

First Quarter Newsletter - January - March 2018

Dear HRLA Members,

Happy New Year and thank you for electing me to be your new President! I'm honored to have been given this opportunity. The more involved I become with the chapter, the more I see how many people are working together to help HRLA achieve its vision of being a venue for HR professionals to enhance their knowledge and share their expertise. I'm thankful for the volunteers who inspired me to get involved, and I'm grateful for the support of our incredible Board and other volunteers. We wouldn't be the great organization we are today without everyone working as a team. Here are just a few examples of the things our chapter has in store for 2018.

Our Programs committee has planned a well-rounded line-up of events. Our March event- a change management program, presented by Dave O'Brien and our very own Sandy Spencer, is pending HRCI business recertification credits. Other topics we'll be covering this year include Medical Marijuana, Veterans' Rights, and Supporting Employee's Financial Wellbeing. Of course we'll also have our annual Legislative Update, Summer Social, and Holiday Party.

The Membership committee launched several campaigns in 2017 to attract new members and will continue their efforts this year. One creative mailer, targeting those with lapsed memberships, used a pair of socks to remind them that we're "Better Together than Apart". We'll continue to offer new members their choice of an HRLA-branded bag, and anyone who refers a new member will also get a gift. We'll be making

an even greater effort to make guests feel welcome at their first meeting, and will be making follow-up phone calls to guests to invite them to another meeting.

And our newly-formed Communications committee will be working behind the scenes to make sure you stay informed. They are the ones responsible for the emails that remind you to register for upcoming events, the event flyers that give you all the details, and the posts on our LinkedIn and Facebook sites that keep you up-to-date on the latest HR news and trends. They also maintain our website where you can find many HR resources including our membership directory and links to free webinars.

My heartfelt thanks go out to everyone working on these committees and to all the other volunteers who work so hard to make this an outstanding organization. I'm so fortunate to be part of this incredible team. With everyone working together, 2018 is sure to be a year of learning and growth for all of us.

As we start the New Year, I invite you to consider if now is the right time for YOU to get more involved. Our team is strengthened by every new volunteer who steps up to help. There are lots of ways to get involved that take less than 30 minutes a week. If you'd like to find out more about helping on a committee, please let me know or speak to someone on the Board.

Katie Quackenbush



Katie Quackenbush

HRLA President 2018-2019

President@hrlact.org



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Open House and New Member Reception

A complementary event for all HR Professionals
interested in learning more about HRLA



Tuesday, February 13, 2018

5:30pm - 7:30pm

Holiday Inn

35 Governor Winthrop Blvd, New London

Whether Human Resources is our only role or one of many hats we wear, we all seek:

- Advice from others who've dealt with similar situations
- Legislative updates
- Knowledge of new trends and best practices, and
- Professional development opportunities

Learn how this local SHRM chapter offers all this and much **MORE!**

Our meeting will begin with hearty appetizers and networking opportunities. Following a presentation on our member benefits, we hope you'll share your thoughts and expertise during our HR best-practice round table discussions.

Please Join Us!

Register by **February 9th** at
www.hrlact.org



Change Management

Wednesday, March 14, 2018

5:00pm - 7:30pm

Holiday Inn , 10 Laura Drive, Norwich, CT

This program is still being planned, and promises to be an informative event. Stay tuned to hrlact.org and watch your inbox for more details as they become available.

Celebrate HR Week!

5pm—Massages, music, cocktails and networking

6pm—Dinner Buffet

6:30-Featured Speakers-David O'Brien and Sandy Spencer

7:30-Raffle Prizes



Approvals Pending



About David O'Brien: David is President of CT based WorkChoice Solutions, a trusted provider of leadership and team effectiveness training, coaching and consulting services. He works with a wide range of clients to help bring about sustainable improvements in organizational effectiveness. His first book, *The Navigator's Handbook, 101 Leadership Lessons for Work & Life* is available on-line and in bookstores nationwide. His second book, *The Navigator's Compass, 101 Steps Toward Leadership Excellence* was released in August 2015.



About Sandy Spencer: Sandy is the Director of HR at S&S Worldwide and the Certifications Chairperson for HRLA. She has over 20 years of experience in strategic management, staffing, training and organizational development, compensation and benefits, employee relations and compliance.

