



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)

Happy New Year to everyone in the NCHRA Group and beyond. We are so excited to start the new year with a new newsletter format! Our goal is to keep the newsletter exciting, informative and easy to read!

In this issue we have information regarding policy changes in 2023, updates on meetings, and interesting topics that are buzzing in the HR Community.

If you have topics that you would like to see covered in the newsletter, please email our President Melissa Dennie - president@northcountryhra.org for your topics to be covered.

See you all in the digital space or hopefully in person soon!

HERE'S WHAT'S UP!

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A MESSAGE FROM NCHRA PRESIDENT, MELISSA DENNIE

I can't believe 2022 has already come to an end. I want to thank you all for making my first year as President, very enjoyable. I am honored to continue to serve as President, and I am excited for the upcoming year events that we have planned. With that being said, 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](#)

[January Meeting Registration](#)

Now that we are entering 2023, it is NCHRA Membership renewal time. 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, with the link below. To learn more about our member benefits please visit the link below. 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? See link below.

Lastly, I'd like to take a moment to thank the remarkable board for their work this past year. THANK YOU ALL for your dedication to NCHRA and the HR profession. Please understand this is a team effort, and you all put so much time and energy into this team, and it is greatly appreciated. With that said, I'd also like to welcome the following new board members, Lisa McCarty and Jan MacCaulay. And I would like to welcome back as board members, Danielle Young (formerly Holland) and Anita Lyndaker. I am excited to work with you all in 2023.

I wish you all a delightful 2023 and I am excited to see you at the January Members Meeting on January 17 at 11:30am via zoom.

To register - see link

Melissa Dennie
NCHRA President

A Year-End Flurry of Policy Changes

by Robert Killmer

NCHRA Treasurer & Govn't Affairs Directors



As we're all busy worrying about the snow flurries, the state and federal governments have been busy trying to wrap up the last of their open items in special and lame duck sessions before we welcome in 2023. The whirlwind of policy changes has come at a dizzying pace, so we here at the North Country Human Resources Association wanted to share some of the highlights with you, in case you're busy cleaning out your mailbox from those Out of Office replies and projects pushed to the new year. As a forewarning, I am not an employment attorney, and NCHRA is sharing information from a myriad of sources to try to keep its members up to date. Should you have in-depth questions regarding these measures, or are unsure how to incorporate or become compliant, please consult your labor attorney. Of course, we always recommend NCHRA's longstanding sponsor over at Barclay Damon, Michael Sciotti.

Federal

Telehealth Extension- If you have provided telehealth benefits to your employees amidst the pandemic, you're probably aware that the CARES Act extended the benefit for telehealth services to be provided to employees in HSA Eligible High Deductible Health Plans without applying to the deductible until 12/31/2022. As the Legislature has just passed the \$1.7 Trillion fiscal year 2023 budget, they've provided another extension through to 12/31/2024. Should this pass, this will allow employers to extend stronger coverage to their employees and provide much needed assistance without hurting their budgets. As you may recall, SHRM's A-Team has been advocating for this extension, so we're glad to see this policy priority cross the finish line.



SECURE 2.0- As if there haven't been enough changes to retirement plans in the last several years, the aforementioned budget has some changes coming down the pike. With the passing of the budget, we should expect to see automatic enrollment with automatic percentage increases to 401(k) plans, governmental assistance and creative leniency in matches (like matching student loan payments as retirement contributions). In an effort to help employees, the bill also provides assistance for emergency savings and access to retirement accounts with reduced penalties when needed. The bill also raises the age for mandatory distribution from retirement plans from 72 to 75 by 2033.

Federal Contractor Vaccine Mandate- While this was not a legislative action, it would be remiss to not comment on how an Appeals Court invalidated the Biden Administration's vaccine mandate for employees of federal contractors, given our proximity to Fort Drum, and the number of employers with federal contracts.

New York State

While the federal government is busy trying to pass their budget, the governor is just now getting around to reviewing key pieces of legislation that passed this year. While we're aware of quite a few that have passed, stay tuned to see what the governor signs or vetoes in the coming days.

