



HR Connections

AFFILIATE OF
SHRM[®]
 SOCIETY FOR HUMAN
 RESOURCE MANAGEMENT

Second Quarter Newsletter - April - June 2018

Dear HRLA Members,

A Greek philosopher once said “change is the only constant in life”. That sentiment has been requoted countless times over the past two millenniums and still rings true today.

Most people are resistant to change for two reasons – fear of the unknown and the expectation that the change will create additional work or bring new challenges. As HR leaders, when change happens our involvement can be pivotal in how the change is received and how quickly employees adjust.

Workplace change comes in many forms. It may be something positive, such as offering a new benefit program or expanding the business with a new location or product line. But change is often associated with negative events such as downsizing or assigning additional job responsibilities. Whether the change is big or small, positive or negative, employees count on HR to guide them through it.

In preparing for change, it’s common for a management team to focus on the business needs, the financials, and the logistics. These things are usually concrete and supported by hard facts, making them easier to discuss and decide on. Part of our job is to be the voice of employees, to advocate for their interests, to prepare managers for

the questions that will be asked, and to remind managers that the effect of change is broader than what can be put on paper. We also have a responsibility to be the voice of management to our employees. As Dave O’Brien and Sandy Spencer taught us during their recent presentation “Leading Through Change”, it’s imperative that we develop an effective communication strategy. This includes open communication about what’s happening, why it’s happening, and how it will affect employees. Continuous communication throughout the change process will help employees understand – and eventually accept – something new and different.

Speaking of change, there have been some recent changes at SHRM you should know about. Hank Jackson, President and CEO of SHRM for 7 years, retired at the end of 2017. He was succeeded by Johnny Taylor. Like any new leader to join an organization, Johnny has his own vision and ideas for the future of SHRM. One of the first changes he made was to redefine and reshape the membership regions. As a result, Susan Post has been appointed our Field Services Director. Susan was FSD of our region in 2000 when HRLA was chartered and several of our members remember how helpful she was during that time. It’s likely that Johnny will make more changes over the coming months and years. I will make my best effort to relay those changes to you

and to get answers for any questions you may have.

Every organization deals with change. Some rush into it with little preparation and later struggle to recover from unintended consequences such as damaged morale. To be truly successful with change, a more measured approach is needed. Although takes more time and effort, with proper planning and open communication an announcement of change is less likely to face resistance and is more likely to bring you the results you hoped for.



Katie Quackenbush
 HRLA President
 President@hrlact.org



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Connecticut’s legislation legalizing medical marijuana was passed in May 2012. This seminar will address best practices for dealing with medical marijuana in the workplace.

Patricia E. Reilly is an experienced litigator who represents clients in a wide range of cases including employment discrimination and related torts, non-compete and restrictive covenants, wage and hour, breach of contract, unfair trade practices, and business disputes.

Topics to be covered include:

- The tension between federal law and state law.
- Accommodation issues under the ADA and CT law.
- FMLA and medical marijuana
- How Drug-Free workplace Policies are impacted by medical marijuana.
- Drug testing issues

Register today: <https://www.hrlact.org/event-calendar/#!event/2018/4/10/medical-marijuana-and-the-workplace>

HRLA Member: \$35
Guest: \$45
Student/In-Transition: \$17.50

**SHRM & HRCI credits pending*

Sponsored by:



Venue	Holiday Inn, New London
Address	35 Governor Winthrop Blvd New London CT 06320, US
Starts	Tue Apr 10 2018, 05:30 pm EDT
Ends	Tue Apr 10 2018, 07:30 pm EDT



Human Resource Leadership Association



Top Trends in 2018: Paid Family and Sick Leave

Thursday, May 10, 2018

5:30pm—7:30pm

Holiday Inn, 10 Laura Drive, Norwich, CT

Paid Family Leave: While the momentum toward more-generous family-leave policies in the workplace continues, a national paid family initiative has stalled and to date, only a handful of states have enacted paid family leave laws. Due to widespread interest, especially from millennials, many employers are developing paid parental leave benefits to attract and retain a valued workforce. The presentation will include discussion of employer trends, examples of PFL offerings, and considerations and best practices for benefit development.



