



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."



2010
SHRM
MEMBERSHIP
SUPER
STAR

this issue

Ms. Himes Spotlight Member P.2
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e-learning P.7

Accomplishments 2011

Doubled the number of meetings
Record breaking attendance at Tri-State Leadership Conference
Delicious **New Members Breakfast** in February – with 23 in attendance
Awarded two \$1,000 **scholarships**
Attended the Three Rivers Community College Career Expo
Implemented & celebrated **HR Professionals Week** in CT
Received a **Proclamation** from Governor Malloy
Received the designation of **SHRM Excel GOLD Chapter** – the only Chapter in CT
Hosted a highly successful **Leadership Development Workshop**
Achieved **SHRM Membership Super Star Status** for May, June & July!
Recognized **Committee Members**
Committee Members have **grown** to 23 members in 2011
Broke the HRLA meeting **attendance record** twice
Promoted on the radio three times
Promoted in the *Norwich Bulletin*
Kicked off the **very popular** HRLA Word Search & Crossword Puzzles
Awarded two HRLA Honorary Lifetime Memberships
Joined the Norwich Chamber of Commerce
Celebrated International Literacy Day by holding a **children's book drive**; donated to Toys for Tots
Rolled out an **HRLA Book Club** In partnership with SilkRoad technology

A Message from our Chapter President



Janet O. Welch
SPHR

HRLA is a vibrant, exciting, fun Association! The Committees and Board are gearing up for an even more incredible 2012! Innovative speakers, new venues, fresh opportunities!

HRLA recently took a survey of the membership. The survey results revealed to the Board and the Committees what YOU desire as HRLA members for 2012. But, we need your assistance to make these Events happen. You, too, can step forward and participate: from assisting with the registration table to becoming a Board Member - - and the whole spectrum in between. It is a terrific opportunity and I guarantee you will meet caring, passionate, fantastic professionals. Go to the HRLA website and check out the spots that are available or give me a call.

I am extremely fortunate to serve on this Board and with this membership.

Thank you for the opportunity.

Sincerely,

Janet



New Members



Kim Bryant	Diana Cerasoli	Laurie Cormier	Kara Franklin
Lisa Gaudreau	Pamela Giunti	Susan Gregoire	Rachel Griffin
Shannon Haddad	Catherine Menounos	Yvonne Lurch, PHR	Lauren Main
Paul Poulin	Nancy Routhier	Deborah Saldi	Sonja Sieling-Boumenot, PHR
Maria Tuneski			



Suzanne Himes

Each quarter, HRLA will "Spotlight" a member so we can get to know them.

Have you ever wondered what some of our members do and how they got into the Human Resources field?

In *Member Spotlight* we will get a glimpse of some of our HRLA members!



Suzanne Himes had been with Sound Community Services (SCSI) for almost nine years. She has been working in the field of Human Resources with SCSI for six

years. She also worked as an HR professional in a similar type agency prior to her employment with SCSI, which ended as a result of a merge.

The field of human resources more or less adopted Suzanne as she has excellent organizational skills and a great desire to work with people. She previously worked in transportation as a manager for many years, but after two of her employers filed bankruptcy, she decided to go back to school.

Having experienced and worked through several challenging life experiences, Suzanne thought she could help others. Her initial job was in a senior center, which she remembers as "a great experience working with elderly volunteers, managing a small health clinic and writing a monthly newsletter." However, it was not a full-time position with benefits, and she left after 18 months for a position with the previously mentioned small behavioral health facility. Suzanne knew then that she wanted to work in HR management. She decided to return to school to obtain a Master's Degree in Management. She worked tirelessly in pursuit of her Master's Degree and demonstrated the ability to transfer her academic learning to the workplace, thereby becoming

ing a key person during the merger talks, agreements and transition.

When the merge was finalized, Suzanne was placed in a different location, department and position and with a different supervisor. Not being happy with her new position, she left to work as an Executive Assistant for Integrated Behavioral Health (IBH) in New London. In 2005 IBH merged with the First Step agency and became Sound Community Services. Suzanne ended up back in HR, "which is what I love!"

Suzanne has had many wonderful days in HR, but when asked to name one of her 'greatest moments,' she remembers this: "I think I have to tell you the story about an employee who worked full-time helping clients obtain employment because the result has proven successful. I will call her Betty...she had her own medical issues and was on FMLA but becoming more and more unable to work her full-time job. We met quite frequently as she was very open about her illness and what she was experiencing. It was really beginning to take a toll on her. She loved the work she did with clients but was unable to come to work consistently. During one of our discussions, I asked what would be her ideal working situation. She thought if she could work part-time most likely she would not be so stressed and in turn her illness would not flare up and she would be able to come to work consistently. After discussing this option with the Program Manager etc., it was agreed that the full-time position would be changed to two part-time positions.