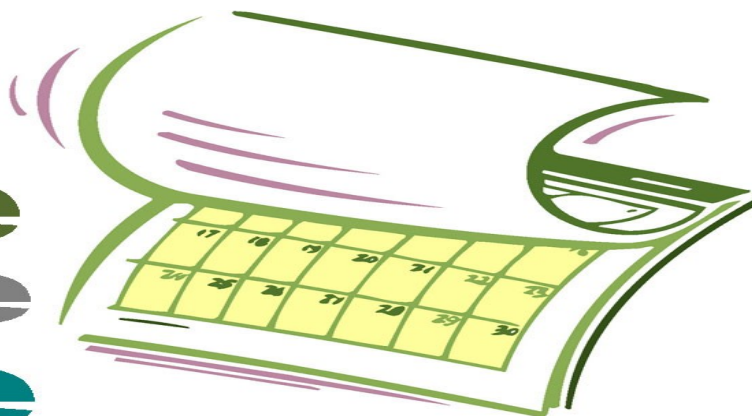


Register by March 9th at www.hrlact.org

Sponsored by:



Save the Date



January	February	March
	<p>New Member Reception</p> <p>2/13/2018</p> <p>5:30 PM</p> <p>New London Holiday Inn</p>	<p>Managers as Change Agents</p> <p>3/14/2018</p> <p>5:30 PM</p> <p>Norwich Holiday Inn</p>
April	May	June
<p>Medical Marijuana and the Work- place</p> <p>4/10/2018</p> <p>5:30 PM</p> <p>New London Holiday Inn</p>	<p>FMLA, ADA and Worker's Comp</p> <p>5/10/2018</p> <p>5:30 PM</p> <p>Norwich Holiday Inn</p>	<p>Benefits as a Strategic Plan</p> <p>TBD (June 12, 13, or 14)</p> <p>7:30 AM</p> <p>New London Holiday Inn</p>
July	August	September
<p>Our Annual Summer Social</p> <p>7/12/2018</p> <p>5:30 PM</p> <p>somewhere fun</p>	<p>NO EVENT</p>	<p>Financial Wellbeing</p> <p>TBD (Sept 11, 12 or 13)</p> <p>5:30 PM</p> <p>Norwich Holiday Inn</p>
October	November	December
<p>Legal Update</p> <p>10/11/2018</p> <p>5:30 PM</p> <p>New London Holiday Inn</p>	<p>Veteran's Rights</p> <p>11/15/2018</p> <p>7:30 AM</p> <p>Norwich Holiday Inn</p>	<p>Annual Meeting & Holiday Party</p> <p>TBD (Dec 4, 5, or 6)</p> <p>5:30 PM</p> <p>TBD</p>

2018 SHRM Tri-State Student Case Competition & Career Summit Saturday, April 7, 2018

THE
UNIVERSITY
OF RHODE ISLAND
COLLEGE OF BUSINESS
ADMINISTRATION
CHARLES T. SCHMIDT, JR.
LABOR RESEARCH CENTER



The Tri-State Planning team for this fantastic event is putting out a call for volunteers to assist in managing the upcoming event for HR students!

In this realistic competition, team members from Tri-State (CT, RI and MA) regional universities and colleges leverage their HR knowledge and apply it to a realistic situation likely to be encountered in the work world. These written and oral cases presentations are then judged by a panel, with prizes awarded to the top teams.

This year's event is hosted by the University of Rhode Island School of Business Administration, at the Providence campus. At least 40 volunteers are needed to manage the event:

Case team judges (9 + 2 back-up);

Workshop facilitators presenting in areas of HR skill-building (3);

Event navigators and career summit volunteers (30+).

Commitment includes a full day on campus April 7th, from breakfast through dinner awards, as well as 1-2 pre-planning conference calls.

Send interest and contact information to either:

Karen Eichstaedt at kareneichstaedt@gmail.com or

Lynn Watterson at lynnwatterson@msn.com



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!

HLRA MEMBER 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



HLRA Ecosmart Bag
13" Recycled Tablet Bag
Embossed with the HRLA Logo



HLRA Urban Messenger Bag & Mug
100% Recycled Material
Imprinted with the HRLA Logo

HLRA Members – Referrals Welcome!

If your HR friend or colleague types your name on the *HLRA Website Application*,
“How did you hear about HRLA?” & then they JOIN HRLA, you may choose a *Referral Gift*.



