

President's Message



Karen Eichstaedt, Chapter President

Hello, everyone, and Happy Spring!

All I need is a few March days with the temperature in the 60's to shake me out of my winter doldrums! On my morning walk, I noticed perennial gardens to rake out, a stone wall in need of repair, and a shed that needs repainting. And the "inside the house" list grows as well . . . reorganizing space, closets to go through and a new coat of paint on my office walls. It's great to let the season's change energize you!



At HRLA, we also said a strong farewell to winter this past week with a salute to the HR profession in our March meeting event highlighting CHRO (Commission on Human Rights and Opportunities) with Attorney and Director Cheryl Sharp giving us the update on current practices at CHRO. Over 85 HR associates and community members turned out for a spectacular evening at the Holiday Inn in Norwich where we feasted on Ben & Jerry's Ice Cream, were treated to back massages, had spa services, all the while enjoying special martini's, a delicious cake and accompanied by guitarist Travis Winkley! State SHRM Council Director Randy Chase honored us with his presence as well and enticed us with news of the Tri-State SHRM Conference coming up in Newport, RI. Get your best Gatsby get-up and join us in Newport May 2-4!

Speaking of State Council, we were treated to one of our favorite speakers

Second Quarter Newsletter April — June 2016

Wally Hauck, at the Tri-State Leadership Conference March 2nd in Cromwell, CT. Wally did an excellent job talking about the leadership skill "influencing". He impressed upon us the importance of being honest and impeccable in our agreements with others as a basis for forming trusting relationships. As always, Wally's humor and story-telling made the morning's presentation fly by! And thank you for our great Chapter representation at this event!

On our spring HRLA Board agenda, we've added a session on strategic planning slated for March 21st. Given the change in board members as well as the president role, it's a good time for us to step back and reflect on our future. Our organization celebrated 15 years' of existence last year, thanks to the thousands of hours of volunteer efforts on the part of the HRLA Board and Chapter members. We know we have a unique and special chapter here in eastern Connecticut . . . everyone tells us so! From our welcoming and inclusive nature, to our hospitality and opportunities for networking and best-practice sharing, we want to continue to provide value to all our members and see our chapter grow and develop. Through strategic planning, we can map out our goals in the various functional areas like membership and professional development. We are looking forward to this exercise, facilitated by consultant Susan Lesser of nPlusOne Group.

And speaking about volunteers that have built HRLA, April is **Volunteer Appreciation Month!** I want to extend my heartfelt appreciation and pride to all of you who donate your time, hours, thoughts, ideas and feedback to not only HRLA, but across the universe of your work in the HR community. Our HRLA Board & Committee members will be guests of honor at our April 5th Chapter meeting, where we will have some special treats in recognition for all that you do! Also, at the April meeting, Mike Taylor, SHRM-SCP, SHPR, State Council SHRM Foundation Chair, is scheduled to present a brief, interesting and educational overview of the SHRM Foundation and all of its



APRIL is VOLUNTEER

RECOGNITION MONTH!

benefits, such as scholarships available to SHRM Members and other numerous benefits under this Foundation.

Dates to Mark!

April 5th HRLA Meeting — International Children's Book Month! HRLA is conducting a **Children's Book Drive for Toys for Tots** — Bring a book for a needy child to the April 5th Meeting!

April 6th Special Event — Join us and the ECSU SHRM Student Chapter at ECSU in Willimantic! Meet our future HR Leaders! Register at www.hrlact.org

See you all soon!

Karen

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Upcoming SHRM Events!

SHRM Annual Conference & Exposition: Washington D.C.

AFFILIATE OF June 19-22



The SHRM Annual Conference & Exposition is the largest and best HR event in the world, providing your organization with the tools and resources you need to create and implement the successful HR practices that will ensure that your company will thrive. Your company will get the targeted strategies and practical takeaways that you need to achieve your goals – from talent management to federal compliance to cutting-edge business strategies.

