

HR Connections

VOLUME 4 , July 2011

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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A Message from our Chapter President

What a year HRLA has been having thanks to all of you, to our dedicated committee members and to the Board of Directors:

- Record breaking attendance at our March meeting,
- Received a Proclamation from the Governor of CT for HR Week,
- Received GOLD Award from SHRM,
- Received Super Star Award from SHRM in April,
- Awarded Scholarships for \$1K each to Two HRLA Members.

And look what is coming up:

Are we *ever* excited about our July 12th Event! This is going to be HRLA's Networking & Social Event of the Summer; one you will definitely want to attend:

- Our very own fabulous Bobbie Rich as our featured speaker;
- Are you familiar with the pending HR Legislative issues? We will have an up to date HRLA Handout including Paid Sick Leave and pending bills;
- Fun Door Prizes; our special door prize is an iPad 2, (Yes! An iPad 2!)
- Scrumptious Appetizers and Delicious Buffet;
- Cash bar

Beautiful, relaxing surroundings under the big white tent on the water. So, plan now on attending our Networking & Social Event of the Summer at the Marina at American Wharf!

In August – The backbone to any HR legal matter is the documentation and investigation that is accomplished and it is critical that this is completed properly. CSI Moves into Your HR Office: How to Conduct an Internal Investigation. HRLA's Legislative Representative Meredith Diette will be the featured speaker on the ins and outs of internal investigations.

HRLA is proud to announce that an In Transition Group has been formed. This group will be meeting to discuss current trends in HR and legal updates along with sharing information on open HR positions. All are welcome to attend and there is additional information in this newsletter.

Towards the end of August you will be receiving an HRLA e-mail Survey. This survey data is crucial for our 2012 Planning Meeting. Please fill this out carefully as this is utilized by the Board when making plans for the coming year. Each and every member's input is important to us.

HRLA is having a wonderful year, thanks to all of you. When you do not attend a meeting, you are *truly missed!* Your attendance includes sharing, socializing, networking and building friendships throughout the Association while learning the latest best practices in the HR field presented by subject matter experts. The HRLA Board of Directors and Committee members are hard at work making HRLA a productive, successful and fun Chapter. We can always use more help – come on, jump in and get involved! The more engaged you are, the more you will get out of your HRLA membership.

Hope you are having a wonderful summer! Remember, share the passion for your profession.



New Members

Laurie Pudlo
Steven Hipsley, CFP
Debra Mexeiner

Jennifer Kelley
William Usher, SPHR
Sherri Tanguay, SPHR

Kurt Oster, SPHR
Kelly Cote

Dr. Stan Beckford
Mary Chudy, SPHR



Julie Quinn

Each quarter, HRLA will focus on a member and get to know them. Have you wondered what each member does and how they got into the Human Resources field? We'll provide you with a glimpse of other HRLA members and invite you to read about them.



Congratulations to Julie for winning the *Wicked* tickets at June's Diversity and Inclusion meeting! Julie has been in Human Resources for over 20 years and became PHR certified in December. She previously worked as the VP of HR for Community Prevention and Addiction Services (CPAS) in Willimantic for 24 years until Jan. 1st. CPAS was acquired by Community Health Resources (CHS) and currently works as an HR Generalist. "When I learned of the merger almost two years ago, I decided to "up my game" so to speak, to be ready for any possible outcome and make myself more marketable," Julie says. Julie decided to join the Association at the same time she received her certification. "HRLA provided resources for networking and recertification credits, but my favorite part is the new friends!" Julie lives in Norwich with her husband, Mike, and they enjoy traveling and spoiling her five year old niece, Juliette.



Social Media Position Open

The Members of the Board are looking for a volunteer to fill the role of Social Media Moderator. The SMM actively participates in a wide variety of social media activities such as blogging, community development and management, social bookmarking, commenting, etc. and is well-connected with the broader social media world.. Responsibilities include maintaining, updating, and monitoring HRLA's Facebook page and LinkedIn group. If you're interested in this opportunity, please contact Janet Welch at jwelch@americanamb.com.

A Sincere "Thank You" and "Welcome"

Many, *many* thanks to Therese Roush for having been the Board Secretary for the Association. We all wish you the very best in Hawaii!