I outlined everything for Betty including the fact that FMLA would eventually go away due to her reduced work hours. She was overjoyed and very grateful! Betty chooses to work two full days and one half day but is flexible as is her manager.

This occurred more than a year ago and Betty has not taken any FMLA leave for herself since that time."

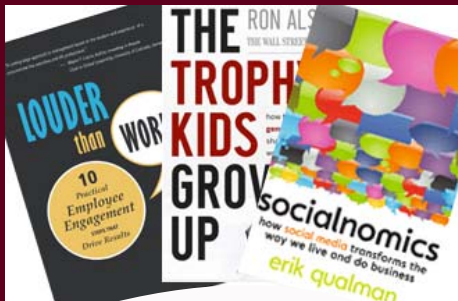
When Suzanne is not working, she is enjoying life! She takes NIA classes three to four times a week. NIA is a fitness routine that combines dance, Tai Chi and Tai Kwando with a Yoga cool down. "It's the most fun exercise I know and I have been doing it for about 10 years. NIA has about 40 different routines with different music so it never gets boring," Suzanne says. She also takes a Pilates class on a regular basis. She loves to travel with her husband, and they take several vacations each year. She also manages to take a "girl's week" vacation with her sister and friend every other year or so. One of Suzanne's greatest joys is Asia, her 3 1/2 year old granddaughter. "She stays with me every other weekend and I love the time I spend with her," Suzanne says.

SilkRoad technology's Book of the Month



SilkRoad technology & HRLA

HRLA and SilkRoad technology have partnered together to bring you the *Book of the Month Club!*



The SilkRoad Book Club series features books from some of the brightest minds in the HR industry. Enjoy ideas, tips, trends and inside information from the world of human resources and talent management. We are excited to offer you the opportunity to download three of the SilkRoad Book Club chapters at one time!

You simply fill out the form on the website and a link to each chapter will be sent to you via email.



Our friends at SilkRoad technology!

Check out
the
HRLA
Book of the
Month Club
on the
HRLA Website!



Holiday Inn

20 Laura Blvd.

Norwich, CT

October 5, 2011

5:30—6:00 p.m.

Registration & Networking

6:00—8:00 p.m.

Dinner & Seminar

Register: www.hrlact.org

HRLA Members: \$40

The 2011 Legislative Update

Keynote Speaker Meredith Diette, Esq.



Meredith Diette serves as Siegel, O'Connor, O'Donnell and Beck's resident attorney in New London. She represents public and private employers before state and federal courts and administrative agencies on a variety of employment-related matters such as claims of discrimination, wrongful discharge, retaliation, sexual harassment, unemployment, and employee discipline.

HRLA Submits for Award!

HRLA asked by CT State SHRM Director to submit Membership Guide Book for prestigious Pinnacle Award!

HRLA's Chapter President Janet Welch, SPHR, and Co-Vice President of Membership Stacey Harris, have collaborated to create a handbook on increasing membership for SHRM chapters. The guidebook, titled *Grow Your Chapter: A Guide to Recruitment and Retention for SHRM Affiliate Chapters*, has been submitted for a 2011 SHRM Pinnacle Award.

On August 15th at the CT SHRM State Council meeting, State Director Janine Dunn, SPHR, requested that HRLA share this impressive guidebook with the other Chapter Presidents throughout the state. *Grow Your Chapter* has now been distributed to each chapter in Connecticut, and feedback has been extremely positive. "Wow, this is very impressive!" wrote CT SHRM HR Council Administrator Andy Thiede, SPHR. "Good luck with your Pinnacle Award submission!"

Winning recipients of the Pinnacle Awards will be announced at the SHRM Leadership Conference in November.

Grow Your Chapter



A Guide to Recruitment and Retention for SHRM Affiliate Chapters

Stacey Harris and Janet Welch, SPHR



Note Your Calendar!

- | | |
|-------------|--|
| October 5 | Legislative Update: Holiday Inn, Norwich |
| October 13 | Programs Meeting: Radisson Hotel, New London |
| November 2 | Board of Directors Meeting: AASI |
| November 14 | Career Portfolio Workshop
Radisson Hotel, New London |
| December 1 | HRLA Holiday Party: Spa at Norwich Inn |
| January TBD | Tri-State Leadership Conference
All Board and Committee members are Invited |
| February 7 | HRLA Open House! Holiday Inn, Norwich |



HRLA Membership Renewal

Your HRLA Membership Renewal is important. Please take a moment to review the list of accomplishments we have achieved in 2011 on the front page of this newsletter!

2012 Membership Renewal is Underway!

Be on the lookout for your HRLA membership renewal letter, which will be going out towards the end of October. An early bird email was already sent at the end of September. Members who renew before 12/15/11 will receive a \$5 discount on their annual dues fee, so be sure to get your renewal forms in early! The HRLA Board of Director's is proud of everything that HRLA has accomplished this year together with you, and with your help, 2012 should prove to be an even more successful year.