FRESH PERSPECTIVES

Internationally-renowned speakers that offer fresh points of view and inspiring stories that can help shift your perspectives and deepen your understanding of leadership, motivation, and success. You'll hear from business leaders, HR practitioners, consultants and academicians.

Visit shrm.org for more information!

Registration Is Now Open!

Local Conferences

2016 Tri-State SHRM Conference

May 2-4th, Newport, Rhode Island

Registration: <http://www.tristatehrm.com/>

CBIA HR Conference

March 23rd

Radisson Hotel

100 Berlin Road, Cromwell

Registration:

<http://ow.ly/YOCbe>

Strategic HR New England

October 23-25th

Omni Mount Washington Hotel,

Bretton Woods, NH

SHRM Conferences

- ♦ SHRM Employment Law & Legislative Conference - March 14-16, Washington DC
- ♦ Talent Management Conference & Expo - April 18-20, Orlando, FL
- ♦ SHRM Annual Conference - June 19-22nd, Washington DC
- ♦ Emerging Lead(HR) Conference – September 26-28th, Seattle, WA
- ♦ Diversity and Inclusion Conference – October 24-26th, Austin, TX
- ♦ SHRM Volunteer Leaders Conference – November (?), Washington DC



Your Valuable HRLA Membership — Have you been thinking of joining HRLA? NOW is the Time!



GOOD NEWS

Membership is only \$70. Even though our various costs (meals, etc.) continue to increase, the Board continues to manage our expenses to achieve our goals and keep the overall budget in balance. This has permitted us to keep this year's dues unchanged.

HRLA helps you meet your professional goals in several ways including:

- An opportunity to network on a monthly basis with colleagues facing similar problems and challenges.
- Monthly topics that are pertinent and of concern to HR professionals.
- An annual meeting on diversity in the workplace.
- An annual meeting on Legal Updates - always a "hot" topic for companies of all sizes.
- Information on SHRM-CP and SHRM-SCP; PHR/SPHR certification classes.
- Full access to all areas of our website.
- The opportunity to post jobs at no cost—or look for a new job.
- The chance for recertification credits at many of our 2016 programs.
- A chance to be a part of one of the best local SHRM chapters in New England.

THANK YOU
for joining us!

Joining is as Easy as 1, 2, 3:

Click on <http://www.hrlact.org/> Click on the "Becoming a Member" tab , Click on "Becoming a Member" again, Scroll down to "Become a Member", Enter your profile & pay on-line or mail in your check!

Please contact Janet or Denise if you have questions or concerns. E-mail: membership@hrlact.org

We Want YOU!

The 2016 HRLA Board is up and running strong! But, there is still room for YOU!
The Nominating Committee is in search of the following Volunteers!



Committee Positions

Membership Committee: Assist with mailings, flyers
Logistics Committee: Assist with finalizing details, set-up
Greeters & Registration Desk: Assist with Event registration
Communications Committee: Assist with Newsletter, Marketing

Board Positions

Workforce Readiness Chair - Diversity Chair - President Elect

Contact Karen or Janet for further information!



THE 2016 TRI-STATE SHRM CONFERENCE “Building a Sustainable HR Legacy” Monday-Wednesday, May 2-4, 2016 ~ Newport, Rhode Island

[Click here for more information](#)

Building a Sustainable HR Legacy

PROFESSIONAL DEVELOPMENT, NETWORKING AND FUN

The anticipation is building for an incredible Tri-State SHRM Conference! The conference will begin and end with mind-shifting views of how we can build a sustainable HR legacy. The three days in between will be filled with thought-provoking speakers, effective tools and practices to take back and implement in your workplace and the opportunity to network and exchange ideas with HR leaders throughout the tri-state (Connecticut, Massachusetts and Rhode Island) area.