Welcome, Sandy Lamotte, our new Board Secretary for the Association! We look forward to working with you!

Crossword Puzzle Contest Winner



Congratulations to Christine Pemberton for winning the crossword puzzle! The prize was a Dunkin' Donuts Gift Card. Check out this month's puzzle for your chance to win on page 10!

To All HRLA Members:



In preparation for our 2012 Planning and Programs Meetings in September and October, the Board is asking for your input and suggestions. Send us your recommendations for speakers for 2012!

These could be:

- o Professors from classes you have taken;
- o Featured speakers from meetings or seminars you have attended;
- o Subject matter experts that are colleagues of yours;
- o Vendors that you work with, again, that are subject matter experts.

Please send as much information as possible: Name, e-mail address, company they work for to programs@hrlact.org.

Do you know a speaker?

Congratulations



To Nicole Greczkowski & Kemberly Kelly Core on receiving the 2011 HRLA Scholarship Awards!



HRLA
of Eastern
Connecticut

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

ACCOMPLISHMENTS 2011

- ★ Awarded two \$1000 scholarships to deserving students advancing their education in the HR field
- ★ Implemented and celebrated HR Professionals Week in Connecticut and received a Proclamation from Governor Malloy thanking the chapter for our dedication to the profession
- ★ Received the designation of SHRM Excel GOLD Chapter from the Society of Human Resource Management—the only chapter in the state to achieve this level of excellence
- ★ Doubled the number of professional meetings offered throughout the year, most of which are approved for HRCI credits
- ★ Hosted a highly successful all-day Leadership Development workshop to help our members excel in their profession
- ★ Achieved SHRM Membership Superstar Status for May and June

There are still five months left in 2011.... And we have many great things planned for the rest of the year!

- ★ Career Portfolio Workshop to assist veterans and professionals in transition
- ★ Legislative Update to keep our members and associates up-to-date on the latest labor law changes
- ★ PHR/SPHR Study Group
- ★ In Transition Peer Support Group
- ★ Meetings on conducting internal investigations, surviving an INS audit, and MORE!



**Human Resource Leadership Association of
Eastern Connecticut in Partnership with
The Greater Norwich Area Chamber of Commerce**



HRLA's Social Event of the Summer

HRLA Member Pricing: \$45

Guest Pricing: \$55

All Welcome!

- Business Owners
- People wearing dual hats within an Organization
- People wanting to grow their company by Networking

Cash bar

Delicious Appetizers; Scrumptious Buffet

Door prizes - Including an iPad 2!

Date: Tuesday, July 12, 2011

Time: Dinner Meeting 5:30 - 8:00 pm

Location: The beautiful surroundings of
The Marina at American Wharf
One American Wharf, Norwich, CT

Register by July 6th: www.hrlact.org



Thinner. Lighter. Faster. FaceTime.



Dynamic speaker Bobbie Rich from Emerge Leadership Group will be presenting on the value of networking and the best approach to forming solid connections. This event will answer:

- What is networking;
- How to network;
- Benefits and essentials of networking;
- The importance of connections and relationships;
- How to develop your "15 second elevator speech".

Proudly Sponsored by:



Governor Dannel Malloy Issues Proclamation



In recognition of the efforts that the Human Resource Leadership Association of Eastern Connecticut (HRLA) has made to promote the profession of Human Resource Professionals, Governor Dannel Malloy has issued a Proclamation declaring March 7th to the 11th as Human Resource Professionals Week in the State of Connecticut.



HRLA celebrated HR Professionals Week by airing a radio ad thanking HR professionals for their work, holding a SHRM Membership Drive, and hosting a meeting on March 9th on the topic of Social Media in the Workplace. The meeting included special recognition from New London Mayor Martin T. Olsen Jr. of New London, and special gifts for HRLA members.

In the Proclamation, Governor Malloy notes the organization's mission statement: "To provide Human Resource professionals with a venue to enhance their knowledge and to share their expertise within and outside the association."