Those who have attended every meeting in 2011 will also be notified by mail that their 2012 membership is free, contingent upon attending our scheduled events through the end of 2011. Thank you to all of our members that made a special effort to attend every meeting this year!



Do you know an
HR Professional you
believe would benefit
from becoming
an HRLA Member?

Forward this Newsletter
and invite them to
the next HRLA Meeting!

Thank You!

A promotional banner for the 'D&I GAME CHANGERS' event. The text on the left reads 'D&I GAME CHANGERS' in large, bold letters, with 'Reinventing the Playbook' underneath. To the right, it says 'Washington, D.C. 24-26 OCTOBER 2011'. Below this, there is a row of colorful, translucent chess pieces (yellow, green, blue, red, orange, pink) on a reflective surface. At the bottom, a red banner contains the text '2011 SHRM Diversity & Inclusion Conference & Exposition' and social media icons for Twitter, Facebook, and LinkedIn, followed by 'SHRM CONNECT'.

Committees Forming Now!

HRLA is an exciting, vibrant, professional Association which has doubled in size in six months. There are many dynamic plans in the works for 2012. Have you thought about stepping forward and joining our HRLA Leadership Team? Now is Your Chance!



Contact Information

Membership: Stacey Harris
membership@hrlact.org

Communications:
Kem Kelly Core
communications@hrlact.org

Workforce Readiness:
Maria Krotsis
workforce@hrlact.org

President Janet Welch:
president@hrlact.org
(860) 886-1463 x 310

Two News Reporters: Have you ever dreamed of being a roving reporter? Well, here's your chance! We need someone to attend our meetings and then submit an interesting Newsletter article in to our HRLA Newsletter *HR Connections*! Yes, this could be you! Contact Kem.

Photographer: Are you a good shot with your new iPhone or you have a new camera you're just waiting to put to use? We have a spot for you! We need a photographer to take shots at our meetings and events! Step right up and get into the Spotlight. Contact Kem.

Greeters: Were you voted Most Sociable or you just LOVE people? HRLA wants you as one of our friendly, sociable, interesting Greeters that will WELCOME our new members and visitors who come to our meetings. Call us and let us know! Contact Stacey.

Social Media: We need a Social Media person to take over our LinkedIn® and Facebook® sites along with being a backup person for our HRLA website. Contact Janet.

Promotions Coordinator: Perhaps you are creative and enjoy working in Publisher? Would you like to help promote our Meetings? We would love to have your help! Contact Janet.

Workforce Readiness Committee: One of the Events HRLA does each year is the Workforce Readiness Initiative. This is typically a community outreach program. If you are interested in assisting on this Committee, contact Maria.

SHRM e-Learning for Recertification!

More than 200 courses in 15 HR disciplines are offered online at SHRM. To ensure a variety of topics and credits for this upcoming recertification cycle for PHR, SPHR, GPHR and CA-PHR, they have added content to the existing catalog including these new strategic courses:



PHR certification SPHR certification GPHR certification CA-PHR certification

Latest Course Titles

Thinking Inside the Box—The Care and Feeding of Your CFO
1.25 Strategic Credits

Strategic Planning for Maximum Performance
1.25 Strategic Credits

Navigating the Crosswinds of Employee Engagement
1.25 Strategic Credits

What Every HR Leader Should Know About Strategic Planning
1.25 Strategic Credits

Managing Change in Turbulent Times:
Keeping Your Employees Engaged
1.25 Strategic Credits

SHRM e-learning benefits HR Professional at all career levels and also provides online compliance training for your employees and managers. For certified HR Professionals, the site offers a variety of courses, webcasts, conference sessions and public policy updates that will earn credits toward your PHR, SPHR or GPHR recertification. To earn recertification credit, the quiz at the end of each course must be passed with a grade of 75% or higher. The quiz is based on the course content and can only be taken one time.

Contact Information

Visit SHRM's e-Learning main site at:
www.elearning.shrm.org
to view their e-Learning and webcast course catalogs.

HR Certification Institute
www.hrci.org/

September ICE Compliance & Documentation Meeting a Huge Success!

Attorney Victor Cerda of Jackson Lewis LLP, gave an excellent, interesting presentation with humor, facts, stories and examples of how to maintain our I-9 files, what to expect of an audit and much, much more.

Click [HERE](#) for slides of the meeting.

Click [HERE](#) for Attorney Cerda's presentation.

Thank you to Program Coordinator Attorney Holly Cini, Jackson Lewis LLP, for coordinating this event!



