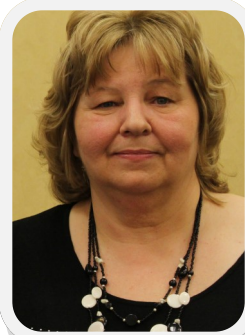


President's Message



Karen Eichstaedt, Chapter President

While I am not quite ready to say farewell to the summer of 2016, once the school buses, pumpkins and brilliant displays of mums start appearing, I know I have to get on board and say welcome Autumn! I am determined this year (I say this every year) to get a good fall coat for those crisp mornings when a sweater just won't do!

We had a couple of GREAT events this summer, not the least of which was our July 21st annual summer social event at the Haley Mansion in Mystic, CT. Our event planners Jessica Linicus and Linda Morales outdid themselves on this one; the sea-side setting and elegant under-tent accommodations were a perfect backdrop for tapas-style food tables with everything from pasta to soups and sliders. Who could resist a chair massage overlooking the ocean, or a psychic reading or a fun caricature drawing while being entertained by guitarist Travis Winkley! The evening was topped off by a HUGE raffle of numerous gift certificates, wine baskets, a "Sunday Morning" basket and free meeting and membership vouchers. Thanks to all who made this event a huge success.

Speaking of the ocean, a group of us boarded the Seastreak ferry out of New Bedford, Mass on August 11 and headed out to a fabulous day on Martha's Vineyard. The ferry was a quick hour-long jaunt before pulling into the historic dock at Oak Bluffs where we had a choice of street-strolling, shopping, beach-walking or taking in the sights, not the least of which were searching for President Obama and his family who happened to be vacationing there at the same time! Alas, no sightings,

but we did lunch at the famous Nancy's dock-side restaurant where first daughter purportedly worked a shift or two! I had the best time walking through the old Methodist summer camp that now consists of about 330 gingerbread cottages that were built upon the early tent platforms . . . magical! We ended the day with a bus ride to Edgartown, where we were able to see more of the island and its incredible beaches. Good company, time to catch up with a few friends . . . we will definitely do again next year.



Last Thursday, September 22, HRLA board members gathered at the historic Welte mansion on the grounds of the United Community & Community Services campus in Norwich to plan our annual calendar for next year. Mapping out a year of speakers, venues, sponsors, current HR hot topics and credit-bearing activities isn't easy, but when you have the stellar group that we do, sharing the work makes it doable! We will be bringing the best of HR learning right to your doorstep here in eastern Connecticut!

Some of the offerings on our calendar for 2017 will be Best Practices in Wellness, Building Accountability into your Culture, Preparing for a DOL Wage and Hour Audit, exploring the topic of bias, and ADA and Reasonable Accommodations. We are also excited to have new board member Craig Hass who will conduct a "business simulations" exercise with us! Add to that what we know will be our well-attended legal updates, socials, annual meeting and new member introductions, and we have everything we need to have a great year! As always, our certification chairs Sandy Spencer and Janine Dunn work behind the scenes to get us the much-heralded credits that we need!

Everyone agreed that September's event on the legal aspects of leaves of absence was terrific. Speaker and RN Lisa Scotton kept us spell-bound with current case law on FMLA and other leaves, and her counterpart Chris Iovino gave us a glimpse into the future of position-specific wellness initiatives that build best-practices for wellness based on the job a person holds. We were all so interested in the topic that we will have a similar seminar next year!