Paid Sick Leave: Forty jurisdictions across the country have enacted paid sick leave laws which continues to pose a challenge for employers, especially employers with a workforce across multiple states. The presentation will include discussion of administrative challenges, legislative activity and approaches for compliance.



www.hrlact.org by May 3rd

\$35 HRLA Member

\$45 HRLA Guest

\$17.50 Student/In-Transition



About the Speaker: Lisa Scotton, M.J., R.N.,CDMS

Lisa is an assistant vice president and lead clinician in Aon's Health and Benefits Absence Management Group. In this capacity, she consults with clients on clinical, disability and absence management best practices and absence related regulatory issues. Lisa is a graduate of Quinnipiac University and also holds a Bachelor's Degree in Organizational Leadership. She earned her Master's Degree in Health Law from Loyola University School of Law. Lisa is certified in case management (CCM), occupational health (COHN) and disability management (CDMS and CPDM).

Proudly sponsored by



June 13, 2018
7:30 a.m
Holiday Inn
New London



Featured Speaker: Emily Bailey
ONE DIGITAL

Emily joined the One Digital team in 2006, and she has excelled at various roles within the organization. She has a strength in employee benefits consulting, and she has assisted clients in developing long term strategies to control costs and increase employee engagement. She focuses on self-funding arrangements, creative employee communications, collective bargaining and workforce health improvement strategies.

Emily graduated with a B.S. in Marketing from Central Connecticut University. She is an avid equestrian and a proud member of the Connecticut 1st Company Governors' Horse Guards.

HRCI & SHRM credits approved!

Human Resources Leadership Association
of Eastern Connecticut presents . . .



Creating a Strategic Benefits Plan



In this dynamic healthcare and benefit environment, benefit renewals are a constant source of angst for HR professionals. With this presentation, we will look to identify multi-year strategies for your benefit programs and what elements need to be included.

- Key Learning Points:**
- **Understanding the framework in laying out a multi-year plan;**
 - **Identifying new trends in funding arrangements (level-funding, self-funding, healthcare captives);**
 - **Understanding your company culture's risk tolerance and pace of change;**
 - **Learning how ACOs aim to control healthcare costs;**
 - **Build knowledge and communication.**

Members: \$35.00 Non-Members: \$45.00
Students and In-Transition Members: \$17.50
Come join us! A hot breakfast is included!

Members: \$35.00; Guests: \$45.00



Human Resource Leadership Association of Eastern CT - Upcoming Events



April 10	May 10	June 13
Medical Marijuana and the Workplace	Paid Family and Sick Leaves	Benefits as a Strategic Plan
July 12	August	September 12
Our Annual Summer Social	NO EVENT	Workplace Investigations
October 11	November 15	December 4
Legal Update	Veteran's Rights	Annual Meeting & Holiday Party

**FIND PROGRAM DETAILS AND REGISTER
AT WWW.HRLACT.ORG**



SAVE THE DATE!
APRIL 29 – MAY 2, 2018



2018 TRI-STATE SHRM CONFERENCE

HR: ACHIEVING GREATER ORGANIZATIONAL VALUE

MOHEGAN SUN CONVENTION CENTER

An exceptional learning and networking event.

Registration to Begin in May, 2017. Choose 2.5 Days or 3.5 Days [including experiential teambuilding events] or just the 1.0 Day Special Interest Summits!

DYNAMIC KEYNOTE SPEAKERS

Maura Dunn, VP HR [CHRO] and Administration, Electric Boat - Division, General Dynamics *HR's Value in Rapid Transformation and Significant Expansion Modes*

Brian Silva, SVP HR [CHRO] and Administration, Fresenius Medical Care N.A. and Immediate Past Chair, SHRM *Increasing HR Value in Complexity and Chaos*

SUNDAY, APRIL 29, 2018 – AN EXTRAORDINARY WELCOME!

