

HR Connections

January 2014



Human Resource Leadership Association Quarterly Journal
"To provide Human Resource professionals with a venue to enhance their knowledge and to share their expertise within and outside the association."



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www.hrlact.org



INSIDE THIS NEWSLETTER:

Tri-State Leadership Meeting	pg 2
February OPEN HOUSE	pg 3
SHRM Annual Conference Expo	pg 4
Seeking 2014 HRLA Vendors	pg 5
Board of Directors	pg 6



Dawn O'Shaughnessy, Senior Associate, joined Mercer Health and Benefit's in September 2000. She currently manages the benefit programs of five accounts, ranging in size from 300 to 6,000 employees providing corporate clients with advice regarding their employee benefit programs. Dawn has expertise in financial analysis, plan design, implementation, various funding arrangements and legal compliance for employee benefit and executive plans.

She also provides benchmarking analysis to help clients identify areas of focus for strategy planning. Prior to joining Mercer, Dawn worked for Accenture Consulting for 2 years as a business analyst on several benefits outsourcing projects. Dawn holds a Bachelor's degree from Union College in Schenectady, NY, with a Major in Mathematics and Minors in Economics and Spanish, graduating with Honors.

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What You Will Learn

- Strategies that you can start to use now to keep your employees informed
- Financial modeling tool to help you estimate the impact of the required changes will have on your organization.
- Compliance timelines and the required structure of benefit plans.
- Answers to your specific questions from our experts.

LOOK: 2 Strategic Credits Pending

Wednesday, March 5th

7:30–10:00 a.m.

Holiday Inn - 10 Laura Blvd., Norwich, CT

HRLA Members \$20 Guests \$30

Register: www.hrlact.org

Breakfast, Door Prizes

Who Should Attend HR Professionals
Business Leaders ~ Executives ~ Managers



For BOARD & CHAIR Members: The SHRM Tri-State Leadership Conference

HRLA Board and
Chair Members Only!



Join Us... for the 2014 SHRM Tri-State Leadership Conference

Wednesday, January 22, 2014
Mystic Marriott Hotel & Spa
625 North Road, Route 117, Groton, CT

Tri-State Councils:



You are invited to spend an informative and energizing day with your fellow SHRM volunteer chapter and state council leaders from the Connecticut, Massachusetts and Rhode Island!

This free event is hosted by CTSHRM and is a great way to network, and share ideas and best practices. It will feature a special presentation from renown keynote and motivational speaker Joy Baldrige, CPC, CSP... *"Volunteering Joy!"*

Volunteering joy is the satisfaction you get from offering your time and talent to an important cause. In this dynamic, interactive session, Joy will teach you how to:

- Find the time to devote to volunteering
- Help accomplish great things
- Focus on activities that bring positive change
- Network with other volunteers
- Be energized by volunteerism
- Make a difference to the lives of others
- Create new connections to help you reach your goals
- Hone skills to make you more successful in your career



EVENT AGENDA			
7:30-8:30 am	Registration, Continental Breakfast	10:30-12:00 pm	Roundtables – World Café best practice sharing on membership, and attracting and retaining SHRM Members
8:30-8:45 am	Introductions	12:00-1:00 pm	Lunch, Sponsors, Drawings
8:45-9:30 am	Ice Breaker	1:00-2:00 pm	Keynote Speaker – Joy Baldrige
9:30-10:15 am	Susan Post, Phyllis Shurn-Hannah and other SHRM National guests		
10:15-10:30 am	Break		

[**REGISTER HERE**](#)

Questions? Email Andy Thiede at CTHRSHRM@aol.com

Our Generous Sponsors:



JOIN US....



You are invited to join us for our New Members' Breakfast!