6 Professional Development Tracks

1. CHRO
2. Culture-Driven Strategic Success
3. Sustainable Talent Strategies
4. Elevating Business Partner Value
5. Service Center Excellence
6. Special Interest Days
 - Monday: Global
 - Tuesday: Total Rewards
 - Wednesday: Diversity & Inclusion

2 Evenings of Networking and Fun Included with Conference Registration

- Monday: Clambake, Hyatt Regency Hotel
- Tuesday: Soiree at Rosecliff Mansion (Transportation Included)

HRLA Meetings & Board Meetings

Board Meetings

April 14th	In-Person
Aug. 9th	Planning Update
Sept. 22nd	Programs Mtg.
Oct. 20th	Telecom
Dec. 8th	Annual Mtg. & Holiday Party



HRLA Meetings

April 5th	Dinner Mtg.	Holiday Inn, NL
April 6th	Appetizers	ECSU, Willimantic
May 12th	Breakfast Mtg.	Holiday Inn, NOR
June 15th	Breakfast Mtg.	Holiday Inn, NOR
July 21st	Special Dinner Event	Haley Mansion, Mystic
August	No Meeting	Happy Summer ~
Sept. 21st	Breakfast Mtg.	Holiday Inn, NL
Oct. 6th	Dinner Mtg.	Holiday Inn, NOR
Nov. 9th	Breakfast Mtg.	Holiday Inn, NOR
Dec. 8th	Dinner Event	Norwich Inn & Spa

Welcome New 2016 Members!

Welcome Back to our former members and *Welcome* to our brand new members!



Alexander S. Chand
Cassandra Mantoni

Cindy P Tordo
Dana Dowdell

Jeff Giantonio
Jessica van der Swaagh

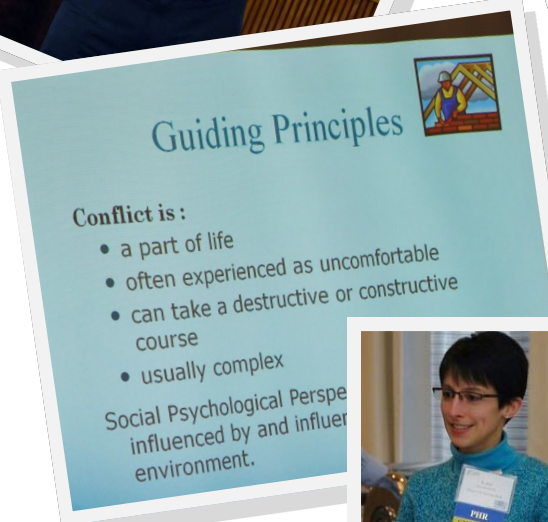
John DeVivo

Kimberly Pine
Mary Guerrera



January Event with Dr. Eric Marcus!

Jessica rolls out the
HRLA
Scholarship Program



February
Open House!



Meeting New Friends! Great Food
and Lots of Laughs ~
Sharing about HRLA & SHRM



Huge Turnout for our March 8th Event
with Deputy Director Cheryl Sharp, CHRO



Special *Thank You* to the HRLA Board for their outstanding participation at this year's Leadership Conference in Cromwell on March 2nd





HRLA Scholarship Application Acceptance Opened on February 10th and Closed on April 1st

HRLA will award the HRLA Scholarships to an HRLA member actively pursuing an undergraduate or graduate degree or taking the SHRM-CP or SHRM-SCP; PHR or SPHR Certificate Program.

The recipients of the Scholarships will be announced by College Relations Chair Jessica Linicus after the Committee has made their selections!

April 5th FLSA: Do You Understand the New Rulings Surrounding Exempt or Non-Exempt? **Featured Speaker Meredith Diette, Esq.**



The New FLSA Regulations: What Changed, What Didn't, What's Next for Employers
The Department of Labor's Wage & Hour Division (WHD) and its long-awaited proposal to amend the Fair Labor Standards Act (FLSA) Regulations; in particular, the regulations governing the "white collar" exemption for executive, administrative, and professional employees. This meeting will outline what changes are in the proposed FLSA regulations, what it means for employers, and what employers should do now in response to the DOL's announcement.