Janine Dunn, Director of the CT SHRM HR Council, commented on this exceptional event. "On behalf of the CT SHRM HR Council, I am pleased to congratulate the Human Resource Leadership Association of Eastern Connecticut for their exemplary work in promoting and recognizing human resource professionals throughout the State of Connecticut, and for receiving an official Proclamation from His Excellency, Dannel Malloy, Governor of Connecticut, for this effort. The resources and support that HRLA provides for area human resource professionals are critical to the development and growth of the profession, and the members of the association should be proud of the many and continued accomplishments."



HRLA Receives the EXCEL Gold Award for 2010

The Society for Human Resource Management has awarded the Human Resource Leadership Association of Eastern Connecticut the EXCEL Gold Award for 2010.



The SHRM Affiliate Program for Excellence (SHAPE) has been designed to ensure a strong connection between SHRM and our affiliated chapters from a business perspective. In addition to clearly outlining our requirements to measure chapter alignment and engagement with SHRM's overall objectives, SHAPE's focus has shifted to activities and initiatives which are more strategic in nature. These efforts will allow each affiliated chapter to increase its viability and effectiveness, as well as promote the HR profession at the local level. Additionally, we designed this program to enhance the business acumen of our local volunteer leaders! This new program raises the bar of excellence for our affiliates and introduces the EXCEL Awards – a tiered recognition and awards system.

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. The Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 250,000 members in over 140 countries, and more than 575 affiliated chapters.

“This recognition is a distinct indication of the chapter's successful partnership with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession” noted Pamela J. Green, SPHR, Chief U.S. Membership Officer for SHRM.

The Human Resource Leadership Association of Eastern Connecticut (HRLA) receives a Certificate of Recognition, a specialized banner to display at its meetings and events, and is being recognized in SHRM's publications and at its conferences.



SHRM Recognizes HRLA at Annual Conference

At the SHRM Annual Conference in Las Vegas, NV, SHRM recognized HRLA of Eastern Connecticut for our achievement as a SHRM Excel Gold Chapter. Click [HERE](#) to read more (pg 18)!

Congratulations
on obtaining your
certification!

New PHRs:

Susan Carling Debbie Dennig
Maria Krotsis Julie Quinn
Lisa Seymour Vincent Sileo
Rachna Tewari

New SPHRs:

Janine Dunn Jennifer Keatley

Did you know that 35 of our members are certified? That's 26% of our membership! If you recently became certified, let us know so that we can recognize you! Out of our most recently certified members, five of them attended Sandy Spencer's class through Eastern Connecticut State University's SHRM Certification Program. The next exam is the Winter Exam, so if you are looking to become certified, take a look at the next two pages for more details on the program. Give yourself that extra edge by becoming certified!

Choosing to obtain your HR credential(s) from the HR Certification Institute is a career-long commitment that shows to your peers and your organization that you are driven to be successful in HR management.

Earning your HR credential:

- » **Makes your resume stand out from other job applicants.** 96% of employers indicated that job applicants who are certified have hiring advantage over those who are not certified.
- » **Increases your chance of career advancement.** 91% of employers agreed that certified HR professionals have stronger chance of being considered for promotion opportunities.
- » **Business leaders find that HR certification distinguishes individuals who are more self-motivated.** 68% of employers indicated that certification demonstrates employees' commitment to HR.
- » **Connects you to an elite network of driven HR professionals around the globe.** Achieving HR certification puts you in a network of more than 115,000 HR practitioners who work in leading organizations like Boeing, Chevron, FedEx, GlaxoSmithKline, Samsung and Wal-Mart in more than 70 countries and territories.

Our HR certifications require that you stay up-to-date with the most current HR practices and developments. To remain certified, you must fulfill continuing education requirements or demonstrate your current knowledge of the profession through retesting.

Note: All statistics are based on the HR Certification Institute's 2010 Value of Certification Study.

THREE CORE CERTIFICATIONS AVAILABLE

The HR Certification Institute offers three core certifications:

- » **Professional in Human Resources (PHR®)**—This exam focuses on the technical and operational aspects of human resource practices, U.S. laws and regulations.
- » **Senior Professional in Human Resources (SPHR®)**—The SPHR exam focuses on the strategic and policy-making aspects of HR management in the United States.
- » **Global Professional in Human Resources (GPHR®)**—This exam focuses on the skills and knowledge necessary to successfully operate in a global marketplace.