Learn *more* about
HRLA



- How HRLA is beneficial to you
- Who is listed on the Board of Directors
- What we currently are working on
- The benefits of joining SHRM
- How to volunteer
- Networking Activities
- Tour the website



Date: Thursday, February 6, 2014

Time: 7:30 to 9:00 AM

Location: Hilton, 20 Coogan Blvd., Mystic

Cost: Free for New & Interested Members

RSVP: by February 1, 2014 by
registering online at www.hrlact.org



Save-the-Date

The SHRM 2014 Annual Conference and Expo

SHRM annual conference and exposition
Orlando
 JUNE 22-25, 2014



Preferred Method—Online:
 For immediate processing, register at annual.shrm.org

Fax: 703.535.6490
 Please allow 5-7 business days for processing.
Phone: 800.283.7476, option #3
 +1.703.548.3440 (Int'l)

Mail: SHRM
 P.O. Box 79482
 Baltimore, MD 21279-0492
 USA
 Please allow 4-6 weeks for processing.

PRINT CLEARLY. Use one form for each registrant.

SHRM MEMBER NUMBER _____
 Name LAST FIRST MI _____
 Name for Badge _____
 Business Number (_____) _____
 E-mail Address _____
PRINT CLEARLY

Job Title _____
 Business/Company _____
 Street Address _____
 City _____ State/Province _____ ZIP _____
 Country _____
 Is this your home or business address? The address listed above will be encoded in your bar code.

Conference Registration

	Member	Nonmember
Preview Through 01.31	\$1,245	\$1,675
Early Bird 02.01-04.18	\$1,430	\$1,860
Standard 04.19-05.30	\$1,545	\$1,975
Late After 05.30	\$1,680	\$2,110

Join SHRM now and save \$15 on your membership!
 Select Membership in the Additional Add Ons section.

Register for the Annual Conference Only

The registration fee includes general sessions and luncheons, admission to the SHRM Exposition, concurrent sessions, one ticket to the Tuesday night show, and online access to conference presentations.

\$ _____

OR

One Day Rates

	Mon.	Tues.	Weds.
Member	\$680	\$680	\$630
Nonmember	\$955	\$955	\$905

Day(s)

Includes daytime activities and Expo Hall pass only.

\$ _____

OR

SHRM Exposition Only

Included in full & one-day registrations and certificate programs. \$175/day

Sun. Mon. Tues.

\$ _____

Prices are subject to change.

Cancellation Policy

A cancellation must be in writing and faxed to 703.535.6490 or submitted to www.shrm.org/ccsearch.

Confirmed registrants may cancel and receive a full refund minus a \$250 administrative fee through December 31, 2013.

Fifty percent (50%) of the registration fee will be refunded for cancellations received from January 1 through April 10, 2014.

Cancellations received after April 10, 2014, are nonrefundable.

If a SHRM member transfers his or her registration to a non-member, the nonmember must pay the difference of the SHRM member and nonmember price at the time of the transfer.

No, I do not want to receive additional SHRM Annual Conference related mailings from exhibitors and sponsors.

Program Add Ons

Please Note: Program times may overlap with other programs, session times or conference activities. Prices include the program and the full conference. For session titles and numbers, please refer to the full list inside this brochure, or go to annual.shrm.org

SUPER SUNDAY SESSIONS

Session # _____
 (code is required) \$ _____ 0

PRECONFERENCE WORKSHOPS

Buy two 1-day workshops and save! Register for 2 workshops and pay the 2-day workshop price—a savings of \$245!

1-Day Workshop 2-Day Workshop

Member Reg Fee + \$360 Reg Fee + \$605
 Nonmember Reg Fee + \$655 Reg Fee + \$900

Session # (s) _____ \$ _____

SEMINARS & CERTIFICATION PREPARATION

1-, 2- & 3-Day Seminar 4-Day Seminar

Member \$2,090 \$2,190
 Nonmember \$2,355 \$2,655

Title _____ \$ _____

EXECUTIVE EDUCATION

Member \$2,755
 Nonmember \$3,020

Title _____ \$ _____

Additional Add Ons

MEMBERSHIP \$165

Join now and save \$15 \$ _____

CONFERENCE ON DEMAND

Please Note: On Demand purchases are nonrefundable.

