



JOIN US to CELEBRATE our 15 year ANNIVERSARY!



Faith-Based Legal Guide for HR Managers:

Date: Wednesday June 10, 2015

Time: 7am to 9am

Location: Holiday Inn, Norwich

Members: \$30 **Guest:** \$45

REGISTRATION: www.hrlact.org



APPROVED for
One certification
credit for both
HRCI & SHRM!

Human Resource Leadership Association of Eastern Connecticut



Program explains how a faith-based approach to human resource management can enable employers to achieve maximum worker productivity and reduce the risk of lawsuits. David discusses Judeo-Christian teachings about lawsuits, wages, worker productivity, race discrimination, sex discrimination, age discrimination and disability discrimination. His presentation is for managers and workers of all faith.

David Robinson was born in Springfield, Massachusetts, in 1953. In 1974 he earned his B.A. in economics at George Washington University. In 1977 he earned his J.D. at Washington University in St. Louis and was admitted to the Massachusetts Bar. He was a senior editor of the law review at Washington University. Mr. Robinson practiced labor and employment law in Springfield from 1977 to 2008, usually on the side of the employer. He moved to Connecticut, was admitted to the Connecticut Bar, and now practices labor and employment law in Connecticut, usually on the side of the employer. In addition, he was an adjunct professor at Western New England University (WNEU) School of Law from 1979 to 1982, WNEU School of Business from 2001-2005, and University of New Haven School of Business from 2005 to 2014. At UNH he taught human resource management and business law.

David has **written two books** about employment discrimination law:

- 1) *Workplace Discrimination Prevention Manual* (Archway Publishing division of Simon & Schuster, 2013) and
- 2) *Some Tips to Prevent Employment Discrimination Lawsuits: A Faith-Based Legal Guide for Managers* (West Bow Press division of Thomas Nelson, Inc., 2013). The second book is almost identical to the first book but, in addition, explains the religious—"faith-based"—basis of our employment laws.

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Human Resource Leadership Association of Eastern Connecticut



Networking Opportunities

A Trip Down Memory Lane!



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Celebrate With Us
July 9th

An Evening Networking Event
and Celebration!

Networking Opportunities,
Delicious Culinary Selections
and a Great Venue!

Please register online by June 26,
2015. Your friends and colleagues
are welcome to attend!

**SPECIAL: Guests attend for \$15
if registered by June 26th ONLY!**

Date: Thursday July 9, 2015

Time: 5:00 PM—7:30 PM

Location: Haley Mansion near
Harbor House in Mystic

Dinner Event

Members: \$40

Guest: \$15 (if registered w/ member)



Members: Pick up your

**15 Year Anniversary gift at
the event to commemorate
our history/celebration.**

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Become a member:\$70 and be paid through end of 2016
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AFFILIATE OF





Some new INFO from SHRM...

DOL Publishes New FMLA Forms -- Good Through May 2018

Those sneaky little rascals! While the rest of us were enjoying our Memorial Day holiday, those crazy kids over at the Department of Labor were still working away. This time, they were busy posting the new model FMLA notices and medical certification forms. *Expiration: May 31, 2018!*

No more month-to-month extensions or lost sleep over when the long-awaited forms would be released. Now, we can rest easy through spring 2018. Relief.

That said, it couldn't have taken DOL a whole lot of time to draft the updated forms. After a relatively close review of the *new* forms, I can find only one (somewhat) notable change: a reference to the Genetic Information Nondiscrimination Act (GINA). In the instructions to the health care provider on the certification for an employee's serious health condition, the DOL has added the following simple instruction:

Do not provide information about genetic tests, as defined in 29 C.F.R. § 1635.3(f), genetic services, as defined in 29 C.F.R. § 1635.3(e), or the manifestation of disease or disorder in the employee's family members, 29 C.F.R. § 1635.3(b).

DOL added similar language to the other medical certification forms as well. This is nothing new. For years, employers have included GINA disclaimers in their FMLA paperwork, and those disclaimers typically have been far more robust (and reader-friendly) than the cryptic one endorsed by DOL above. In fact, many employers have used a GINA disclaimer I recommended [in a previous post a few years back](#), and I still advise you to use that disclaimer in your forms.

By [Jeff Nowak](#) on May 27, 2015 Posted in [Regulatory Activity](#)



**Congratulations to all who make HRLA what it is.
This awesome achievement could not be done without
the efforts of everyone!**

**Human Resource Leadership Association of Eastern CT
Receives Prestigious SHRM Award
for Advancing the HR Profession**

April 3, 2015 — The Society for Human Resource Management (SHRM) recently awarded the Human Resource Leadership Association its prestigious EXCEL Silver Award for the Human Resource Leadership Association's accomplishments in 2014.

The award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters and councils with SHRM's goals. The award recognizes accomplishments and strategic activities and initiatives that enhance the human resources profession.