The exams are administered via computer at testing centers located throughout the world. The PHR and SPHR exams are four hours in length and consist of 225 multiple-choice questions. The GPHR exam is three hours in length and consists of 165 multiple-choice questions.

To determine which exam is best for you, take the HR Certification Institute's online assessment exams at www.hrci.org. Available for all three certifications, these online assessment exams will help you determine your strengths and weaknesses in each of the functional areas. More importantly, they allow you to become familiar with the format and difficulty level of the exam questions.

EXAM ELIGIBILITY REQUIREMENTS

Our certification exams test experience-based knowledge; therefore, you must possess the right level of professional (exempt-level) HR experience and education to qualify.

PROFESSIONAL IN HUMAN RESOURCES (PHR®)

- » 1 year of demonstrated professional (exempt-level) HR experience with a master's degree or higher.
- » 2 years of demonstrated professional (exempt-level) HR experience with a bachelor's degree.
- » 4 years of demonstrated professional (exempt-level) HR experience with less than a bachelor's degree.

SENIOR PROFESSIONAL IN HUMAN RESOURCES (SPHR®)

- » 4 years of demonstrated professional (exempt-level) HR experience with a master's degree or higher.
- » 5 years of demonstrated professional (exempt-level) HR experience with a bachelor's degree.
- » 7 years of demonstrated professional (exempt-level) HR experience with less than a bachelor's degree.

GLOBAL PROFESSIONAL IN HUMAN RESOURCES (GPHR®)

- » 2 years of global demonstrated professional (exempt-level) HR experience with a master's degree or higher.
- » 3 years of demonstrated professional (exempt-level) HR experience (with two of the three being global HR experience) with a bachelor's degree.
- » 4 years of demonstrated professional (exempt-level) HR experience (with two of the four being global HR experience) with less than a bachelor's degree.

FINANCIAL ASSISTANCE AVAILABLE

- » **Your Employer:** Reach out to your benefits manager to see if your employer reimburses the cost of the exam through education assistance or professional development benefits.
- » **SHRM Foundation:** \$750 scholarships are available to SHRM members pursuing professional certification. Go to www.shrm.org/foundation to learn more about this program.
- » **Local SHRM Chapters:** Check with your local chapter for more details on its certification scholarships.

EXAM TYPE	EXAM DATES	EXAM FEES	APPLICATION STARTS	APPLICATION DUE	LATE APPLICATION DUE*
SPRING					
PHR/SPHR	May 1–June 30, 2011	PHR HR professional: US\$300 SHRM member: US\$250	Jan.10, 2011	March 11, 2011	April 15, 2011
		SPHR HR professional: US\$425 SHRM member: US\$375			
GPHR/CA	May 1–May 31, 2011	GPHR HR professional: US\$425 SHRM member: US\$375	Jan.10, 2011	March 11, 2011	April 15, 2011
		CA HR professional: US\$325 SHRM member: US\$275			
WINTER					
PHR/SPHR	Dec. 1, 2011–Jan.31, 2012	PHR HR professional: US\$300 SHRM member: US\$250	July 11, 2011	Oct.7, 2011	Nov.11, 2011
		SPHR HR professional: US\$425 SHRM member: US\$375			
GPHR/CA	Dec. 1–31, 2011	GPHR HR professional: US\$425 SHRM member: US\$375	July 11, 2011	Oct.7, 2011	Nov.11, 2011
		CA HR professional: US\$325 SHRM member: US\$275			

*A US\$75 late fee will be incurred after the regular deadline.

THE EXAMS ASSESS YOUR KNOWLEDGE IN THE FOLLOWING AREAS

PHR®



SPHR®



GPHR®



APPLYING FOR THE EXAM

Apply for your exam online in three simple steps:

1. Go to www.hrci.org. Create an online profile to obtain your HRCI ID number.
2. Fill out the application and submit payment.
3. Schedule your appointment after receiving notification that you are eligible to take the exam.