May 12th Conducting Fair, Legal and Thorough Internal Investigations **Featured Speaker Holly Cini, Esq.**



Conducting fair, legal, and thorough internal investigations has never been more important, as organizations across the country are being hit with massive fines and penalties for failing to properly conduct internal investigations. Attorney Cini will cover:

- Setting the Stage for a Successful Investigation
- Conducting Internal Investigations: Your Plan in Action
- Documentation: Before the Investigation and During
- Post-Investigation: Reporting Your Findings and Making Recommendations
- Damage Control: Preventing Employee Retaliation and Misconduct

June 15th The Role of Cultural Fit in the Hiring Process. More Important Now than Ever! **Featured Speaker Susan Lesser, Co-founder and President, nPlusOne Consulting**



Ms. Lesser will discuss how we can determine if a candidate is the right fit for your company.

How many times have we thought, "Why is my turnover so high and how can I reduce this number?" Yes, skills and qualifications are important but are we ensuring that this candidate is culturally a good fit? Last June, Gallup found 70 percent of the American workforce is disengaged on the job, costing the U.S. economy as much as \$550 billion in lost productivity. How is cultural fit a factor within this number!

April

International Children's Literacy Day

HRLA will be holding a Children's Book Drive at the Tuesday, April 5th Dinner Event! Bring a book for a needy child. All donations will be donated to Toys For Tots! Thank You!



Human Resource Leadership
Association of Eastern Connecticut
Dinner Event
Tuesday, April 5, 2016



FLSA: Exempt or Not Exempt? That Is The Question!



Featured Speaker: Meredith Diette, Esq.
from the law offices of Siegel, O'Connor, O'Donnell and Beck, P.C.

An Employment law attorney and shareholder with Siegel, O'Connor, O'Donnell, and Beck P.C. Attorney Diette represents public and private employers before state and federal courts and administrative agencies, including the Commission on Human Rights and Opportunities, the National Labor Relations Board, and the State Board of Labor Relations on a variety of employment-related matters such as claims of discrimination, wrongful discharge, retaliation, sexual harassment, unemployment, and employee discipline.

FAIR LABOR STANDARDS ACT



Are you ready for the proposed changes to the FLSA White Collar Exemption Rule?

Learn how you can prepare for these changes being discussed by the DOL

Attorney Diette will take us through the proposed changes by the Wage and Hour Division of the DOL. An overview of the exemptions and detailed duties for the levels of Executive, Administrative and Learned Professional will be presented.

Additionally, this interactive presentation will discuss the new pay threshold. It is much higher than anticipated.:

Current is \$455 per week or \$23,660 per year.

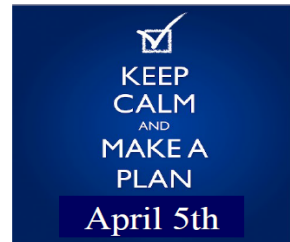
Under the proposed rules, \$970 a week or \$50,440 per year.

The highly compensated threshold will also climb to \$122,148 from 100,000

- Will there be changes to the duties tests?
- Will bonuses be part of the salary calculation?

How many people will be affected?

Cranking the threshold up to \$50,440 would put about 40% of workers under the line.



April is International Children's Book Month
HRLA is collecting children's books for
Toys for Tots!
Consider bringing a book for a needy child.

Thank you to our Sponsors



MFP Human Resource Management LLC



Date: Tuesday, April 5, 2016
Dinner Event: 5:30 — 7:30 PM
Location: Holiday Inn
35 Governor Winthrop Blvd.
New London

Registration: www.hrlact.org
HRLA Members: \$35
Guests: \$45

SHRM & HRCI Credits Approved 1.0 General

Who Should Attend?

HR Professionals ~ Payroll Staff ~ Managers ~ Students ~ Professionals in Transition

April

Joint ECSU SHRM Student Chapter & HRLA Event!



