



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>



Mark Your Calendars

EVENTS



SAVE THE DATES! **2019 Upcoming Meetings**

Tuesday February 12, 2019 – LUNCH – Healthcare System

Tuesday March 19, 2019 – Breakfast – Information Security

Tuesday April 23, 2019 – LUNCH – Sexual Harassment Updates

Tuesday May 21, 2019 – DINNER – EEO Claim Division Rights

Tuesday June 18, 2019 – LUNCH – TBD

Tuesday September 10, 2019 – HR CONFERENCE

Tuesday October 22, 2019 – Breakfast – Crisis Management

Tuesday November 19, 2019 – Round Table Discussions/TBD

North Country Human Resources Association

Board of Directors 2018-2019



President

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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

Dues are non-refundable if approved - due 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

**Membership in NCHRA is contingent upon approval of Board of Directors.
Applicants will receive notification of membership decision.**

Name: _____ (Membership is individual-not transferable)

Home Address: _____

Home Phone: _____ Home Email: _____

Employer: _____

Employer Address: _____

Employee Email Address: _____ Employee Telephone: _____

Title: _____ Function(s): _____

Renewal Membership New Membership

Are you a SHRM member? Yes No

SHRM Member Number: _____

Expiration Date: _____

Do you have a certification?

PHR SPHR CP SCP

Internal Use Only

Type of Membership: Professional Associate Student Honorary

Membership expires: 2019

Form of Payment: Personal Check Business Check Cash

Date Board approved:

Date Approved Letter sent: _____ Check# _____ \$ _____

2019 NCHRA Membership

The membership year runs from January 1, 2019 to December 31, 2019.
Annual membership dues are payable to NCHRA with the application and mailed to:

NCHRA
PO Box 8302
Watertown NY 13601

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 on the application in order for the board to verify you are a current National SHRM Member in good standing

Remember: there is a meal price difference for NCHRA members and non-members so it's to your advantage to 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 Human Resources or related 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.**



Qualified Member

Current Professional Members of NCHRA

Guidelines for Benefit Funding for NCHRA Professional Members Only

The NCHRA Board will review funding and events annually. 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.

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 one time by NCHRA. Proof of course completion is required and must be submitted to the board of directors prior to reimbursement. If employer will not pay the cost.

The preparation class will be reimbursed for half the course fee for one **SHRM member** each year one time by NCHRA. Proof of course completion is required and must be submitted to the board of directors prior to reimbursement. 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 one time by NCHRA upon submission of proof of a passing the exam. If employer will not pay the cost.

The exam will be reimbursed for half the exam fee for one **SHRM member** each year one time by NCHRA upon submission of proof of a passing the exam. 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. 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 (gas, tolls, etc.) & reasonable meals (alcoholic beverages are not covered by NCHRA) not covered by conference will be reimbursed in accordance with GSA guidelines by the Association 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. 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.



North Country

Human Resources Association

Chapter Operational Procedures / Standards

I want to start out by explaining that our By-Laws are regulated by SHRM (see details on our website: <http://northcountryhra.org>) and any changes made have to go through SHRM procedure for approval, but SHRM affiliated Chapters' have their own operational procedures as well - that are not necessarily in writing and do not have to be approved by SHRM or put in the By-Laws.

Below are some of our chapter's basic standards:

1. NCHRA does not supply / pay for alcohol at any event
2. NCHRA does not allow email communications or mass mailings to our members for any reason from our chapter members or board of directors. **All communication requests – to go out to the membership must go through the President.**
3. NCHRA does not allow sales pitches from our chapter members at member meetings
4. NCHRA will post HR / Business Office related job postings on our website and email to members - but no resumes.

Reminder: when responding to email requests for information, please respond directly to the requestee. Please, do not reply all.