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Pay Transparency- While this should come as a surprise to no one, Governor Hochul has finally had a chance to sign the Pay Transparency law. With a healthy lead time (implementation starts September 17, 2023), New York has expanded on existing labor laws to mandate employers post a good-faith estimate of a minimum and maximum salary range for all job advertisements. While it is not yet clear how the state will define advertisements, the bill does clarify that this does extend to internal transfers and promotions that are posted. Also keep in mind job descriptions must be made available for jobs (if you have them) and you must retain records in connection to the law, including the history of compensation ranges for each job, promotion or transfer opportunity and the job descriptions for these positions.

Digital Posters- In addition to making labor law and other legal postings available at all jobsite locations, in a well-lit and readily accessible area, employers must now ensure that we have them digitally accessible. Effective immediately (not quite the generous lead time as above), employers must post all mandatory posters on company intranets, or make the files available by email. Employers must also make the digital accessibility of all posters known to their employees. Especially with the changing of years at hand, now is a great time to ensure your posters are compliant, and digitally accessible.

Breastfeeding Policies- On 12/09/2022, Governor Hochul signed a law that will take effect June 7, 2023, which will expand employee's rights and accommodations in relation to breastfeeding. The new law requires employers to provide a convenient and private space with seating, water and electricity, that is not a bathroom, and making it harder to seek an exemption for failing to do so. This latest legislation also requires that employers have a written policy regarding employees' rights when breastfeeding in the workplace.

Keep an eye out for some more information on what to expect in 2023 as NCHRA prepares some fun activities with an opportunity to win some prizes during Governor Hochul's State of the State Address. We'll be sharing information shortly for those that tune in on January 10, 2023, at 1:00 PM, or watch recording afterwards, looking for some policies priorities in 2023.

Stay up to date on this, and many other great benefits North Country Human Resources Association has to offer by renewing your membership for 2023! To renew visit: NCHRA Membership (northcountryhra.org)



- post legal posters digitally*
- get new nys minimum wage poster*
- prepare for pay transparency*
- check out new breastfeeding policy information*
- watch the state of the state address (hopefully win prizes)*

2023 BOARD OF DIRECTORS



Melissa Dennie, M.S.
President



Joanna Habermann
Vice President



Heidi Lehman, CP
Secretary



Robert Kilmer, CP
Treasurer



Tanya Eastman,
SPHR.SCP
Board Member



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



January Meeting Information

JANUARY 2023 MEMBERS MEETING

JANUARY 17, 2023 AT 11:30AM: MENTORING PROGRAMS—
MATT BURR

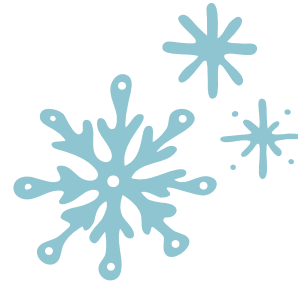
MENTORSHIP IS A NECESSARY SKILL FOR ALL LEADERS TO DEVELOP OVER THE COURSE OF THEIR CAREER BEGINNING IN THE MENTEE ROLE, EVOLVING TO THE MENTOR ROLE AND GRADUATING LEADING THE ORGANIZATION IN THE MENTORSHIP PROCESS. FOCUSING ON MY MENTORSHIP PATH TO THE IMPACTS MENTORSHIP CAN AND DOES HAVE.

HR SHOULD BE LEADING THE MENTORSHIP PROCESS AND EVOLVING THE WAY IN WHICH WE APPROACH MENTORSHIP RELATIONSHIPS IN ANY ORGANIZATION. WHAT WILL PEOPLE LEARN?

WHAT AND HOW WILL PEOPLE LEARN FROM THIS SESSION? WHAT LEARNING OUTCOMES COULD ATTENDEES IMMEDIATELY APPLY TO THEIR WORK?

ATTENDEES WILL DEFINE MENTORSHIP AND THE IMPORTANCE OF MENTORSHIP OPPORTUNITIES IN ANY ORGANIZATION. HOW HR CAN TAKE THE LEAD IN MENTORSHIP EVOLUTION. MY EXPERIENCE IN MENTORING HR PROFESSIONALS IN A VARIETY OF ORGANIZATIONS AND HOW MENTORSHIP HAS A STRATEGIC IMPACT.