FOLLOW US ON **CERTIFICATION INSTITUTE**
and our *CERTIFICATION MATTERS BLOG*
Web site: www.hrci.org © 2011 HRCI
COMMIT TO A HIGHER STANDARD

Legislative Updates by Meredith Diette



An Act Concerning Discrimination (House Bill 6599) passed its final hurdle on June 3, 2011, by a vote of 20 to 16 in the Senate. The bill includes “gender identity of expression” as a protected characteristic

along with race, national origin and sex, and would bar discrimination based on “gender identity or expression” in employment, housing and public accommodations (including use of public restrooms). The bill explains that “[g]ender identity or expression means a person’s gender-related identity, appearance, or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person’s physiology or assigned sex at birth.” The Governor is expected to sign this bill, which would then become effective on October 1, 2011, and affects all employers in Connecticut with three or more employees.

The “Paid Sick Leave” bill (Senate Bill 913) passed its final hurdle on June 3, 2011, by a vote of 76 to 65 in the House. The final bill would require certain employers of 50 or more employees to provide one hour of sick time for every 40 hours of work, up to five paid sick leave days a year, for an employee’s sickness, an employee’s child’s, parent’s or spouse’s sickness, or to deal with sexual assault or family violence issues. The final version does not cover manufacturers or YMCAs/YWCAs, but applies to

“service workers” which the bill broadly defines. Moreover, the bill does not include day or temporary workers and permits the sick leave days to be carried over for one year. Employers already offering at least 5 days of “other paid leave,” such as paid vacation, personal days or paid time off, will be deemed to comply with the rule. The bill passed with no Republican votes in the House and one in the Senate. The Governor is expected to sign this bill, which would then become effective January 1, 2012.

An Act Concerning Use Of Criminal Records For Temporary Employees Offered Permanent Employment By An Employer (Senate Bill 984) is awaiting action in the Senate, but is not currently scheduled for a vote. This bill would prohibit employers from requiring prospective employees from disclosing their criminal history or submitting to a criminal background check if they have completed one year or more of service as a temporary employee.

An Act Concerning The Use Of Credit Reports In Employment Decisions (Senate Bill 361), which prohibits employers from using credit scores in certain hiring decisions, passed on June 9, 2011, in the Senate. The bill includes several exceptions and now goes to the Governor who is likely to sign. If signed, the measure would become effective October 1, 2011.

Workplace Law: Connecticut Legislative Update: A SHRM CT State Council Webinar

Join us virtually on Friday, July 22, as attorneys from Jackson Lewis discuss recent legislative activity in the State of Connecticut affecting employers:

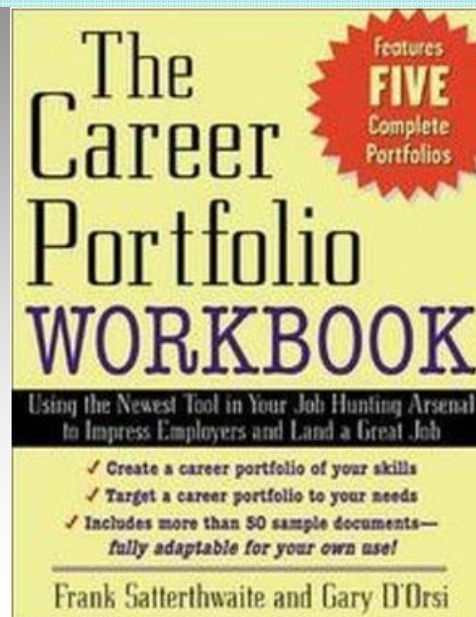
- The paid sick leave bill which mandates that employers with 50 or more employees provide certain employees one hour of paid sick leave for every 40 hours worked up to a maximum of 40 hours of leave
- The gender identity and expression discrimination bill which adds "gender identity or expression" as a new protected class entitled to coverage under the Connecticut Fair Employment Practices Act
- A ban on the use of credit reports by employers in hiring decisions
- Procedural changes to how the Commission on Human Rights and Opportunities handles charges of discrimination
- Increased penalties for repeat violations of the Personnel Files Act



