



July 2022  
Volume 1, Issue 7

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



Happy Summer & Happy Reading:  
Check Out SHRM'S Best Business Books:  
[The Summer's Best Business Books \(shrm.org\)](http://shrm.org)



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# 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



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.”



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

Board Members:



Trisha Seymour, SPHR, SCP



Regina Rybka—Lagatutta

Jamie McGuire, PHR

Tanya Eastman

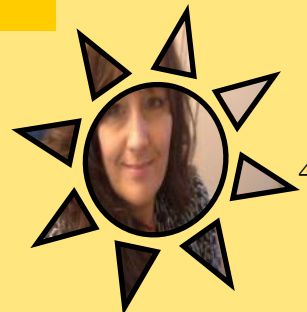


Jeanette Hardy, PHR, CP

Danielle Holland, aPHR, CP

Past President:

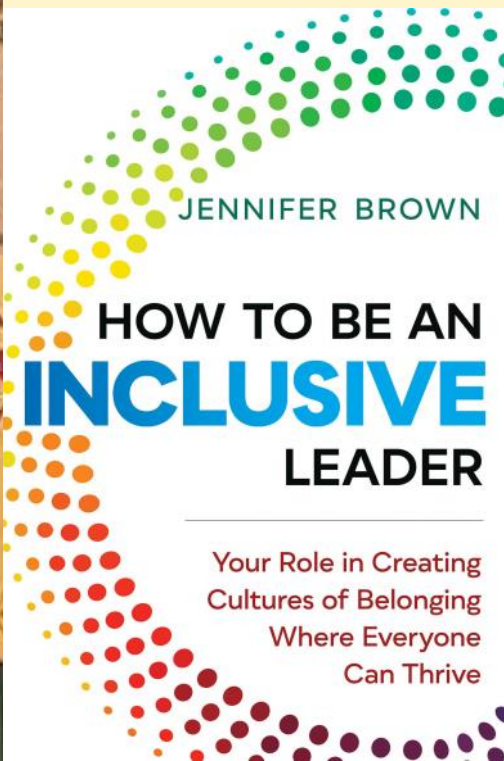
Anita Lyndaker, CP



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 re-

views online from professional websites.



## 2022 SCHEDULE OF EVENTS

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

July- No monthly meeting. Board will plan 2023 events

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](http://NORTHCOUNTRYHRA.ORG)



# NYS SHRM

*Putting the Pieces Together*



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

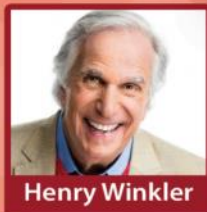
**September 11-13, 2022**

**Turning Stone Resort  
Verona, NY**

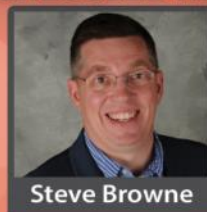
BEFORE MARCH 31	EARLY BIRD APR 1-JULY 1	JULY 1- SEPT 10
*\$475	*\$535	*\$615
**\$530	**\$590	**\$670

\*SHRM national and/or local affiliate chapter members  
\*\*Non-members

## SCHEDULED KEYNOTE SPEAKERS



Henry Winkler



Steve Browne



Kelly Merbler



John Bagyi



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.

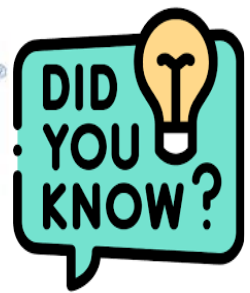
- ✓ SHRM-CP/SHRM-SCP Certifications\*
- ✓ Professional Development Tools
- ✓ Competency-Based Education Programs\*



### 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**

**Internal Use Only**

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.**



## 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!**

Michelle Scales—HR Generalist/ Benefit Specialist  
Hi-Lite Airfield Services, LLC

# MENTAL HEALTH, THE WORKPLACE AND THE POWER OF HR

RIISING TO THE CHALLENGE



As Americans increasingly deal with mental health challenges, including at work, the results are troubling for people, families and the organizations that count on them. HR is here to help.

## THE STRUGGLE IS REAL

### The Economic Cost

The World Health Organization estimates that the global economy has lost **\$1 trillion** due to anxiety and depression alone.\*

### Workers Need More

Meanwhile, **41%** of HR professionals believe their organization does not currently offer enough support for employees' mental health care.\*

### Employers Step Up

To meet this growing need, nearly **78%** of organizations currently offer workplace mental health resources or plan to offer such resources in the next year.\*



## HR IS PART OF THE SOLUTION

### HR Speaks Up

**94%** of HR professionals believe organizations can improve the health of employees by offering mental health programs. They point to increased productivity, employee retention and attracting new talent as additional reasons to support mental health.\*

### Supervisors Step Up

Employees who are struggling with mental health challenges cite demonstrating empathy, encouraging them to take time off and offering remote or flexible work options as the top supportive responses from their managers.\*\*

### Team Spirit Counts

When their coworkers are aware that they are struggling with mental health challenges, employees cite demonstrating empathy and sharing mental health resources as the top supportive responses.\*\*



Read **our new report** to learn more about mental health in the workplace and how HR is part of the solution.

\* From *Mental Health in America: A 2022 Workplace Report* from SHRM, SHRM Foundation and Otsuka.

\*\* SHRM survey of a sample of 1,050 working Americans from September 7 to September 13, 2021.