If you haven't registered yet, don't miss our annual legal update on Thursday, October 6 with Holly Cini, Jackson & Lewis attorney, at Norwich Holiday Inn. Not that we need any more reasons to worry, Holly will be updating workplace law changes for 2016, and looking ahead to 2017. As always, she'll be including what's up with CHRO and the EEOC and will answer your legal questions. This event will be preceded by our first HRLA Business Showcase at 4:30-5:30! More than 10 of our HRLA members who have their own HR-related businesses will be setting up tables to talk about their services . . . and you will be entered into raffles for visiting tables and talking to your friends at HRLA! Please come early for our tail-gating party and to show your support for our great members! See you soon! Karen

Inside this issue:

Business Showcase	3
HRLA Events	2 - 7
Welcome New Members	8
Benefits of Your Membership	9
Member Photo Gallery	10
HRLA Leadership	11





Human Resource Leadership Association of Eastern CT



HRLA ANNUAL LEGISLATIVE UPDATE OCTOBER 6TH DINNER MEETING

HRLA is proud to bring you an evening of legislative changes, trends and information critical to your success as an HR Professional. This is the premier opportunity to get briefed on recent legal decisions that impact your daily work in significant ways.

HRCI & SHRM
Credits Pending



Legislative Update

Who Should Attend:

- HR Professionals
- In-house Counsel
- Supervisors/Directors
- Business Owners

Come early – 4:30 – for the
HRLA Business Showcase

Thursday, October 6, 2016

Dinner Meeting: 4:30 – 7:30 PM

Holiday Inn, 10 Laura Blvd., Norwich

HRLA Member: \$35

Guest : \$45

Register at:

www.hrlact.org

Networking
Delicious Dinner
Door Prizes

Attorney Cini will outline and give updates on:

- Critical 2016 workplace law changes
- What to expect for 2017
- How to ensure you're in compliance
- CHRO and EEOC trends and initiatives
- Case Law impacting workplace practices
- NLRB Developments
- Wage and Hour Developments
- HR Best Practices

Featured Speaker Holly L. Cini



HOLLY L. CINI is a Principal in the Hartford office of Jackson Lewis P.C. Ms. Cini concentrates her practice on employment litigation and preventive counseling. She represents employers in a variety of forums, including state and federal courts, the Connecticut Commission on Human Rights and Opportunities and the Equal Employment Opportunity Commission.

Ms. Cini has successfully represented employers throughout all stages of litigation, from administrative hearings to trials in state and federal courts through appeals before the Connecticut Appellate Court and the Second Circuit Court of Appeals. She litigates claims alleging discrimination, harassment, retaliation, breach of contract, whistleblower violations and a variety of other statutory and common law causes of action.

PROUDLY SPONSORED BY:

jackson | lewis

Preventive Strategies and
Positive Solutions for the WorkplaceSM



BUSINESS SHOWCASE

FREE NEW FUN EVENT:

HRLA Members' Business Showcase!

October 6th 4:30 – 5:30 PM

Free Drink Ticket, Great Networking

As a value-added feature of membership in our HRLA Chapter, we will be hosting an HRLA business members showcase on Thursday, October 6th, from 4:30 – 5:30, prior to one of our “big-draw” events . . . the annual Legal Update with Holly Cini!

The showcase will feature up to 10 of our members who, in addition to, or as their full-time careers, offer HR-related business support services to the community. Our members offer a variety of services: from HR consulting to benefits administration to drug-testing programs. Each member will have a table in the exhibit hall where the event will take place, and may, free of charge, bring promotional materials, flyers and handouts to distribute among guests. It's a great opportunity to hear more about what they do . . . many of us are intrigued and would welcome the chance to talk to them beyond our brief table introductions!

If you are interested in displaying, it will be on a first-come, first served basis. Please let Karen or Janet know if you are interested . . . and why wouldn't you be! Our sponsors understand the benefit of having tables at events . . . it's how they network and grow their business base. At HRLA, we see our community encompassing all of us: sponsors, members, independent contractors, the educational and certification industries, in all the ways we support the HR profession. We would like to honor those of our members who also contribute to this community . . . and who knows! One day, it may be you!

Please show your support by both signing up for a table, or committing to come early to visit with your colleagues. I am sure we will have a few prizes in store for those who do!

Holiday Inn, Norwich, 4:30 – 5:30, prior to our Legal Update; hope to see you!