Book Nook

The Career Portfolio Workbook by Frank Satterwaith & Gary D’Orsi

Innovative ideas for creating a skill-based career portfolio. For job seekers looking to provide tangible, easily accessible proof of their skills and accomplishments, a portfolio of career-related documents is fast becoming the essential tool. The Career Portfolio Workbook shows readers how to compile and organize a career portfolio; one that is easy to review and quickly adaptable to specific interviews and circumstances. The Career Portfolio Workbook provides job seekers of any profession or experience level with a powerful new weapon: the confidence and the material to promote themselves and their work to others. Its step-by-step process explains how to: Create a career portfolio of personal skills: why, how, and what to include Target a career portfolio to specific needs a job interview, a performance review, or a career transition Prepare materials, based on more than 50 sample documents and five complete portfolio samples.





What better gift can you give yourself than a membership to SHRM? Visit the SHRM tab on the HRLA website for an application!

Announcements

Thank you to Rachna Tewari and Vincent Sileo for conducting and seeing through the student outreach program!

Are you having trouble navigating through the HRLA website? Have no fear! Click [here](#) to download the Word document that will show you how to navigate through the website with ease.

2011 Perfect Attendance

The following individuals are recognized for having perfect attendance so far this year:

Cathy Bates, Meredith Diette, Janine Dunn, Stacey Harris, Suzanne Himes, Sandra Lamotte, Jennifer Lysomirski, Katelynn Mastronunzio, Christine Pemberton, Christine Platt, Julie Quinn, Tina Schmitt, Sandy Spencer and Janet Welch.

Out of Work?

HRLA now has an In Transition Group that meets every two weeks at the Mystic Marriott Starbucks in Groton. The group discusses current trends, best practices, various employment laws, skills and areas of knowledge within the HR field. For more information, please call Kemberly Kelly Core at 860-464-9675 or email at kemberlycore@gmail.com.



TUNE IN!

HRLA will be on the radio announcing July's meeting event. Be sure to tune in to WBMW—106.5 FM to hear the ad!

Thank you to our Committee Members!
Your efforts help make our Chapter a success!

- College Relations**—Jessica Linicus
- Communications**—Kemberly Kelly Core, Linda Avedisian, Lindsay Thompson
- Diversity**—Holly Cini, Cathy Bates, Laurie Pudlo
- In -Transition Group**—Kemberly Kelly Core, Rachna Tewari, Vincent Sileo
- Legislative**—Meredith Diette, Holly Cini, Peggy Strange, Suzanne D'Amato
- Membership**—Stacey Harris, Barbara Campo, Christine Pemberton, Christine Platt, Cindy Busch, Jennifer Lysomirski, Maria Fisher-Proulx, Barbara Aube, Rachna Tewari, Vincent Sileo
- Greeters**—Jennifer Keatley, Cheryl Calderado
- Programs**—Sandy Spencer, Amy Leger, Cheryl Stergio, Michelle Lalumiere, Stephen Gardner, Darlene Serra, Debbie Denning, Stacey Jimenez, Katelynn Mastronunzio, Nancy Kinirons, Gary D'Orsi, Rachel Donnelly, David McDaniel
- Publications**—Kemberly Kelly Core
- Volunteers**—Linda Olbrys
- Workforce Readiness**—Barbara Campo



Your membership in 2012 could be FREE! If you know of a vendor you would like to recommend to your colleagues, ask them to be a sponsor! You must have the vendor call Janet Welch and they **must specifically name you** in order for you to receive your membership for free. Contact Janet Welch at 860-886-1463 x 310.

Upcoming Events

July — How to Socialize, Be Funny & Make Friends

Learn all about the art of networking: what networking is and what it isn't, how to enter a room of strangers and leave with a pocketful of business cards, and how to effectively form solid connects and developing your 15 second elevator speech. Event takes place on July 12th from 5:30 until 8pm at the Marina at the Wharf in Norwich. \$45 for members / \$55 for non-members. Register today!

