

February 2022
Volume 1, Issue 2



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



AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



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NORTH COUNTY HR ASSOCIATION BOARD OF DIRECTORS 2022

President—Melissa Dennie, M.S.
Vice-President—Joanna Haberman
Secretary—Heidi Lehmann, CP
Treasurer—Robert Kilmer, CP

“Train people well enough so they can leave. Treat them well enough so they don’t want to.” – Sir Richard Branson

WELCOME AGAIN OUR NEW BOARD MEMBERS!

Regina Rybka– Lagattuta, otherwise known as Reggie, has 20+ years of human resources experience in the positions of vice president and chief human resources, vice president, assistant vice president and director of human resources in the healthcare, distribution and retail industries in the private and public sector, and in both a union and non-union work environments.

Tanya Eastman, is a dynamic and thoughtful leader with over twenty years of hands-on experience directing innovative operational initiatives, designing and implementing programs, and managing day-to-day business operations in the philanthropic, corporate, and nonprofit sectors. Ms. Eastman joined the team of United Way of Northern New York in June 2021 as the Director of Education and Training to support the growth of, and to build on the foundational work of the Education and Training Program begun in 2020

Board Members:

Trisha Seymour, SPHR, SCP
Regina Rybka—Lagattuta
Jamie McGuire, PHR
Tanya Eastman
Jeanette Hardy, PHR, CP
Danielle Holland, aPHR, CP

Past President:

Anita Lyndaker, CP

February Meeting Details

Date and Time: February 15, 2022, at 11:30am

To Register: <https://forms.office.com/r/pMmwZ62E3g>

Topic: Workplace Safety Committees under the New York State HERO Act

Speakers: Michael J. Sciotti

Workplace Safety Committees under the New York State HERO Act

Topics to be discussed include:

- I. HERO Act General Background
 - II. HERO Act Requirements
 - III. Joint Labor-Management Workplace Safety Committees
 - a. Request to create a workplace safety committee must be made in writing by at least two non-supervisory employees at the worksite.
 - b. Multiple requests for committee recognition by one or more nonsupervisory employees must be combined and treated as a single request.
 - c. Requests for committee recognition received after a committee has been recognized must be denied and referred to the existing committee.
 - d. Employers must response to recognition requests “with reasonable promptness.”
- Employer must provide notice to all employees at the worksite within five days of recognition.

**BARCLAY
THANK YOU DAMON^{LLP}**

for sponsoring February's meeting!





2022 SCHEDULE OF EVENTS

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

February- 15th – Legal Updates with Michael Sciotti

March- 15th – Cyber Security with Jeff Wood

April- 19th – TBD with Professor Anne Orr

May- 17th – Diversity Training with Carmen Bonilla

June- Member’s Dinner- More information soon

July- No monthly meeting. Board will plan 2023 events

August- No monthly meeting. Enjoy your Summer

September- To be determined

October- 2022 Annual Conference

November- To be determined

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

Renew your membership today.

WELCOME NEW MEMBERS!

Michelle Matthews

VP of HR

United Helpers

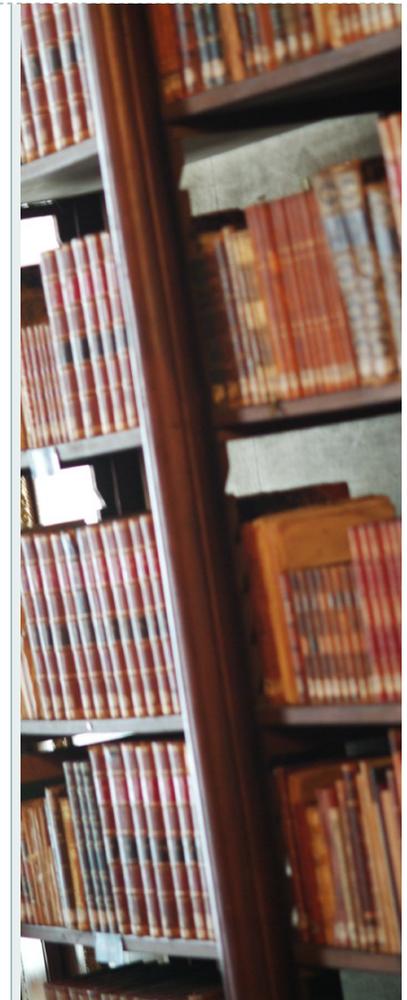


"Hire character. Train skill." —Peter Schutz

Jennifer LaFlair

HR Coordinator

United Helpers





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

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.**



SET SAIL

YOU ARE INVITED TO THE NEXT **HR CONFERENCE CRUISE™**

MAY 21-26, 2022

Join us for this unique opportunity as we "**Cruise for Credit**"
on Royal Caribbean's *Adventure of the Seas*.