Special HRLA Tailgating Party

HRLA Cocktail – one free drink ticket

Bingo with Great Gift Basket as the PRIZE – visit “x” number of Tables and enter to WIN!

To sign up for a free table: First come, First served basis!

Contact Karen at keichstaedt@ucfs.org or Janet at wjanet20@aol.com

We believe there will be room for about 10 tables – HRLA Members who support the HR Profession such as:

HR Consultants - Benefit providers - HRIS provider - Voluntary benefit providers



**Strategic HR New England
October 23-25th
Omni Mt. Washington Resort, NH**

***We create the experience, so that you can make a difference.
Join New England's Top HR Talent in 2016!***

Strategic HR at the at the prestigious and historic Omni Mount Washington resort enters year FIVE to great critical acclaim!

This event engages a senior-level, strategic-thinking audience in every aspect of the conference. Programming is offered that encourages you to think big. And, a little magic has been added from the historic Mount Washington Hotel.

If you're ready to roll up your sleeves, we're ready to roll out the red carpet for you.

Engage with a senior-level, strategic-thinking audience in every aspect of the conference. Discover programming that encourages you to think big. Share HR lessons you've learned along the way. And take in the spectacular, historic Mount Washington Hotel.

→ **BIG IDEA Sunday!** Provocative topics from distinctive sources.

→ **STRATEGIC Monday!**

Planning for dynamic HR leadership, the world of business and finance, and creative inspiration.

→ **BRING IT HOME Tuesday!** Tools, resources, applications, and takeaways.

Visit the Retreat website at <http://www.StrategicHRne.com>.

Check out the gorgeous facility – the [Omni Mount Washington Resort](#)

Special thanks to the SHRM State Councils in New England!





Human Resource Leadership
Association of Eastern Connecticut
Wednesday, October 19, 2016



Time - our most valuable resource and tool.

**How can it be manipulated, shared, divided and saved?
Find out at HRLA's Dynamic & Interactive Half-Day Workshop**

Thinking "Lean" in HR: Aligning People, Processes and Time



Featured Speaker: Christina Danforth, HR Jetpack

Christina Danforth is an enthusiastic HR Trainer and Business Owner. After years of developing content and facilitating workshops, she launched her own company. [HR Jetpack](#) provides online education to HR professionals by HR professionals. While building her experience in human resources, she developed an expertise in lean processing and a passion for utilizing the Continuous Process Improvement philosophy. Christina sits on the board of the HR Association of Central CT as a Vice President and Co-Director of Professional Development. She is also the Director of Programs for the CT SHRM Council, holds a SHRM-SCP and SPHR and teaches the SHRM Certification Exam Prep course at Central CT State University.



**LOOK
2.0
Strategic
Credits**

Christina is presenting Lean HR

Imagine if you found out something you were doing was ineffective. Would you change it? Of course! But how do you know? Don't wait until your business leaders come to you questioning your HR department's practices. Find out how just one Lean HR concept will save you hours of work.

Attendees will be able to:

- Recognize Continuous Process Improvement concepts and tools
- Identify the value of using CPI in your HR department
- Use techniques to begin the Lean HR journey

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

Susan Lesser, co-founder of nPlusOne Group, 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.



Susan is presenting Time Management

At its core, Time Management is about increasing your productivity and managing events (tasks in time). This can be achieved through understanding and organizing your world of work in order to retrieve information more quickly. It is also about focus and, as we all know, interruptions negatively impact focus. Learn ideas for the management of unnecessary interruptions. And finally, hear some tried and true techniques to help you "find" more time in your day.

