

Fourth Quarter Newsletter October - December 2017



Happy Fall, Y'All!!!!

I am still in a New Orleans frame of mind, but happy to be a New Englander as our southern states have been beleaguered with tropical storms.

This past Labor Day, when we reflect on the working people of our nation and their contributions to the growth of our economy, I recalled a comment made by management consultant and author Patrick Lencioni. Patrick was a keynote speaker at SHRM NOLA this past June, and you may recall a couple of his popular books "The Five Dysfunctions of a Team" and "The Ideal Team Player".

In his address to about 15,000 HR professionals (and there were few empty seats), he made a statement that really stuck with me and made me both proud to be in HR, but also aware of the breadth of our responsibility. In the course of his management consultancy work, he noted how many manage-

ment executives and leaders said to him they couldn't wait until they retired so they could do some real "missionary" work and make a difference in the world. While I am paraphrasing his words, his response to that was this: you don't need to go anywhere in the world . . . your mission and missionary work IS RIGHT HERE within your organizations. We are called upon to create and manifest the "workplace that works for everyone", a concept that I can understand but also know how far we are away from as organizations. What would that look like? An organization that made your employer wildly successful. An organization that your customers were loyal to and wouldn't think of going anywhere else. An organization where your employees could contribute based on their strengths, while enjoying a healthy and balanced homelife and look forward to coming to work each day. When I think of the thousands of things that HR gets pulled into on a daily basis, where do we get the space and time to even envision such a concept????

I see this as HR's challenge as a profession . . . moving from "transaction-processing" to leading the organization towards a workplace that works for all of us!

It's a good start being involved with HRLA . . . we are here to help! We've got some great programs coming up in the fall . . . our annual legal update in October, a great panel in November on ADA, and our annual meeting with a few fun surprises this year in December!

We are running membership drives to build our community, and seeking new board members who want to contribute. If you have been contemplating getting more involved, now is your time! Don't wait until "retirement" is looming to make a difference in your HR community . . . we need you!



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Human Resource Leadership Association of Eastern CT



HRLA ANNUAL LEGISLATIVE UPDATE OCTOBER 18TH DINNER MEETING

HRLA is proud to bring you an evening of legislative changes, trends and information critical to your success as an HR Professional. This is the premier opportunity to get briefed on recent legal decisions that impact your daily work in significant ways.

**HRCA & SHRM
Co-Sponsors**



Legislative Update

Who Should Attend:

- HR Professionals
- In-house Counsel
- Supervisors/Directors
- Business Owners

**Our most popular event
Sign Up Early!**

Wednesday, Oct. 18, 2017

Dinner Meeting: 5:30 – 7:30 PM

Holiday Inn, 35 Governor Winthrop Blvd., New London

HRLA Member: \$35

Guest : \$45

Register at:

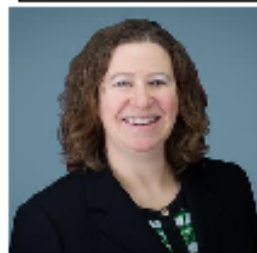
www.hrlact.org

Networking
Delicious Dinner
Door Prizes

Attorney Diette will outline and give updates on:

- Critical 2017 workplace law changes
- What to expect for 2018
- How to ensure you're in compliance
- CHRO and EEOC trends and initiatives
- Case Law impacting workplace practices
- NLRB Developments
- Wage and Hour Developments
- HR Best Practices

Featured Speaker



Meredith G. Diette, Esq. represents public and private employers before state and federal courts and administrative agencies, including the Commission on Human Rights and Opportunities, the National Labor Relations Board, and the State Board of Labor Relations on a variety of employment-related matters such as claims of discrimination, wrongful discharge, retaliation, sexual harassment, unemployment, and employee discipline.

Practice Areas:

Labor Relations Law and Prevention Practices
Employment Law/Litigation
Wage and Hour Law
Government Regulation Compliance
Class Action Litigation

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innovation model



Delicious
and hot
breakfast!

Human Resources Leadership Association of Eastern Connecticut

Breakfast Event 7:30am November 9, 2017

Holiday Inn, Norwich



Navigating the ADA Interactive Process: A Panel Discussion w/ Q&A



You've hired someone who tells you during orientation that he is legally classified as "blind". Someone needs a service animal at work. An employee wants to return to work after a serious auto accident, but doesn't know how to enter and exit the building in their reduced capacity. A supervisor tells you that one of their employees is suffering from a mental disorder that is impacting their ability to do their job. What do these situations have in common? The need for sensitive, balanced and open dialogue between all parties . . . and our panelists can help!

Featured Panelists

Holly Cini, Attorney, Jackson Lewis (Employer's Perspective)

Holly regularly defends clients in employment-related litigation, including whistle-blowing claims, client retaliation matters, harassment and employment discrimination claims, and ADA/FMLA litigation. Holly is a regular speaker at HRLA and participates in our annual legislative updates.