The ECSU SHRM Student Chapter
in conjunction with
The Human Resource Leadership
Association of Eastern Connecticut
present on April 6, 2016



SUCCESSFUL HR STRATEGIES FOR BUILDING AN ETHICAL WORKPLACE CULTURE



Dan Griffiths, SHRM CP
The Society for
Human Resource Management

Dan Griffiths is the Regional Field Services Director of the Northeast for The Society for Human Resource Management (SHRM). He represents seven states and interacts with HR professionals to support them.

Dan served as Founder and President for the Greater Merrimack Valley HR Association (GMVHRA) from 2003-2006. The chapter created an award named after him, the Daniel W. Griffiths Leadership Award. Dan was the SHRM State Council Director for New Hampshire from 2007-2009 and also served on the Membership Advisory Council (MAC) in 2010-2011 for SHRM, representing 11 States and 100 chapters in the Northeast Region. Dan's educational background includes a Master's Degree in Business Administration with a Major in Human Resource Management from Franklin Pierce University. He also holds a Bachelor's Degree in Business with a concentration in Human Resource Management from Southern New Hampshire University. In addition, Dan is an Adjunct Professor at Franklin Pierce University and has been teaching HR courses for several years.

This presentation will help you assess the degree to which an organization has an ethical culture and the steps needed to build a stronger one that will contribute to your business success. You will look at:

- ♦ the current status of workplace ethics,
- ♦ the reasons good ethics equal good business,
- ♦ the elements of an ethical workplace culture,
- ♦ HR strategies to build a stronger culture,
- ♦ and the importance of ethical practice as an HR competency.



Join HRLA and the ECSU SHRM Student Chapter as we network, enjoy appetizers and visit with the ECSU students.

**Come and meet our future leaders
and employees of tomorrow!**



Date: Wednesday, April 6, 2016

Evening Event: 5:00 — 6:30PM

Location: Eastern Connecticut State University
Science Building Room 301
83 Windham St.,
Willimantic, CT

Registration: www.hrlact.org

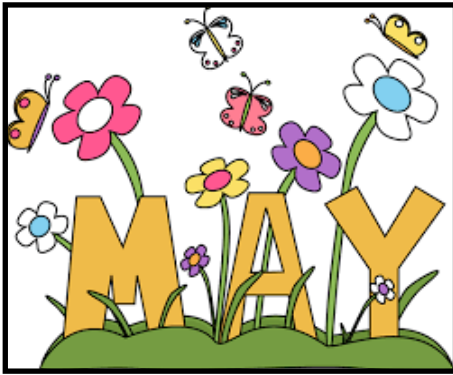
Complimentary Event; please register

Parking: All parking spots not designated or handicap reserved are free after 5pm

SHRM & HRCI Credits
pending 1.0 General

Who Should Attend?

HR Professionals ~ Students ~ Managers ~ Business Owners ~ Professionals in Transition



May

Honoring and Remembering All Who Served

May 30th is Memorial Day



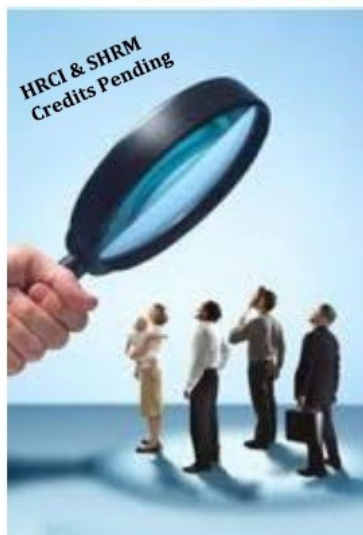
Join Us
On
May 12th



Human Resource Leadership
Association of Eastern CT



CSI MOVES INTO YOUR HR OFFICE: HOW TO CONDUCT AN INTERNAL INVESTIGATION



Come join us for this essential learning opportunity!