Attorney Victor Cerda, Jackson Lewis

The College Tuition Benefit[®]

Sponsor Steve Hipsley brought forth The College Tuition Benefit at the September meeting. Employees now have an added incentive to participate in a retirement plan. They earn Tuition Awards that can be used to pay for up to one year of tuition at over 300 private colleges and universities across the nation. That's over 30% of the nation's private colleges and universities. **There is no expense to participate to either the employer or the employee.** Highlights of the College Tuition Benefit: www.CollegeTuitionBenefit.com

Each employee is registered for 500 SAGE Scholarship Tuition Rewards. Married employees are eligible for 1,000. Employees in the Retirement Plan receive an annual 5% Tuition Rewards match of their Retirement's Savings account balance. The security of Voluntary Workplace Benefits are made available to employees as they are enrolled in the SAGE Scholarship Program.

There will be a **free webinar** with further information regarding this wonderful benefit: **Tuesday, October 18, 2011 at 10:00 AM** Eastern Daylight Time. <https://www3.gotomeeting.com/join/133921342>

2. Use your microphone and speakers (VoIP) - a headset is recommended. Or, call in using your telephone.
Dial +1 (415) 363-0071 Access Code: 133-921-342

Stephen M. Corriveau, District Development Manager, Toll Free: (888) 623-6236 x83, Direct Fax: (772) 365-3366
Email: stephen.corriveau@coloniallife.com www.coloniallife.com Colonial Life & Accident Insurance Co.

Example:

(Note: Monies in most Retirement Plans do not have a guaranteed rate of return and may actually lose value).

Age	Retirement Plan Account Balance	5% Award	CTB Scholarship Balance Balance does not accrue interest
Award for registering a child			500
12	\$50,000	2,500	3,000
13	\$55,500	2,775	5,775
14	\$61,385	3,069	8,844
15	\$67,682	3,384	12,228
16	\$74,420	3,721	15,949
17	\$81,629	4,081	20,030

In this example, if the child attends a participating SAGE school, the tuition will be reduced by \$20,030, with each point being equal to \$1.

Contact Steve Hipsley at shipsley@cwm-ltd.com

A \$25 Visa GC Card for YOU?



HRLA is looking to line up Sponsors for 2012

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 2012 HRLA Meeting Sponsor? If your vendor signs up as a Sponsor, you will receive a \$25 Gift Certificate Visa Card!

How This Works:

- Send your vendor an e-mail. (Click **HERE** for the e-mail to send).
- Have your vendor e-mail me at president@hrlact.org
- If your vendor signs up as a Sponsor for one of our 2012 HRLA Meetings, you will receive a **\$25 Visa Card!**
- Make sure your vendor states your name when e-mailing me.
- 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:

- Life Insurance
- Recognitions and Incentive Programs
- Worker's Compensation Insurance
- HR Consultants or Trainers
- Background Check Service
- Pre-placement Physicals and Drug Screening Services

If you are the **FIRST PERSON** to e-mail president@hrlact.org on 9/28/2011 stating you have read the HR Connections Newsletter, you will receive a \$10 Gift Certificate to Dunkin Donuts!



The HRLA Board of Directors

(Left to Right)

Barbara Campo, PHR	Co-VP Membership
Sandra Spencer, SPHR	Co-VP Programs
Amy Leger	Co-VP Programs
Sandra Lamotte	Secretary
Maria Fisher Proulx	Board Member at Large
Linda Olbrys	Board Member at Large
Kem Kelly Core	VP Communications
Holly Cini, Esq.	Diversity Chairperson
Christine Platt	Treasurer
Janet Welch, SPHR	Chapter President
Stacey Harris	Co-VP Membership

The 2011 HRLA Board of Directors

Missing from photo: Maria Krotsis, Workforce Readiness Chair
 Jessica Linicus, College Relations Chair
 Meredith Diette, Esq., Legislative Representative
 Cathy Bates, PHR Immediate Past President

HRLA Deck the Halls Holiday Celebration

Save The Date! Dec. 1, 2011



Come Celebrate the culmination of an outstanding year with HRLA at our annual holiday gala! This year's yuletide dinner buffet will be held on Thursday, December 1, 2011 from 5:30-8:00 PM at the luxurious **Spa at Norwich Inn**. You won't want to miss the seasonal holiday music while enjoying your mouth-watering dinner, followed by our motivating featured speaker, Kristin Mann. Yes! You can invite your spouse or friend as your guest!

Ms. Mann is currently an MBA Instructor at Bryant University, with a background as a Principal, Executive Leadership & Life Coach, as well as working as a human resources consultant at Lee Thomas Consulting. Come hear Kristin speak on how to take your professional career to the next level in 2012! HRLA will also be hosting a collection of canned goods for the Gemma Moran Food Bank for this event.

Door prizes, music, networking, fun, great food, raffle baskets!

Please R.S.V.P. on our website now for this special event. We hope to see you there!



Thank you,
 Katellyn
 Mastronunzio



www.hrlact.org
 Facebook® HRLA of Eastern CT
 LinkedIn® HRLA



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