Mary Kelly, Attorney, Livingston, Adler, Pulda, Meiklejohn & Kelly (Employee's Perspective)

Mary represents employees in discrimination and retaliation claims, as well as representing employees in first amendment activity, breach of contract, invasion of privacy and other tort claims. She regularly represents employees in state and federal courts, at DOL, CHRO and the EEOC.

Ryan Bangham SHRM-CP, Manager Illness, Injury and Accommodations, U/Conn

As a member of the HR Department at U/Conn in Storrs, Ryan is responsible for compliance with ADA, the Rehabilitation Act of 1973, and other relevant state and federal laws pertaining to employees with disabilities. He provides education and training to the university in understanding disability access, rights and responsibilities.

HRLA Members \$25.00

Guests \$35.00

Register at www.hrlact.com

Key Learning Points!!!!

- Facilitating requests for workplace accommodations;
- Understanding the interactive process;
- Gaining confidence in your ability to have positive, successful outcomes

With appreciation to
our event sponsor!



CREDITS PENDING!



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!

JULY KICK-OFF 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



Calling all HR Leaders, Movers and Shakers!!!!



A Workplace that
Works for
Everyone!!!!



The Human Resources Leadership Association of Eastern Connecticut (HRLA) , our local SHRM Chapter, is seeking a few talented, creative and engaged individuals interested in serving on one of our board committees for the 2018-2019 term of office! Join up with one of the state's most active chapters in helping plan and execute monthly professional development meetings and special events, help to grow our HR community in eastern CT, and stay abreast of current HR best practices and legal updates.

We need help in the following areas:

Program Planning

Communications

Meeting Planning & Logistics

Marketing

Can you give us a few hours a month? Or take on 1-2 tasks? We now have a "committee structure" so all work can be shared

Other benefits of board membership include:

HRCI & SHRM CREDITS!

NETWORKING AND SUPPORT

LEADERSHIP SKILL DEVELOPMENT

**ELEVATE AND CONTRIBUTE TO THE GROWING
IMPORTANCE OF THE HR PROFESSION**

COLLABORATION, FUN AND COMMISERATION!

ADD TO YOUR PROFESSIONAL CREDENTIALS



We need you!

Please contact:

Karen Eichstaedt, President,
keichstaedt@charter.net

Katie Quackenbush, President-Elect,
at presidentelect@hrlact.org



2017 Calendar of Events

January	February	March
EQ Competence: HR's Secret Weapon 1/19/2017 5:30 PM New London Holiday Inn	New Member Open House 2/7/2017 7:30 AM Norwich Holiday Inn	Building a Culture of Accountability 3/7/2017 5:30 PM Norwich Holiday Inn
April	May	June
Bias 4/5/2017 5:30 PM Norwich Holiday Inn	DOL Wage & Hour Audit 5/9/2017 5:30 PM Norwich Holiday Inn	The Value of Investing in a Healthy Workforce 6/7/2017 7:30 AM New London Holiday Inn
July	August	September
Our Annual Summer Social TBD (July 11, 12 or 13) 5:30 PM somewhere fun	Relaxing with HRLA Friends 8/25/17 All Day Block Island	Moving from HR Metrics to HR Analytics 9/13/2017 7:00 AM (Note Early Start Time!) Norwich Holiday Inn
October	November	December
Legal Update 10/18/2017 5:30 PM New London Holiday Inn	ADA Reasonable Accommodations process TBD (Nov 7, 8 or 9) 7:30 AM Norwich Holiday Inn	Annual Meeting & Holiday Party 12/7/2017 5:30 PM Possibly Norwich

More details about each event will be posted on www.hrlact.org as they become available.





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





Please Join Us!
**HRLA Annual Holiday Meeting &
2018 Board Member Inductions**

Thursday, December 7th, 5:00 -7:30

Latitude 41 Restaurant

105 Greenmanville Avenue

Mystic, CT 06355



Gorgeous venue by the sea, delicious holiday meal, door prizes, music, and Induction of the 2018 HRLA Board of Directors!



With sincere appreciation to our event sponsors:

For your entertainment . . .

Speaker David Horning will provide a humorous look at motivation in a presentation titled:

**"THE PERSPECTIVE DIRECTIVE:
DISCOVER YOUR MOTIVATION!!!!"**

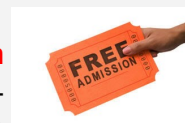


hooker & holcombe

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 Events & Board Meetings

2017 Board Meetings

Aug. 8 Retreat Sept. 28 Programs In-Person
Dec. 14 Annual Mtg

2017 HRLA Events

Come and Join Us ~

July 12	Dinner Event	Summer Social!
Aug 25	Summer Outing!	Block Island
Sept 13	Dinner Event	Holiday Inn, NOR
Oct 18	Dinner Event	Holiday Inn, NL
Nov 9	Breakfast Event	Holiday Inn, NOR
Dec 7	Annual Meeting	Holiday Party & Mtg

Welcome New Members!