August — CSI in HR: How to Conduct Internal Investigations

The internal investigation process has become an increasingly important risk management tool for employers. Courts have found that the absence of internal investigations can be evidence that the employer acted with reckless indifference to the employee's legally protected rights, and therefore, the employer should be subject to punitive damages. If internal investigations are done properly, they either can aid employers in taking action that avoids lawsuits, or they can offer employers defenses and lessen damages if there is subsequent litigation.
Date: 8/23/2011 Time: 7 - 9AM Cost: \$20 members; \$30 non-members
Location: Holiday Inn, 10 Laura Blvd., Norwich, CT



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by:



OCTOBER—ANNUAL LEGISLATIVE UPDATE ON 10/5/2011



Your care. Your trust. Our passion.

Join us for our 2011 Labor and Employment Law Update! This seminar will provide attendees with an overview of significant legislative and case-based changes in labor and employment law affecting Connecticut employers which occurred during 2011.

Time: 5:30-8:00PM

Cost: \$35 members; \$45 non-members

Location: Holiday Inn, 10 Laura Blvd, Norwich

SIEGEL, O'CONNOR,
O'DONNELL & BECK, P.C.

December—Deck the Halls Holiday Gala on 12/1/2011

HRLA celebrates the holidays in *style!* Join us as we celebrate with musical entertainment, door prizes, great food, and a featured speaker who will inspire you! Come enjoy the fun at the Norwich Inn & Spa, 607 W. Thames St., Norwich, CT from 5:30 - 8:00 PM.



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By



Volunteers are Needed!

We are looking for more volunteers to assist and help within the following committees:

Communications Committee

Sponsorship Committee

Programs Committee

This is a great way to become involved with an association that is continually growing by providing valuable input needed from our members. Email volunteers@hrlact.org

Upcoming Committee / Board

Meetings at AASI:

Membership Meeting - 8/11/ @ 4:30 pm

Planning Board Meeting - 9/21 @3:30

Programs Open Meeting—10/13

November—Career Portfolios That Work

This all-day workshop will help veterans and other professionals in transition to showcase their talents and accomplishments in an organized, professional manner to prospective employers. Co-Author Gary D'Orsi will guide participants through a workshop centered around his Career Portfolio Workbook.

Career Portfolios is designed to train those in career transition to recognize and emphasize the achievements they have made that they may not realize are assets when entering an interview with Human Resources. It also provides an unique marketing approach for HR Professionals to teach others how to effectively market their skills, experience, and knowledge to new employers or internally within their current organizations.

Held at Radisson Hotel, 35 Gvnr Winthrop Blvd, New London on November 1st.

Thursday, September 15, 2011 7:00 a.m. – 9:00 a.m.
Breakfast Meeting \$20 HRLA Member; \$30 Guest
Featured Speaker: Victor Cerda, Esq. from Jackson Lewis
Holiday Inn, Norwich



HRLA will be celebrating International Literacy Day, which is 9/8/2011.
Please bring a children's book to be donated to Toys for Tots.



Victor Cerda

Mr. Cerda is a nationally recognized leader in representing the employer community on complex immigration enforcement issues. He focuses his practice exclusively on advising, counseling, and litigating on behalf of corporations, individuals, and overseas clients

on immigration and visa processes. His areas of focus include employer worksite enforcement, I-9 compliance audits, immigrant and non-immigrant visas, entertainment visas, and immigration court removal proceedings.

Mr. Cerda has represented and counseled foreign governments, current and former Heads of State, Fortune 500 companies, executives and business owners, members of the motion picture, recording, and professional sports industry, and individuals facing complex immigration matters. He has successfully counseled companies in navigating through ICE I-9 audits and worksite investigations, defended individuals in removal proceedings, and addressed security issues in the visa process. In addition, Mr. Cerda frequently provides expert commentary on immigration and homeland security issues for national media, including FOX, CNN, *The New York Times*, and *The Washington Post*.

Mr. Cerda began his legal career with the U.S. Department of Justice representing the United States in hundreds of immigration bond and removal hearings. On September 11, 2001, Mr. Cerda was appointed Counsel and Acting Chief of Staff for the legacy-INS. He had primary responsibility for many of the Nation's post-9/11 immigration efforts and legal reforms.