Welcome Luncheon and your choice of 4 Experiential Team Building Events

Golf Tournament, High Ropes Course (Entry, Intermediate, Advanced), Competitive Cooking Lesson, or Tribal Scavenger Hunt

Special Reception with Tribal Leadership Welcome and Entertainment

MONDAY, APRIL 30 AND TUESDAY, MAY 1, 2018

Your Choice... 5 Professional Tracks: CHRO [40 CHROs cap], Culture, Talent Management, HR Business Partners, and HR Service Center

Except for CHRO Track, choose sessions across all tracks!

Networking: Breakfasts, Lunches, Knowledge Bazaar, Gala Event, Relaxation Spa & Casino 101 Reception, State Receptions, and Wolf Den Concert

WEDNESDAY, MAY 2, 2018 - SPECIAL INTEREST ONE-DAY SUMMITS

Your Choice... Diversity & Inclusion, Legislative Update, and Total Rewards

For information on our many Sponsorship & Exhibitor opportunities, contact Lindsay Fernandes, Sponsor & Exhibitor Chair at lfernandes@collette.com.

Slated to be our best ever... don't miss it!

More Connecticut Employers May Have To Provide Workplace Anti-Harassment Training, Will Your Company Be One Of Them?

By Attorney Meredith G. Diette

As the #metoo and #timesup movements continue gaining momentum, Connecticut employers should not be surprised that the start of the 2018 Connecticut General Assembly session saw the introduction of a bill to increase workplace harassment prevention training in Connecticut. Should HB 5043 pass in its current form, it would be the first substantial revision to Connecticut's workplace harassment prevention training requirements since their enactment in 1992.

Connecticut, one of only three states with similar mandates, currently requires employers of 50 or more employees to provide two hours of workplace sexual harassment prevention training to supervisors within six months of the supervisor being hired as a supervisor or promoted to a supervisory position. The new bill seeks to significantly expand this training requirement increasing the number of employers covered, the topics that must be addressed and the frequency of the training. Additionally, the bill would increase the content and frequency of information employers must post regarding workplace harassment.

HR 5043, also known as the "Time's Up Act", includes five significant revisions to current anti-harassment training requirements by:

- Increasing the number of covered employers to those with 15 or more employees, instead of 50 or more employees;
- Requiring two hours of "awareness and anti-harassment compliance training" for all employees, instead of only supervisors;
- Expanding the breadth of the training to include all types of harassment, such as race, color, religious creed, age, sex, gender identity or expression, marital status, and national

origin;

- Detailing that the training include information about the employer's policy against harassment, examples of the types of conduct that constitute and do not constitute harassment, strategies to prevent harassment, bystander intervention training and a discussion of what is acceptable and expected behavior in the workplace; and

- Mandating covered employers to provide refresher training to all employees at least every five years.

In addition to the significant revisions to the workplace training requirements, the "Time's Up Act" expands the notification requirements for employers of three or more employees and would now require posting information concerning the illegality of all types of workplace harassment and the remedies available to employees and to "directly communicate such information and remedies to employees on an annual basis". This last requirement suggests that employers would have to email or distribute the information directly to employees annually.

While this bill is in the early stages of the political process and will likely undergo many revisions, it presents a good reminder to Connecticut employers of the state's current workplace training requirements. That is, if you are an employer of 50 or more employees you must provide sexual harassment prevention training to supervisors within six months of that individual being hired or promoted. If you have any questions or concerns regarding your workplace training requirements or would like a sexual harassment prevention training program conducted in your workplace, Berchem Moses' labor and employment attorneys are available to discuss options with you.