- Introduction to "Getting Things Done" methodology
- Prioritization Basics
- Managing Interruptions
- Time Management Tips & Tricks

Date: Wednesday, October 19, 2016

Breakfast Event: 7:30AM — 12:30

**Location: Holiday Inn
35 Governor Winthrop Blvd
New London, CT**

NRegistration: www.hrlact.org

HRLA Members: \$40

Guests: \$50

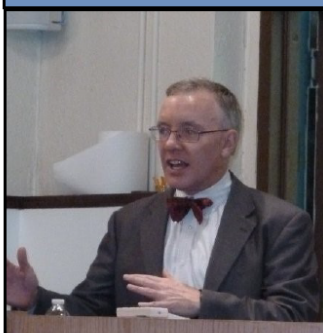
**SHRM & HRCI Credits Approved
2.0 General and 2.0 Strategic**



Human Resource Leadership
Association of Eastern Connecticut
HRLA Breakfast Event
Wednesday, November 9, 2016

AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

The CT DOL: The Economic Outlook for Connecticut



Featured Speaker: Patrick Flaherty, Economist

Patrick J. Flaherty is Assistant Director of Research and Information at the Connecticut Department of Labor. Prior to his promotion to Assistant Director he was an economist in the Office of Research where his responsibilities included occupational projections and long-term industry projections. He received his Bachelors Degree in Social Studies from Harvard University and his Masters Degree in Economics from the University of Connecticut. Patrick's research interests focus on displaced workers and human capital development. He has authored several manuscripts for the Office of Research, has given many talks and presentations to business and jobseeker groups.

Among his experiences, Patrick worked for fourteen years for Fleet Financial Group and its predecessor companies where he was Vice President and Senior Economist, and served 10 years as a State Representative in the Connecticut General Assembly.

“More of the Same Yet Everything Seems Different!”

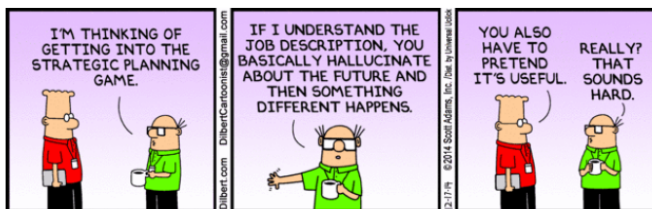
What's the status of Connecticut and how does this affect YOUR industry, YOUR company, YOUR employees and YOUR Strategic Plans for 2017 and beyond!

Join us for this curious dive into the current and projected situation of Connecticut as we discuss the labor force, industries and occupations. Discover what is being forecasting for the future for employment and wages.

This is a perfect Event to bring your CEO, President, Vice-President, CFO, Controller to!

Learning Objective:

1. What is the structure of labor force in terms of demographics. (age, etc.)
2. Which industries have been adding the most jobs and which have been declining.
3. What's the relationship between hiring and openings to the unemployment rate and health of the overall economy.
4. Which industries are likely to grow in the future.
5. What the most pressing challenges facing workers and employers in the coming years.



**Bring-A-Friend! If they join HRLA,
YOU receive 50% off YOUR Renewal!**

Door Prizes
Delicious Breakfast
Networking
Professional Credits



Date: Wednesday, November 9, 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 1.0 Credit
LOOK: HRCI 1.0 Strategic Credit Pending!

Who Should Attend?

HR Professionals ~ CEO ~ CFO ~ Controller ~ Supervisors ~ Managers ~ Students ~ Business Owners

Save-the-Date
HLRA cordially invites you to

ANNUAL HOLIDAY PARTY

and Annual Meeting

Thursday, December 8th
5:30 p.m. to 7:30 p.m.

The Spa at Norwich Inn
607 W. Thames St., Norwich

Gorgeous Venue, Delicious Holiday Meal, Networking, Door Prizes
Induction of the 2017 HRLA Board

Featured Speaker: Panel Discussion
You Can't Make this Stuff Up!

Our HRLA Panel, consisting of attorneys and HR Professionals, will give you legal advice and guidance pertaining to real-life workplace situations.