We'll depart on Saturday, May 21, 2022 from Cape Liberty, NJ
for a 5-day sailing combining education, networking and fun to beautiful King's Wharf, Bermuda!

NOW IS THE TIME TO EMBARK UPON A NEW VISION IN HR EDUCATION!

- Learn from national speakers, authors, and top HR professionals. Confirmed speakers include: Chuck Gallagher, Jill Kopanis, Ben Eubanks, Jim Smith, Karen Williams, Mary Gormandy White, and Fannie Glover. Visit our website - hrcruise.com - for more information on our speakers.
- Plus 4 PRE SAILING Webinars !
- Earn SHRM Professional Development Credits (PDCs) and recertification credits from the HR Certification Institute.
- Network with your HR Colleagues as we will have ample opportunities to socialize and connect after the daily sessions.
- Our port of call includes an overnight stay in the beautiful island oasis of Bermuda. Explore British colonial landmarks like the Royal Navy Dockyard. Take a dip in the blue waves at Horseshoe Bay Beach. Cruise to Bermuda and wander through the vibrantly painted streets of St. George's and Hamilton.

Please take a moment to review the program schedule to plan your

HR CONFERENCE CRUISE!™

To register or obtain more information - Visit our website:

HRCruise.com





NYS SHRM

Putting the Pieces Together



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

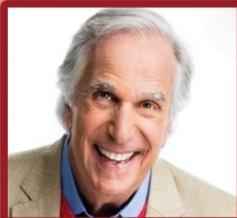
September 11-13, 2022

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



Annual
Conference
& Expo
New Orleans
June 12-15

IS 2022 THE YEAR FOR PRIORITIZING SECOND CHANCE EMPLOYMENT?

As the pandemic continues on, and employers are left dealing with the Great Resignation, businesses are ever looking to tap into new sources of talent. All this has been even further prioritized as employees, customers, and stakeholders of all levels demand diversity, equity, and inclusion efforts be more significantly highlighted and implemented by businesses. What bridges these efforts together is the prioritization that has recently been, and will continue to be, placed on second chance employment.

In January, New York State’s Governor Kathy Hochul announced during her State of the State address, among many other policy priorities that impact the world of work, that she would place new focus on Second Chance Employment. Governor Hochul highlighted the need to increase access to education and employment opportunities to people with criminal records and/or convictions who are far too often overlooked. This policy priority closely follows the goals of the state legislature, which is also seeking to pass the Clean Slate Act.

The Clean Slate Act very clearly draws out that while businesses struggle to hire amidst tight labor markets, people with criminal records or convictions are underemployed, with around 27% unemployment, based off of pre-pandemic statistics. The Clean Slate Act seeks to seal criminal records after three years and seven years for misdemeanors and felonies respectively, with certain exceptions being made pertaining to the nature of the crime and the position to be filled. The presumption made is that if many employers could look past the mistakes made years ago, they could hire and retain valuable, underrepresented, talent for their business. This is significant because bias does still exist in the workplace; 26% of managers and 14% of Human Resources professionals are unwilling to hire people with criminal records, according to research conducted by SHRM.

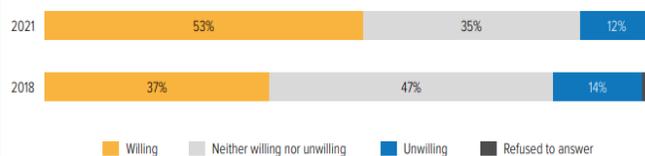
And the data doesn’t stop there. According to 85% of HR and 81% of Business Leaders, individuals with criminal records perform the same as or better than employees without criminal records. Additionally, many companies that have taken an inclusive approach to hiring people with criminal records have seen that those employees have higher than average retention rates.

More statistics and valuable information can be found in the [2021 Getting Talent Back to Work Survey](#). The SHRM Foundation has supported Second Chance Employment in the [Getting Talent Back to Work Certificate Program](#). In this program, you can learn much of the information above, including how best to implement hiring, onboarding, and talent development strategies. And as we are all looking to work with new pools of talent that are often overlooked, you may also be interested in both the Employing Abilities@Work certification program focusing on employing people with disabilities, and the Veterans at Work certification program, which focuses on employing veterans and military spouses.



Written By: Robert Killmer, CP

Figure 7a: HR professionals - How willing are you personally to hire individuals with criminal records?



In short, the alignment of New York State’s priorities, the availability of incredible programs from the SHRM Foundation, and the commonsense business practice that demonstrates the benefits of employing people with criminal records and convictions sets the groundwork for 2022 to be the year where business need to take Second Chance Employment seriously. As we seek to navigate the tough labor market, it is beyond just a pillar in DE&I to implement a Second Chance Employment program, it is frankly a good business practice.