"At SHRM, advancing the human resources profession is our mission. The work of our chapters and councils are central to accomplishing that," said Henry G. (Hank) Jackson, president and CEO of SHRM. "Receiving this award is testament to the Human Resource Leadership Association's commitment to advancing the HR profession through local networking and professional development activities."

Congratulations on your achievement.

Sincerely,



FREE 2015 HRLA Meeting

to anyone who finds Sponsor that signs up for any remaining meeting event in 2015.

2015 HRLA Membership

Renew @ www.hrlact.org

Establishing contacts in the Human Resources field that will last a lifetime... priceless.

- Availability of local professional development opportunities to improve your HR competency
- Access to current best practices to make your organization more efficient, increase employee commitment, and help line managers carry out business strategy
- Availability of up-to-date information on pending legislation that may impact your company's operations
- Opportunity to develop leadership skills by taking on a volunteer leadership role
- Development of a reputation and credentials in the HR field through your involvement with a local chapter



HRLA has selected two HRLA Scholarship winners! Stay tuned, winners will be announced at our fabulous Summer social July 9th in Mystic!

Reminder that if you are already PHR or SPHR certified you can become SHRM-CP or SHRM-SCP by taking the tutorial by 12/31/2015 and obtain a free three year certification from SHRM.

www.shrm.org/certification/pathway

TAKE A 

Check out our new website! HRLA has been hard at work to bring you an updated user friendly website. Take the time to check it out. Let us know what you think!



Join the conversation... Take some time each day and join us at HRLA on various timely topics in LinkedIn and Facebook. There is a wealth of info from various disciplines.

Don't miss out!



**Student presentations @ Norwich Free Academy:**

On Friday, 4/10, Sonja Sieling-Boumenot (The American Group) and Lisa Bellavance (S&S Worldwide) completed four presentations to approximately seventy five high school students at the Norwich Free Academy. This was a school wide Career Expo event.

Certification update

Beginning on January 5, 2015, HR professionals who hold a certification from HRCI (SPHR, PHR, GPHR) can obtain their SHRM-SCP or SHRM-CP certification for free! All you have to do is go to

SHRMcertification.org, agree to the SHRM Code of Ethics, and complete an online tutorial on the SHRM Competency Model from January 5 – December 31, 2015. Don't miss this opportunity to get the new SHRM certification.

Stay up to date on HR trends and utilize SHRM research to make informed decisions and implement what's best for your company.

Stay compliant and knowledgeable about legislative changes that may affect your organization.

Save time with sample HR forms, policies, interview questions and more.

Learn the latest in HR from free webcasts and earn re-cert credits.

Get connected with 275,000 HR professionals worldwide.

Enjoy discounts on all SHRM conferences, educational and certification preparation offerings.

Newsletter Happenings!

The newsletter will now be published bi-monthly

As always if you have anything that you would like to see or have something to share with colleagues, please feel free to send it along!



Quotes of the month:

Do not go where the path may lead, go instead where there is no path and leave a trail." – **Ralph Waldo Emerson**

Look What's Coming Up in 2015!

(Breakfast: 7:30–9:00 AM Dinner: 5:00–7:30 PM)

June

Diversity

Wednesday, June 10, 2015 Breakfast Event

Holiday Inn, Norwich

July

HRLA Summer Social!

Thursday, July 9, 2015 Dinner Meeting

Hayley Mansion near Harbor House, Mystic

August

No Meeting

September

Employee Engagement Roundtable

Thursday, September 10, 2015 Breakfast Meeting

October

Annual Legal Update

Tuesday, October 6, 2015 Dinner Event

November

Workforce Readiness– Veterans/Disabilities

Wednesday, November 11, 2015 Breakfast Event

December

HRLA Holiday Party!

Thursday, December 10, 2015 Dinner Event



Looking for a way to help out? We are always seeking great help in a number of our Committees.

If interested please inquire and reach out to the Committee leaders listed in the Chapter Leadership section. If you want to learn more about these opportunities you can also inquire with the Chapter President.

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.

2015

Chapter Leadership

President: Sonja Sieling-Boumenot, MBA, CP
president@hrlact.org

President Elect: Karen Eichstaedt
presidentelect@hrlact.org

Immediate Past President: Janet Welch, SPHR
formerpresident@hrlact.org

Secretary: Sandra Lamotte, PHR
secretary@hrlact.org

Treasurer: Maria Fisher-Proulx
treasurer@hrlact.org

Membership: Denise Mangano & Bonnie DeCosta, PHR
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Programs & Education: Karen Eichstaedt & Gail Perrelli
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Certifications Chair: Sandy Spencer, SPHR
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Legislative Representative: Meredith Diette, Esq.
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Diversity Chair: Christopher Bylone
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College Relations Liaison: Jessica Linicus
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Communications: Lauren Main, PHR
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Website Coordinator: Nat Brown, Esq., GPHR
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Logistics: Linda Ann Morales & Jessica Linicus

Board Members at Large: Janine Dunn, SCP
Maria S. Krotsis, SPHR
Joy Baldrige, CPC, CSP
Ilie Saracovan, Ph.D.