohr.com/hiring/jobs/41)



New Members!

Brandy Lucas, Parter, Business Manager

GYMO Architecture Engineering & Land Surveying DPC

Chelsea Weir, Human Resources Associate

Car Freshner Corporation

Alyssa Barbose, Human Resources Associate

Car Freshner Corporation

Alexa Sobon, Director of HR

Car Freshner Corporation

Timothy Lamay, HR Business Partner

New York Air Brake



WELCOME

THE VALUE OF MEMBERSHIP: IT ALL ADDS UP!

COMPLIANCE UPDATES \$1,500

RESEARCH \$5,000

HOW-TO GUIDES \$3,000

HR KNOWLEDGE ADVISORS \$750

HR JOBS \$299

EXPRESS REQUESTS \$1,800

QUARTERLY HR MAGAZINE \$70

WEBCASTS \$300

HR TEMPLATES \$1,000

Membership Increases to \$244 in February.
Join Now for \$229.

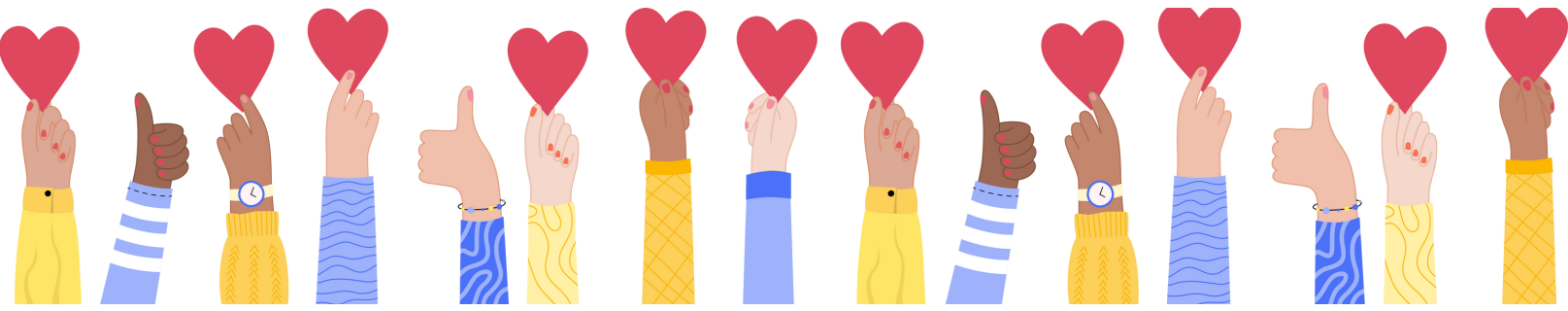
JOIN TODAY

Save more with multiyear membership options!

SHRM[®]
BETTER WORKPLACES
BETTER WORLD™

JOIN OR RENEW YOUR SHRM MEMBERSHIP TODAY!

[**LEARN MORE**](#)

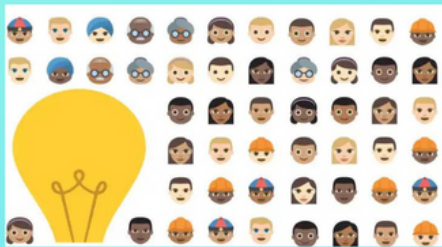


North Country
Human Resources Association

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/Professional Development

Contact: Trisha Seymour
taseymour@twcny.rr.com



Membership

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



SHRM Foundation

Contact: Heidi Lehmann,
Heidi@grandslamsafety.com



Workforce Readiness

Contact: Joanna Habermann,
jhabermann@sunyjefferson.edu

Join Us!

Keynote Speakers



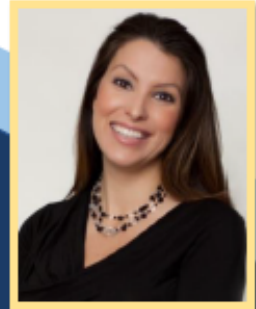
Henry Winkler



John Bagyi



Karen Williams



JJ DiGeronimo



Reasons to Attend:

- Credit Hours
- Professional Growth
- Networking
- Raffle Prizes
- Vendor Resources



Turning Stone Resort & Casino

Verona, NY

September 10-12, 2023

\$615 – SHRM National and/or local affiliate chapter members

\$670 – Non-Members

NOTE: The early bird special lasts through the end of March 2023.

2023 NYS SHRM Conference | <https://cvent.me/LZdDXm>

CALL FOR PRESENTATIONS



Join us!

23 Annual NYS SHRM Conference

September 10-12, 2023

Turning Stone Resort—Verona, NY

With special keynote speaker

HENRY WINKLER



SCAN ME TO SUBMIT A PRESENTATION PROPOSAL!



Share your experience and expertise with Human Resource management professionals!

CLICK HERE to submit your proposal today!

Deadline: February 28, 2023

Ready to Register?

\$ 100 Deposit to secure your HR Conference Cruise Registration

Early Bird registration pricing through October 31st
\$599

Registration goes up to \$699 after November 1, 2022.

Use PROMO CODE:

NYSHRM2023

to reduce your \$100 deposit by \$50 AND earn an additional \$50 in On Board Credit!



SPEAKERS



HRCRUISE.COM



Michael Levin



Jill Kopanis



Julie Doyle



Tom Darrow



LaFern Batie



Matt Kutz



Jonathan Bowman



Michael Sciotti