TO REGISTER:
[HTTPS://FORMS.OFFICE.COM/R/YTVHHN9FC3](https://forms.office.com/R/YTVHHN9FC3)



HRCRUISE.COM

NYS SHRM CRUISE CONFERENCE

WHEN: SATURDAY, MAY 13, 2023
TO THURSDAY MAY 18, 2023 ON
THE BEAUTIFUL LIBERTY OF THE
SEAS

WHERE: DEPARTING FROM PORT
CAPE LIBERTY, BAYONNE, NJ
(NEAR THE NEWARK NJ
AIRPORT)

MORE INFORMATION:
[HTTPS://HRCRUISE.COM/](https://hrcruise.com/)





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

We would like to implement an employment test for any potential new hire. Do any of you use employment tests? If so, would you please share some information regarding the test you use and also what your experience is with giving tests.

We would like to find a timed test that measures reading comprehension, simple math/arithmetic, critical and logical thinking/problem solving. I would appreciate any tips and recommendations.

Ingrid Small
Accounting Manager
ismall@arieschem.com
P: 315-346-1305 X1110



I am looking for a LinkedIn tips and tricks course when it comes to recruiting on their platform. I found one that looks promising, but it's costly. Can you see if anyone else has used another avenue for this kind of training?



Thanks in advance!

Jamie McGuire
Cell: 315-804-4348
ashevry@gmail.com



Welcome New Members!

Stacy Frederick, Talent Management Coordinator
Atlantic Testing Laboratories, Limited

Justin Mann, General Manager
Riveredge Resort

Sharon Van Auken, HR Director/Business Advisor
CITEC

Veronica Falkowsky, HR Coordinator
Credo Community Center

THE VALUE OF MEMBERSHIP: IT ALL ADDS UP!

COMPLIANCE UPDATES \$1,500

RESEARCH \$5,000

HR TEMPLATES \$1,000

HOW-TO GUIDES \$3,000

WEBCASTS \$300

HR KNOWLEDGE ADVISORS \$750

QUARTERLY HR MAGAZINE \$70

HR JOBS \$299

EXPRESS REQUESTS \$1,800

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

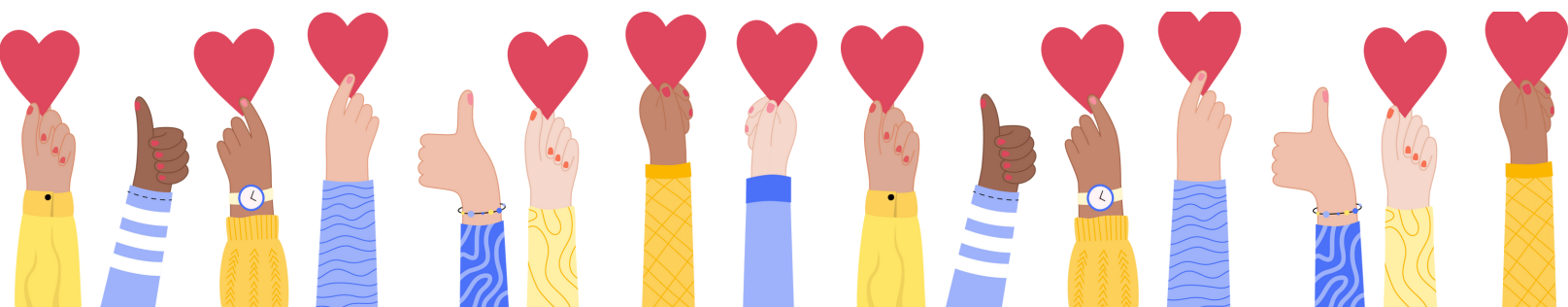
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JOIN OR RENEW YOUR SHRM MEMBERSHIP TODAY!

[**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
Tanya Eastman:
Teastman@o2consult.org

Join us!