. . Presented by Jillian Orticelli & Sarah Skubas, Jackson Lewis

Our Featured Speakers will outline and give updates on:

- What types of complaints require an investigation and call for a fast response? Which do not?
- What is the most important thing YOU should do before you begin an investigation?
- Common accusations employees make when they feel they've been treated unfairly after making a complaint.
- Procedures to follow that help bulletproof an investigation - along with **Top Tips** on your documentation.
- Should the witness and/or complainant develop their own statements or, document the facts from the HR/Interviewer record?

Featured Speakers Jillian Orticelli and Sarah Skubas



Jillian R. Orticelli and Sarah R. Skubas are both Associates in the Hartford, CT office of Jackson Lewis P.C. Ms. Orticelli's practice is focused on employment litigation and preventive counseling. She represents employers in state and federal court and administrative agency proceedings. Her experience includes defense of claims for wrongful termination, discrimination harassment and retaliation, restrictive covenant and trade secret misappropriation litigation, wage and hour, including collective actions and appellate practice. Prior to joining Jackson Lewis, Ms. Orticelli served as law clerk to Ellen Ash Peters, Chief Justice of the CT Supreme Court and Antoinette Dupont, Chief Judge of the CT Appellate Court.



Sarah R. Skubas' practice is focused on employment litigation, preventive counseling and labor relations. She defends employers against claims of discrimination, harassment retaliation, wage and hour violations and state and federal FMLA violations. She also assists employers in providing preventative counseling, preparing employee handbooks and policies and procedures. Prior to joining Jackson Lewis, Ms. Skubas worked as an Associate for a boutique management-side labor and employment law firm in CT and served as the sole Staff Attorney for the Boston City Council.

HRLA Member: \$25
Guest : \$35

Register at:

www.hrlact.org

Networking
Delicious Breakfast
Door Prizes

Thursday, May 12, 2016

Breakfast Meeting: 7:30 – 9:00 AM
Holiday Inn, 10 Laura Blvd., Norwich

Memorial Day May 30th

PROUDLY SPONSORED BY:





Smile Power Day - June 15th

*"Do not let the world change your smile.....
Let your smile, change the world!"* (author unknown)



Human Resource Leadership
Association of Eastern Connecticut
Breakfast Event
Wednesday, June 15, 2016



The Role of Cultural Fit in Hiring!



Featured Speaker: Susan Lesser, MBA, MS
Partner, nPlusOne Group

Susan Lesser, co-founder of nPlusOne, uses her business acumen and background in counseling to provide a distinctive level of guidance to her clients; one that improves their financial results by focusing on employees and the processes that align them to the company strategy.

With 25+ years in education and approximately 15 years as a consultant, Susan's accomplishments include: being the first female consultant at the UCONN Family Business Center, promotion of 45% of leadership trainees within 1 year of participation, sole consultant included on CBIA Manufacturing Summit Best Practices Panel and professorial duties at Central Connecticut State University.

Join us for this interactive dialogue!

Your candidate has every single one of the technical skills required for the open position. Looks like this is a "no brainer" hire, right? Not so fast. What about cultural fit? Time and time again it has been proven that a new hire's success is significantly predicated upon his or her ability to thrive in the environment or culture.

Learning points of this interactive presentation:

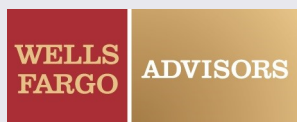
- Pros/Cons of Cultural Fit;
- Evidence in support of Cultural Fit;
- Financial ramification of not considering Cultural Fit;
- How to include Cultural Fit in your hiring process.

Benefits of this session:

- Retention increases by 30% when cultural factors are taken into consideration;
- Misunderstanding and misuse of Cultural Fit can result in outcomes that are 180-degrees from that which was intended;
- Being able to argue, with hard figures, the case for Cultural Fit.

**Bring-A-Friend! If they join HRLA,
YOU receive a \$10 Dunkin Donuts Card!**

Thank you to our Sponsors



Date: Wednesday, June 15, 2016
Breakfast Event: 7:30 — 9:00 AM

Location: Holiday Inn
10 Laura Blvd.
Norwich, CT

Registration: www.hrlact.org
HRLA Members: \$25
Guests: \$35

SHRM & HRCI Credits Approved 1.0 General

Who Should Attend?

