

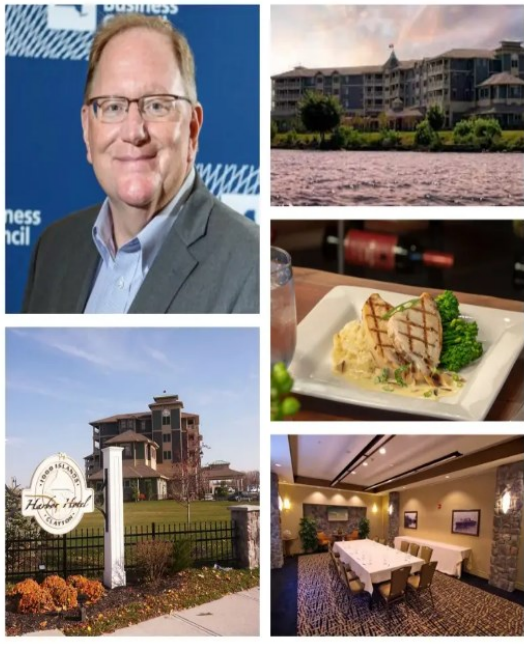


June 2022  
Volume 1, Issue 6

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



**SHRM  
EXCEL**  
PLATINUM CHAPTER  
2021



*Complimentary*

MEMBERS ONLY  
DINNER MEETING

**June 28, 2022**

*Registration: 5:00 PM  
Dinner: 5:30 PM  
Presentation: 6:00 PM*

**TOPIC OF DISCUSSION**

**Government Affairs**

**HOST:** North Country Human Resources Association

**SPEAKER:** Frank Kerbein, The Business Council

**1000 Islands Harbor Hotel  
200 Riverside Drive Clayton, NY**

**DINNER OPTIONS**

<b>8 oz. Grilled Top Sirloin</b> Grilled top sirloin steak with rosemary demi glaze
<b>Chicken Marsala</b> Boneless breast of chicken prepared with mushrooms in a rich Marsala wine sauce
<b>Penne Bolognese</b> Incogmeato vegan ground beef, Plant-based penne, vegan marinara, vegan cheese

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**RSVP here: <https://forms.office.com/r/Ns2ZUEj3Dt>**

# 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



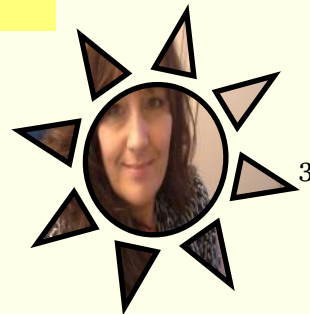
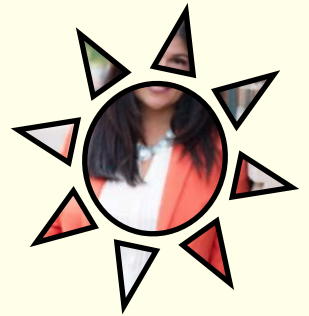
Jeanette Hardy, PHR, CP

Danielle Holland, aPHR, CP



Past President:

Anita Lyndaker, CP



## June Meeting Details

Date and Time: June 28, 2022 @ 5:00 pm

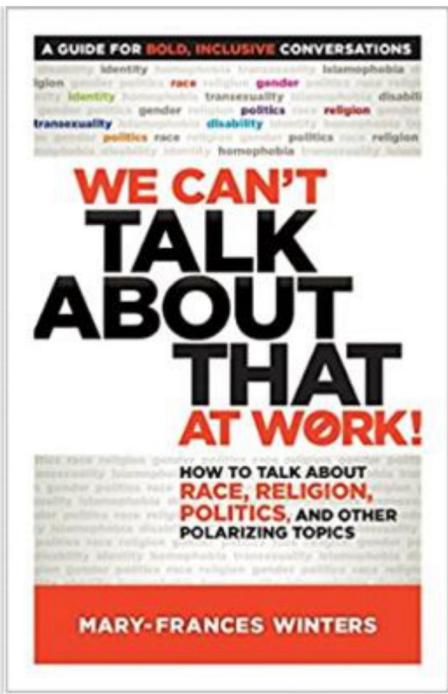
To Register: <https://forms.office.com/r/Ns2ZUEj3Dt>

Topic: Government Affairs

Speakers: Frank Kerbein from The Business Council

Description: We'll review the end of the 2022 Legislative session and discuss the status of Human Resources and Labor bills passed by the NYS Legislature and how they will impact your business as well as the latest federal developments.