In March 2003, Mr. Cerda became the Counsel to the Assistant Secretary and Acting Chief of Staff for the newly created Department of Homeland Security (DHS), U.S. Immigration and Customs Enforcement (ICE). Mr. Cerda provided legal, policy, and operational oversight over immigration investigations, detention and removals, worksite enforcement, and high-profile deportation cases, including national security cases. He represented ICE in White House and interagency decision-making, and testified before Congress on immigration enforcement issues on numerous occasions.

In 2004, Mr. Cerda became the Acting General Counsel for ICE, managing 600 attorneys nationwide and formulating ICE legal positions on removal cases, worksite enforcement, and national immigration issues. He concluded his government career as the Acting Director of Detention and Removal Operations (DRO) where he managed DHS' detention and removal operations and managed more than over 4,000 employees, including more than 2,500 sworn federal law enforcement officers. As DRO Director, he reorganized DRO's Headquarters and Field Offices, expanded ICE's fugitive operations mission, deported a then-record number of individuals, implemented a national Alternatives to Detention Program, and began implementing the Criminal Alien Program.

Mr. Cerda, a native of Chicago, Illinois, is a graduate of Brown University. He received his Juris Doctorate degree from DePaul University and is an active member of the Illinois Bar.

Word Search

Deadline: 8/13/2011

Submit to Janet Welch at president@hrlact.org and you will be entered to win a prize!

G D U G F K D U E S E E Y O L P M E W C G F I J D Q V D U
 C N I K O V C O M P E T E N C I E S O O A N D W F N S L L
 P S I V B I U Z G I S E X A T U K I C K B A C K S B T E L
 W J P C E U T P R Z Y P H O O R X E J Q Y T E F A S G A N
 Z G R E R R I L F R M I A R U M T N I Q Z V F Z H I C A F
 O W O S C U S C J K U H A G N I T A V I T O M J S I Y C P
 Y Y F E A D O I H P P S V R C P C A R E E R D L H R Z Q O
 D C E I Q L I S T V T R O K S R E S Y K V X A T G T C V F
 I X S G G L A B T Y F E R W Q I B R A T H T E A P X H A F
 X M S D B S G R Z U Y D G A B V M E P S I E K F X F P L S
 H A I W T O N H Y J O A A P Y A D I L O H E O T M R C U H
 F S O I U Q I M I L U E N P M C W F N O I K E M F J T E O
 J D N D A M L X N K S L I L I Y G N I R O H S F F O O S R
 C N A S R N E M O Y W C Z I I P D L R G B M Y E N O M B I
 M E L I C O S Y I L A B A C S T T V E N C A R E E R S M N
 J R S M N I N P T C L C T A L D N T T G F Q Q Y M X U E G
 Z T N Y O T U A A T N B I T P I E A I M W E M A C W O N L
 H A Z R I A O O U M X C O I B K M Q R S K F Q S H Z Y T E
 X W R A T C C C L A N M N O U N P Y E T N A D I E R G O T
 M Y Z Q A O U Z A N O C A N D E O I M H L S S C L N F R U
 L H K L N L M T V A I V L Q G C L A E N M T N Y I Y A I V
 D E X N I E W P E G S X S E E T E N N W L A Y T M T H N V
 Z J A P M R A P Y E S T R J T P V O T E M B S U A I B G Q
 V T F D I W G A M M E Q E P I R E F B R D I E U H U Q T Q
 A E X R R D E Q M E C G G L N H D L O Z X B D T U Q B B L
 A A D A C L S S C N C E R N G D O F N E C I H B O E S S Q
 H M O Z S Q A U V T U C E Q K W R H E M T G C A S T F K X
 C L Z A I F D J Z I S H M Q E E A R D I V E S T I T U R E
 T Q W H D B N D B O H S A R P J P E C O P Y R I G H T S N

Application	Employees	Management	Professionals	Whistleblower	Audit	Equity	Privacy
Mentoring	Relocation	Budgeting	Ethical	Mergers	Retirement	Careers	Wages
Evaluation	Money	Safety	Competencies	Hazard	Motivating	Salary	Copyrights
Holiday	Offshoring	Succession	Counseling	Job	Organizational	Taxes	Development
kickbacks	Pay	Team	Discrimination	Laws	Performance	Trends	Diversity
Leadership	Preexisting	Values	Divestiture	Legislation			