HLRA Classic 20"
Weekender Bag
Embossed with the HRLA Logo



HLRA Energy Bar Pro
8,400 mAh
Imprinted with the HRLA Logo

***HLRA 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:

Katie Quackenbush

President@hrlact.org



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



2018 SHRM LEARNING SYSTEM



CHOOSE EXPERT LEADERSHIP AND GUIDANCE

As an official SHRM Education Partner, our certification prep course utilizes the 2018 SHRM Learning System, giving you access to the most comprehensive, effective and up-to-date exam preparation tools available.

Attending our course is the most effective way to prepare to pass the SHRM-CP exam.

- Learn from a certified instructor who provides expertise, insights and one-on-one guidance.
- Network, share experiences, and discuss topics with a diverse group of HR professionals.
- Stay on track to earn your certification with a structured learning experience.
- Take advantage of funding options, such as corporate tuition reimbursement.
- Commit to Your Career- Establish yourself as a globally-recognized HR expert in 2018 by earning your SHRM Certified Professional (SHRM-CP®) certification.

EXPERT GUIDANCE FOR SHRM-CP/SHRM-SCP EXAM SUCCESS

Course Details

DATE February 21-May 16, 2018

TIME Wednesdays, 5:30-8:30 p.m.

LOCATION Webb Hall Room 215

COST \$1,250 members; \$1,400 non-members

Our classes fill quickly! For more information or to register, contact rodriguezs@easternct.edu

www.easternct.edu/ce



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 2018 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! Please contact Davina if you have questions or concerns. E-mail: membership@hrlact.org

From our treasurer, Cheryl Calderado: If you are renewing, we encourage you to renew online. If you send a check, make sure that your accounts payable dept. has the correct address (c/o Cheryl Calderado, Dime Bank, 290 Salem Tpke., Norwich, CT, 06360), and to be sure that the check identifies who the member is.

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

The 2018 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 Katie for further information! president@hrlact.org

WELCOME - New Board Members



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 Board Meetings

Mark your Calendar:

- Feb 22nd—Conference Call
- May 23—In Person 5:30 – 7
- Aug 16—In Person 5:30 – 7
- Nov 14—Conference Call

Meetings are open to all HRLA volunteers.

Welcome New Members!

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



Michael Southwell



**HOLIDAY PARTY
DECEMBER 2017**



**2018 Board Member Induction
At December 2017 Holiday
Party and Annual Meeting**

2018 Chapter Leadership

-Executive Board-

President:	Katie Quackenbush
Secretary:	Sandy Lamotte
Treasurer:	Cheryl Calderado
VP Membership:	Davina Pegge
VP Programs:	Karen Eichstaedt
& Immed. Past President	
VP Communications:	Kemberly Core
& Marketing	

-Other Board Members-

Certifications & Surveys:	Sandy Spencer
Community Relations:	Janine Dunn
Workforce Development:	Lisa Sanders
Legislative Affairs:	Meredith Diette, Esq.
SHRM Foundation:	Maria Fisher Proulx
Membership:	Dana Dowdall
Newsletter:	Rochelle Pryor
Website:	Amy Gendron
Social Media:	Pam Kroeber
Registrar:	Cindy Busch
College Relations:	Jessica Linicus
Engagement:	Maria D'Amelia
Special Event Planning:	Linda Morales
	& Jessica Linicus
Diversity & Inclusion:	<i>vacant</i>

If you are interested in volunteering, please speak to one of our Board members.

Many opportunities are available: President-Elect, Diversity & Inclusion, and we can always use more help on the Membership, Communications, and Programs teams.

OUR CORE VALUES

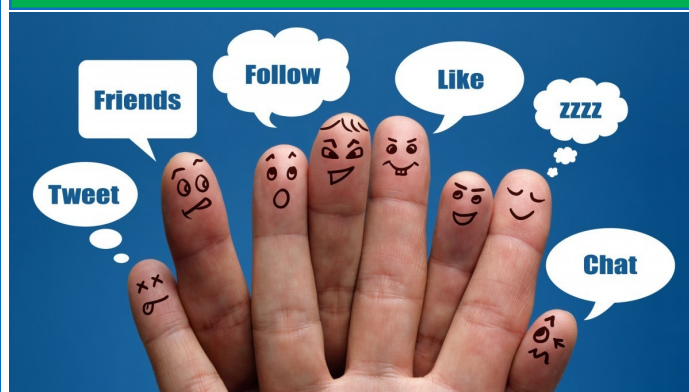
Collaboration—We reach out to other professional discipline for mutual development; we build strategic partnerships.

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

info@hrlact.org