Welcome Back to our former members and
Welcome to our brand new member!



Dana Dowdall

Lori Neuman

Vicki Frye



Your Valuable HRLA Membership — Have you been thinking of joining HRLA? NOW is the Time!



GOOD NEWS

Membership is only \$70. Even though our various costs (meals, etc.) continue to increase, the Board continues to manage our expenses to achieve our goals and keep the overall budget in balance. This has permitted us to keep this year's dues unchanged.

HRLA helps you meet your professional goals in several ways including:

- An opportunity to network on a monthly basis with colleagues facing similar problems and challenges.
- Monthly topics that are pertinent and of concern to HR professionals.
- An annual meeting on diversity in the workplace.
- An annual meeting on Legal Updates - always a "hot" topic for companies of all sizes.
- Information on SHRM-CP and SHRM-SCP; PHR/SPHR certification classes.
- Full access to all areas of our website.
- The opportunity to post jobs at no cost—or look for a new job.
- The chance for recertification credits at many of our 2017 programs.
- A chance to be a part of one of the best local SHRM chapters in New England.

THANK YOU
for joining us!

Joining is as Easy as 1, 2, 3:

Click on <http://www.hrlact.org/> Click on the "Becoming a Member" tab , Click on "Becoming a Member" again, Scroll down to "Become a Member", Enter your profile & pay on-line or mail in your check!

We Want YOU! Is Now *Your* Time to Step Forward?

The 2017 HRLA Board is up and running strong! But, we still need YOU!

The Nominating Committee is in search of the following Volunteers

Committee Positions

Membership Committee:	Assist with mailings, flyers
Logistics Committee:	Assist with finalizing details, set-up
Greeters & Registration Desk:	Assist with Event registration
Communications Committee:	Assist with Newsletter, Marketing

Contact Karen for further information! president@hrlact.org

WELCOME - New Board Members

Davina Pegge, Membership;

Lisa Sanders, Workforce Development,

Rochelle Pryor, Communications



Great Time at
Block Island!!! August 25, 2017



2017 Chapter Leadership

President:	Karen Eichstaedt president@hrlact.org
President Elect:	Katie Quackenbush presidentelect@hrlact.org
Secretary:	Sandra Lamotte secretary@hrlact.org
Treasurer:	Cheryl Calderado treasurer@hrlact.org
VPs Membership:	Denise Mangano, Davina Pegge membership@hrlact.org
Membership Engagement Director:	Janet Welch membership@hrlact.org
VPs Programs:	Gail Perrelli & Craig Haas Katie Quackenbush programs@hrlact.org
Legislative Director:	Meredith Diette, Esq. legislative@hrlact.org
College Relations Director:	Jessica Linicus collegerelations@hrlact.org
Career Links Chair:	Gary D'Orsi careerlinks@hrlact.org
Certification Director:	Sandy Spencer certifications@hrlact.org
Co-Directors Communications:	Ilie Saracovan Jodie Bartnicki communications@hrlact.org
Community/External Relations Director:	Janine Dunn communityrelations@hrlact.org
Diversity Chair	Tina White diversity@hrlact.org
Marketing Director:	Gary D'Orsi marketing@hrlact.org
SHRM Foundation Director:	Maria Fisher Proulx shrmfoundation@hrlact.org
Board Members at Large:	Joy Baldrige, Maria S. D'Amelia

OUR CORE VALUES

Collaboration—We reach out to other professional discipline for mutual development; we build strategic partnerships.

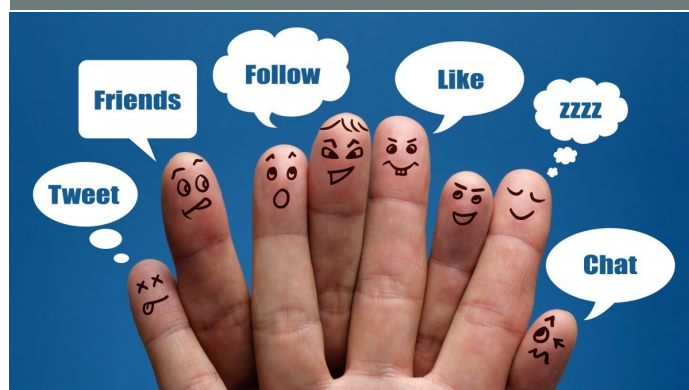
Community—We promote civic service and support efforts to meet the needs of the local community.

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.



Contact HRLA CT

34 East Town Street
Norwich, CT 06360
info@hrlact.org