Meredith G. Diette is an attorney with Berchem Moses PC, 75 Broad Street, Milford, CT 06460.

www.berchemmoses.com





Recertify Your SHRM-CP or SHRM-SCP in 2017!

IT'S EASY!

If you are at least one year into your recertification period and have the required 60 credits or more, you can recertify by going to your **SHRM certification portal**. *It's easy!*

If you recertify before your current three-year recertification period ends, your recertification period remains the same (it is not shortened), and the new recertification period begins as previously scheduled.



Recertification periods begin with the month following your birth month. Once your recertification application is complete and has been approved, your next three-year recertification period will begin from your existing end date.

Example:

- Initial certification period: May 2016 (took exam)–July 2019 (birth month)
- Recertified: December 2018
- Next three-year recertification period: July 2019–July 2022

Credits you earn between when you recertify and the end of the current period do not apply to the next recertification period.

Don't wait, if you have the credits, do it now!
Log onto the SHRM Website for more details and directions:

www.SHRMCertification.org

Questions, contact Sandy Spencer, HRLA Certification Chairperson
Certifications@hrlact.org





The Human Resource Leadership Association of Eastern Connecticut (HRLA) , our local SHRM

Chapter, is seeking talented, creative, and engaged individuals interested in serving on one of our Board committees. Join with one of the state’s most active chapters in helping plan and execute professional development meetings, help grow our HR community, and stay abreast of current HR best practices and legal updates.

Opportunities Include:

- * **Greeter**—welcome those who attend monthly meetings
- * **Social Media**—generate posts for our Facebook and LinkedIn pages
- * **Membership Outreach**—follow up with guests who attend meetings to encourage membership
- * **Flyers**—create promotional materials for upcoming events
- * **Event Logistics**—coordinate event details with the venue
- * **Sponsors**—recruit new event sponsors (includes financial incentive)
- * **Certifications**—submit program details to HRCI and SHRM for recertification credits
- * **Website**—update pages as needed

Benefits of Volunteering Include:

- LEADERSHIP SKILL DEVELOPMENT
- HRCI AND SHRM CREDITS
- NETWORKING AND SUPPORT
- CONTRIBUTE TO THE GROWING IMPORTANCE OF THE HR PROFESSION
- COLLABORATION, AND COMRADERY
- BUILD YOUR RESUME WITH PROFESSIONAL CREDENTIALS



To learn more, or to offer your help, contact Katie Quackenbush at

Volunteering@hrlact.org



HRLA MEMBERSHIP INITIATIVE*

A Thank You Gift ~ Just for YOU

Have YOU been thinking about joining HRLA?

Go to www.hrlact.org and Join Now.

Then, you may choose a Thank You Gift at our next HRLA meeting.

New Member Gifts



HRLA Ecosmart Bag
13" Recycled Tablet Bag
Embossed with the HRLA Logo



HRLA Urban Messenger Bag & Mug
100% Recycled Material
Imprinted with the HRLA Logo

HRLA Members – Referrals Welcome!

If your HR friend or colleague types your name on the *HRLA Website Application*, "How did you hear about HRLA?" & then they JOIN HRLA, you may choose a Referral Gift.



HRLA Classic 20" Weekender Bag
Embossed with the HRLA Logo



HRLA Energy Bar Pro
8,400 mAh
Imprinted with the HRLA Logo

*HRLA Membership Initiative – for all new members & referrals beginning July 1, 2017

Contact Maria D'Amelia, maria.k@hdibeer.com or Janet Welch, wjanet20@aol.com with questions.

Visit 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 Board Meetings

Mark your Calendar:

- May 23—In Person 5:30 – 7
- Aug 16—In Person 5:30 – 7
- Nov 14—Conference Call

Meetings are open to all HRLA volunteers.

Welcome to our brand new members!

- ♦ Izzy Williams
- ♦ Anna Staley
- ♦ Jason Lathrop
- ♦ Erica Correia
- ♦ Patricia Sexton