3 Months online access 6 Months online access

Member \$295 \$395 \$ _____
 Nonmember \$560 \$660 \$ _____

GUEST PROGRAM: Our Guest Program registration includes the Sunday Opening General Session, Opening Reception and Exposition Hall (Sunday only), a ticket to the Tuesday Night Show, and the Closing General Session on Wednesday. It does not include networking events, tours or access to the concurrent sessions.

First _____ Last _____
 Number of Guests _____ x \$325 = \$ _____

TUESDAY NIGHT SHOW: One ticket is included in the conference registration fee. Additional tickets are \$95.

Number of additional tickets _____ = \$ _____

Total from All Sections Due \$ _____

PAYMENT INFORMATION

I authorize SHRM to charge my: AMEX VISA MasterCard

Card # _____ Exp. Date _____

Signature _____

NAME AS IT APPEARS ON CREDIT CARD BILL

Cardholder's Daytime Phone Number _____

ACCOUNTING USE ONLY	Date _____	Co Chk. # _____	Chpt. Chk. # _____
	Amt _____	Pers. Chk. # _____	Msg Order # _____
			Source: ANN14WEB

A \$25 Visa GC Card for YOU?

HRLA is looking to line up Sponsors for 2014



- * Do YOU have a fantastic vendor that is just awesome to work with?
- * Why not let your colleagues at HRLA know by having them sign up as a 2014 HRLA Meeting Sponsor? If your vendor signs up as a Sponsor, you will receive a **\$25 Gift Certificate Visa Card!**

How This Works:

- Ask your vendor if she/he would like to be a Sponsor.
- Have your vendor e-mail Janet Welch at president@hrlact.org
- If your vendor signs up as a Sponsor for one of our 2014 HRLA Meetings, you will receive a **\$25 Visa Card!**
- Make sure your vendor states your name when e-mailing Janet.
- First come, first served – so send out those e-mails now.
Only one HRLA Member per Vendor

Some *examples* of vendors HRLA is looking for:

- o HR Consultants or Trainers
- o Various Employee Benefits
- o Worker's Compensation Insurance
- o Recognitions and Incentive Programs
- o Background Checks Services

If you are the FIRST PERSON to e-mail president@hrlact.org stating you have read the HR Connections Newsletter, you will receive a \$10 Gift Certificate to *Dunkin Donuts!*

Key words:

I LOVE HRLA!

2014

HRLA of Eastern CT

BOARD of DIRECTORS

CHAPTER LEADERSHIP:

<u>President:</u>	Janet Welch, SPHR
<u>President Elect:</u>	Sonja Sieling-Boumenot, PHR
<u>Immediate Past President:</u>	Cathy Bates, PHR
<u>Secretary:</u>	Sandra Lamotte, PHR
<u>Treasurer:</u>	Christine Platt
<u>Membership:</u>	Ellen Sherman & Denise Mangano
<u>Programs & Education:</u>	Karen Eichstaedt & Sandy Spencer, SPHR
<u>Career Links:</u>	Bonnie DeCosta
<u>Certification:</u>	Sandy Spencer, SPHR
<u>College Relations:</u>	Jessica Linicus
<u>Communications:</u>	Lauren Main, PHR
<u>Diversity:</u>	Christopher Bylone
<u>Legislative:</u>	Meredith Diette, Esq.
<u>Marketing:</u>	Nancy Routhier, PHR
<u>Workforce Readiness:</u>	Maria Fisher-Proulx
<u>Board Members @ Large:</u>	Maria Krotsis, SPHR Janine Dunn, SPHR Joy Baldrige, CPC, CSP Holly Cini, Esq.



Human Resource Leadership Association of Eastern CT

c/o American Ambulance Service

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