HR Professionals ~ Recruiters ~ Supervisors ~ Managers ~ Students ~ Business Owners



July

Happy
4th of July!



A Sneak Peak at our
HRLA July Summer Social Extravaganza!

Thursday, July 21, 2016
Dinner Social Event



Save-The-Date ~ July 21st
For this FUN Socializing Event
The Haley Mansion
Three Williams Ave., Mystic, CT

Hosted by the CT SHRM State Council's Diversity Directors:



Let's Chat!

Let's Chat!

Attendees provide a safe space for others and themselves to share, learn, discuss and engage each other in challenging conversations about current events, workplace occurrences and personal development.

No Safe Space Rules! No guidelines! No Peace Keeper!
No Debriefing! Just one thing:
Let's Chat!

Join us, ask questions, talk about current events, and engage in deep conversations about social justice issues.

There is no charge to join the call. Please be on time. Callers introduce themselves and conversation will begin 5 minutes after the start of the call. Calls will be about an hour in length.

Date: 2nd Tuesday of the Month; Time: 12:00 pm
Hosted by Christopher Bylone and Joe Wendover, Diversity and Inclusion Co-Directors
Conference Call: Dial (712) 770-4010 Code: 719178

Info?: Christopher at cbylone@gmail.com,

Register Now



AN AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

2016 Chapter Leadership

President:	Karen Eichstaedt president@hrlact.org
Secretary:	Sandra Lamotte secretary@hrlact.org
Treasurer:	Maria Fisher-Proulx treasurer@hrlact.org
VP Membership:	Denise Mangano membership@hrlact.org
Membership Engagement Director:	Janet Welch membership@hrlact.org
Co-VPs Programs:	Gail Perrelli & Katie Quackenbush programs@hrlact.org
Legislative Director:	Meredith Diette, Esq. legislative@hrlact.org
College Relations Director:	Jessica Linicus collegerelations@hrlact.org
Career Links Chair:	Maura Bonafede careerlinks@hrlact.org
Certification Director:	Sandy Spencer certifications@hrlact.org
Co-Directors Communications:	Ilie Saracovan Jodie Bartnicki communications@hrlact.org
Community/External Relations Director:	Janine Dunn communityrelations@hrlact.org
Marketing Director:	Gary D'Orsi marketing@hrlact.org
Board Members at Large:	Joy Baldridge Maria S. D'Amelia

OUR CORE VALUES

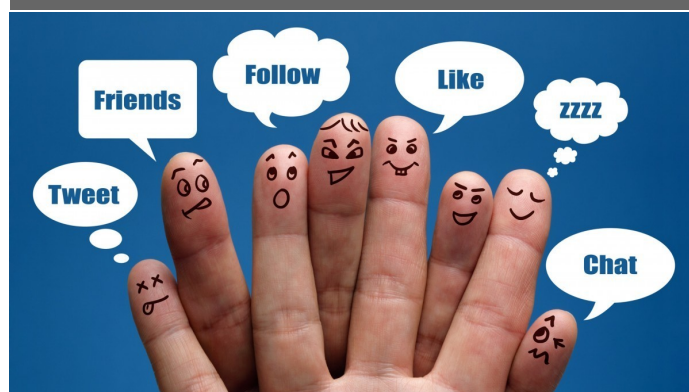
Collaboration—We reach out to other professional discipline for mutual development; we build strategic partnerships.

Community—We promote civic service and support efforts to meet the needs of the local community.

Development—We provide opportunities for professional growth and networking. We promote excellence in human resource practices.

Innovation—We foster an environment for generating ideas. We seek opportunities to be leaders and facilitators of change.

Integrity—We promote the highest ethical standards and behaviors.



Contact HRLA CT

34 East Town Street
Norwich, CT 06360
info@hrlact.org