February 2019 Member's Meeting

DATE: Tuesday – February 12, 2019

LOCATION: Elk's Lodge
728 Bradley Street
Watertown, NY

TIME: 11:30AM Social Networking / Lunch Buffet Open
11:45AM Member Meeting
12:00PM Speaker / Presentation

COST: \$15.00 Paid Members
\$25.00 Guests

TOPIC: **“The State of our Healthcare System”**

SPEAKER: David Spiegel, VP – Employee Benefits Consultant
Patrick Nichols, AVP – Employee Benefits
Brown & Brown Empire State

RSVP: **DEADLINE: THURSDAY 2/7/19**
Cherie Moore, President
Email: nchra2013@gmail.com

SHRM & HRCI Credits available for this presentation - pending approval

Topic Summary: The history of our healthcare system will be discussed along with an analysis of the current status and what to expect in the years ahead.

RSVP CANCELLATIONS: We will make every effort to cancel the RSVP if given reasonable notice of cancellation. If NCHRA is charged for the meal, then you are responsible to pay for the meal.

SHRM-CP/SHRM-SCP



Certified Professional or Senior Certified Professional Accreditation

Workforce
Development
& Business



*This pre-certification course prepares you for the
Society of Human Resources Management's National Exam*

THURSDAYS, FEBRUARY 7 - MAY 9

5:30 - 8:30P

COST: \$850

The fee includes the cost of all SHRM Learning modules, online access to practice tests and study tools (an \$870 value) It does NOT include cost of the exam.

Call 315-786-2233 or e-mail CED@sunyjefferson.edu to Register

2019 NY State SHRM Annual Conference



2019 NY STATE SHRM CONFERENCE

September 22 – 24, 2019

Albany Capital Center, 55 Eagle Street Albany, NY

2019 rates:

	Before March 31 st	Early Bird Rate	July 1 until September 22
SHRM National and/or Local Affiliate Chapter Members	\$465.00	\$520.00	\$600.00
Non-member	\$510.00	\$570.00	\$650.00



Interested in attending the SHRM 2019 Annual Conference & Exposition in LA?
Visit <http://annual.shrm.org/> for more information!



Additional Training

4 Part HR Series, Tuesdays in March 9am-11:30am at JCC

- Harassment, Bullying and Hostile Workplace: Learn current and pending regulations, creating compliant policies and training that is required for your workforce.
- Smart Hiring to Drive Retention: Learn techniques for screening candidates that will stay with your company. Discuss analytics to review and improve turnover.
- Fair Labor Standards Act: Overview and Updates. Review of Wage an Hour regulations.
- Leading Successful Investigations: Learn proper steps and documentation requirements for any type of workplace investigation

To register visit: <https://www.sunyjefferson.edu/community/business-career-training/professional-growth-technology.php>



The Recruitment, Hiring, Retention, & Engagement of Military Veterans

In November, I had the opportunity to attend a Veteran Ready Training, sponsored by the SHRM Foundation. This training consisted of the following topics:

1. Tax Incentives for Employers Hiring Veterans
2. Veteran 101- Military Culture
3. Veteran 201 – Military Lingo and Discharges
4. The Myths and Facts of Military Leaders
5. Creating a Veteran Hiring Program
6. How to Create a Military Spouse Hiring Program
7. Using the National Labor Exchange to Find Veterans to Hire
8. Supporting Veterans, Family Members, and Wounded Warrior Caregivers with Flexible Work Options
9. Creating a Veteran Mentor Program
10. Creating a Military Friendly Culture and Onboarding Program
11. 15 Things Veterans Want you to Know

This training helped open my eyes to several struggles our military and their spouses experience when they transition into our civilian workforce structure. You can help with this transition.

As HR professionals it is our obligation to stay current with the constant changes of State and government procedures. It should also be our responsibility to assist those in our community that transition in and out of past careers and into new ones. This includes members of the Fort Drum community.

This training is being offered to our membership. It consists of watching videos and a few tests offered by PsychArmor Institute.

Please take the time for this training and let me know when you have completed it, so our chapter can acknowledge your determination to make a difference.

- 1) Certificate program: www.shrmfoundation.org/veteransatwork.
- 2) Earn up to 10 PDCs

If you have any problems at all, let me know and I can help.

Thank you,
Anita Lyndaker
NCHRA VP, Workforce Readiness Chair