

VOL. 2 ISSUE 3
MARCH 2023

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)



**EMPLOYEE APPRECIATION DAY IS
MARCH 3, 2023.**

**WHAT ARE YOU DOING TO CELEBRATE YOUR
EMPLOYEES?**

HERE'S WHAT'S UP!

- 2 - A MESSAGE FROM THE PRESIDENT**
- 3 - NCHRA MEMBERSHIP BENEFITS**
- 4 - BOARD OF DIRECTORS**
- 5 & 6 - EVENTS/MEETING SCHEDULE**
- 7 - ASK NCHRA**
- 8 - OPEN JOBS & NEW MEMBERS**
- 9 - SHRM MEMBERSHIP**
- 10 - VOLUNTEER OPPORTUNITIES**
- 11- 2023 NYS SHRM CONFERENCE**
- 12 - HR CRUISE**



A MESSAGE FROM NCHRA PRESIDENT, MELISSA DENNIE

Welcome to our new and returning NCHRA members!

SAVE THE DATE! We are thrilled to announce that the NCHRA HR Conference will be May 9, 2023 at the Hilton Garden Inn, Watertown. Please stay tuned for the registration form coming soon!

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](#)
(northerncountryghra.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



March Meeting Information



MARCH MONTHLY MEETING



LEGAL UPDATE WITH LAURA HARSHBARGER OF BOND, SCHOENECK, & KING



Tuesday
March 21, 2023



8:00 AM - 9:30 AM

In this seminar, we will discuss the most pressing legal developments heading into 2023. Specific topics will include the state of COVID-19 era legislation, trends in administrative agency enforcement, NYS posting and notice requirements, sexual harassment policy updates, and wage and hour compliance.

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.

Have a question that you want to run by a group of HR Professionals? Email President@northcountyhra.org for your question to be sent to our email group and featured in the newsletter!



OPEN HR POSITIONS IN THE AREA:

POSITION AT CARTHAGE AREA HOSPITAL / CLAXTON
HEPBURN MEDICAL CENTER / NORTH COUNTRY
ORTHOPEDIC GROUP. PLEASE REACH OUT DIRECTLY TO
LISA STOREY.

[HTTPS://PM.HEALTHCARESOURCE.COM/CS/CLAXTONHEP
BURN/#/JOB/4787](https://pm.healthcaresource.com/cs/claxtonhepburn/#/job/4787)

LISA STOREY, SHRM-CP
VICE PRESIDENT HUMAN RESOURCES
PHONE: 315-713-5260
CELL: 315-489-9753
LSTOREY@CHMED.ORG



New Members!

Jeff Taylor, Executive Director

College Association, Inc - SUNY Canton

Nicole Todd, HR Representative

College Association, Inx. - SUNY Canton

Clara Cummings, HR Director

Empire State Mines, LLC

Pamela Adle, HR Specialist

Empire State Mines, LLC



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.

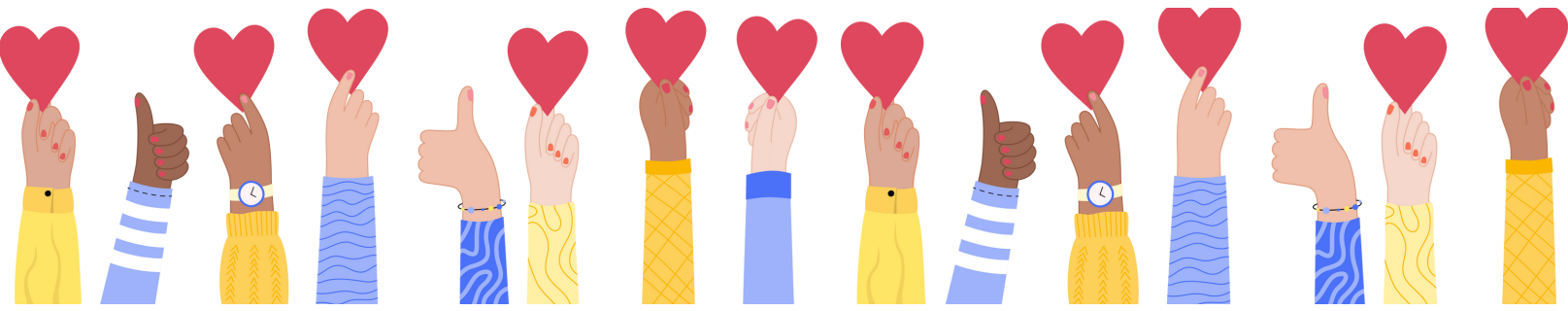
JOIN TODAY

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

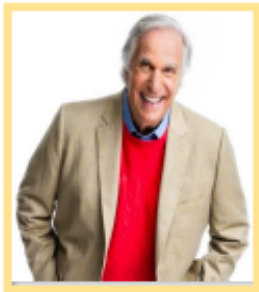


Workforce Readiness

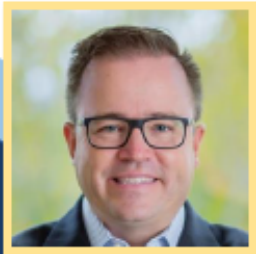
Contact: Joanna Habermann,
jhabermann@sunyjefferson.edu

Join Us!

Keynote Speakers



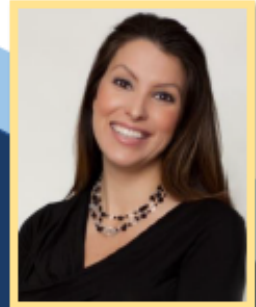
Henry Winkler



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