We will be reviewing:

- difficult, problematic, challenging and awkward workplace situations
- what the outcomes were
- what should have been done

The audience will be participating! Come and cast your vote as to how YOU feel the scenario should have been handled and, also, get some "FREE" Legal advice as well!

SHRM and HRCI Credits Pending
Registration will be opening soon at www.hrlact.org

Visit the HRLA Website

Many FREE Events with Recertification Credits for YOU

There are fresh and interesting **webinars, conferences, and meetings** being **posted on the HRLA Website** almost daily thanks to our Website Guru Amy Gendron! These are located on both the front landing page and under *Events/Professional Events*. Check these out and visit often — many of these Events are FREE and have HRCI and SHRM recertification Credits.



HR Job Postings:



Do you have an HR Job Opening at your company? At this time, it is FREE to post your HR Job on the HRLA Website! It's as easy as 1, 2, 3! Go to www.hrlact.org, scroll down on the front landing page; click on Job Posting under Employer Center. Fill out a few boxes and Voila — you're done!

Have you Moved? Do you have a New Job?

Update your HRLA Website **Profile** if you move, change email address or obtain a new position, etc. We want to continue to stay in touch with you!



NOTE: If you come to a meeting and are not REGISTERED ahead of time, you may not receive the follow-up email with the **Recertification Certificate** and any other materials. It's best if you can register for our events ahead of time vs. being a walk-in. If you are a walk-in, be sure to inform the great volunteers at the registration table of your email address.

Stay up-to-date

Join HRLA on LinkedIn and also on Facebook!



HRLA Meetings & Board Meetings

Board Meetings

Oct. 20	Telecom
Dec. 8	Annual Mtg. & Holiday Party
2017 Board Meetings	
Jan. 11	Telecom
April 13	In-Person
Aug. 8	Retreat
Sept. 28	2018 Programs Mtg In-Person
Oct. 19	2018 Strategic Planning In-Person
Dec. 14	Annual Mtg & Holiday Party

HRLA Meetings

Oct. 6	Dinner Mtg.	Holiday Inn, NOR
Oct. 19	Special Breakfast Workshop	Holiday Inn, NL
Nov. 9	Breakfast Mtg.	Holiday Inn, NOR
Dec. 8	Dinner Event	Norwich Inn & Spa

Welcome New 2016 Members!

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



Craig Haas
Felicia Haas
Rob Oliver
Jill Johnson
Starr Jaatinen
Rocco Santopietro
Awo Quaison
Peter Ganey
Adrienne Davis
Nancy Thomas



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 - Career Links Chair -

Contact Karen or Janet for further information!

WELCOME: Lisa Seymour - to the Membership Committee!
Seth Handyside - to the Certifications Committee!
Jennifer Kelly - to the Go-To-Team!



July 2016 Summer Social

Relax, Recharge, Renew!



2016 Chapter Leadership

President:	Karen Eichstaedt president@hrlact.org
President Elect:	(pending vote) presidentelect@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:	Open Position 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

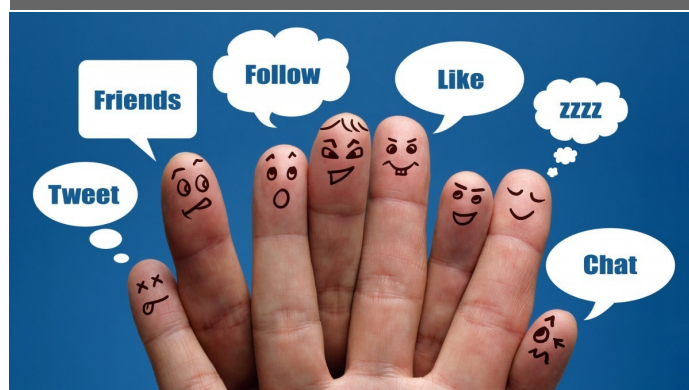
Collaboration—We reach out to other professional discipline for mutual development; we build strategic partnerships.

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