[Join the Book Discussion on](#)

**June 22, 2022  
(12:00- 1:00p.m.)**

**Learn more at:**

<http://northcountryhra.org/>



On Wednesday, June 22 at 12:00 PM, please join us for a lunchtime book club featuring the book, *We Can't Talk About That At Work! How to Talk About Race, Religion, Politics, and Other Polarizing Topics* by Mary-Frances Winters.

Please purchase the book on your own, read it, and enjoy an exciting networking opportunity to discuss this book in detail with our board member, Jeanette Hardy.

We look forward to your participation.

To register <https://forms.office.com/r/C1Bph4iLj6>.



## 2022 SCHEDULE OF EVENTS

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

June 28th - Member's Dinner

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.**



*Annual HR Conference*

**Save the Date**

5th October 2022

Hilton Garden Inn, Watertown, NY

# 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.

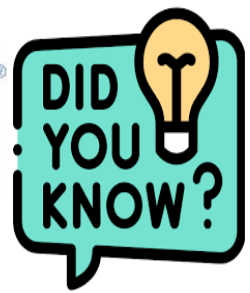
- ✓ SHRM-CP/SHRM-SCP Certifications\*
- ✓ Professional Development Tools
- ✓ Competency-Based Education Programs\*



### 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

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

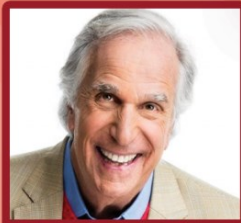
**Turning Stone Resort  
Verona, NY**

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

## SHRM ANNUAL CONFERENCE & EXPO

New Orleans & Virtual | June 12-15, 2022

[REGISTER NOW](#)

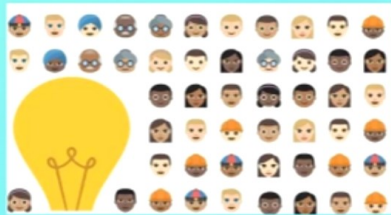




## Committees & Volunteer Opportunities

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 MEMBERS!**

Michael Davis—HCM Account Executive—Paylocity

Becca Ames—Administrative Assistant, Seaway Valley  
Prevention Council

Diana Young—Cornell Cooperative Extension of Jeffer-  
son County

# SHRM® CERTIFICATION

## SHRM-CP® AND SHRM-SCP®

### SHRM-CP/SRHM-SCP Certification Preparation Course

### **Beginning September 8, 2022 – Watertown, NY, JCC Campus**

**Participants must be fully vaccinated against COVID-19 and received the COVID-19 booster, when eligible, and provide proof.**

This SHRM-CP/SRHM-SCP Certification Preparation Course uses the SHRM Learning System, the preferred study resource, to help you learn and apply HR knowledge and competencies to real-life situations, and prepare for SHRM certification. This noncredit pre-certification preparation course does not guarantee success on the exam but it does reflect the general body of knowledge that is tested. It is also appropriate for any individual interested in HR advancement or a professional new to HR with limited experience or formal education in the field.

Content will consist of training in Behavioral and Technical Competencies as outlined in the SHRM Learning System. Attendance and open class discussion is required. However, there will be a large amount of practice assigned online. This course will require a great deal of reading and study time independently. In addition to study time, you will log on to the learning center for pre/post evaluations for each functional area ([www.learnhrm.partnerrc.com](http://www.learnhrm.partnerrc.com)) and take all pre and post assessments for each module. There will be a final exam very similar to the certification test question outline. This entire preparation course is considered to be an excellent study basis for the SHRM- CP/ SCP exam. Students wishing to sit for the exam are responsible for registering and meeting qualifications for the exam in accordance with SHRM guidelines outlined in the certification handbook.

2022 SHRM Learning System will prepare you to sit for the exam during the December 1, 2022 – February 15, 2023 testing window.

Watertown Class: Room E-117, Continuing Ed Bldg.

September 8, 2022 – December 8, 2022

Thursdays, 5:30p.m. – 8:30 p.m.

No class: November 24, 2022

FLEX Course (FLEX means option for in person or virtual attendance)

Cost: \$1,395 (textbooks included)

**Registration deadline is August 31, 2022.**