

President's Message

"What did you learn today?"

Growing up, every day after school my mom would ask me that question. As I got older, it wasn't just on schooldays; it became an everyday question I needed to answer before I could get up from the dinner table. It didn't matter whether I told her I'd learned a trick to help me remember how to multiply by nine or that I learned where the local librarian lived. I had to come up with something. "Nothing" was never an acceptable answer.

It wasn't always easy, but over time it helped me pay more attention to the world and seek out new knowledge so I'd always have an answer to the question that night. That experience led me to truly believe the expression "you learn something new every day". And that put me on the path toward becoming a lifelong learner.

Thanks to HRLA, I recently had the privilege of attending the 2018 SHRM Annual Conference. What an incredible experience and learning opportunity! I spent four days with 22,000 HR professionals from around the world listening to motivating speakers, networking, and attending some of the highest-quality programs I've ever been to. I learned new investigation techniques that will help detect deception. I picked up new strategies for total compensation and reward programs. I heard techniques to help everyone from baby boomers to post-millennials work together better. I could go on and on. I learned so much, and by the time I left I had a renewed passion and enthusiasm for this incredible profession.

As HR professionals, we need to constantly learn new things to keep up with our ever-changing world. We attend meetings, listen to webinars, read articles, and get advice from our peers to get the knowledge we need to do our jobs well.

We should be encouraging all of our employees to learn new things, and we should be working with the leaders of our organizations to ensure opportunities are made available to employees. Many employees have career growth goals. They want to be considered for promotions, or at least have an opportunity to take on new responsibilities. An employee may feel a job change is the only path to career growth... unless he feels that his current employer supports his career goals and is helping him develop new skills and learn new things.

Formal training is just one way to help an employee learn. Effective performance feedback is another great tool to help an employee learn. Other options include cross-training the employee to learn someone else's responsibilities, and challenging the employee to think of new ways to do tasks. Mentorship programs show that management supports continuous learning and the sharing of knowledge. With unemployment rates at the lowest they've been in decades, retaining good talent is becoming more challenging. We may not always be able to pay more or offer promotions, but we can always help our employees learn. And when employees feel appreciated and feel that they are growing, they will be more loyal to the company.

No matter how long you've been doing your job, there's always more to learn. I challenge you to adopt the mentality of being a lifelong learner and every day answer the question: **What did you learn today?**

Note: HRLA will be planning its 2019 programs line-up soon. To help us continue to provide learning opportunities that meet your needs, we need your feedback. Please see page 6 for details on a survey we're conducting that could win you a 2019 membership.



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Katie Quackenbush
HRLA President
President@hrlact.org



HRLA
of Eastern
Connecticut

The Human Resource Leadership
Association of Eastern CT



Annual Summer Social

mix & mingle!

*Have Fun
& Relax!*

Join us for:



Self Care for the High Stress Workplace

Presented by Karen Reckmeyer, LCSW, Solutions EAP Counselor

Participants will identify stressors in both personal and work life. Learn healthy and unhealthy ways people deal with stress. An discussion about the connection of the brain, our thought patterns and the effect on our health. The program will conclude with techniques and skills to add to your "tool box" to be better able to take care of yourself. Lastly, a relaxing visual imagery exercise will help you learn how to be mindful in the moment.

Many Thanks to Our Sponsors!



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ONEDIGITAL
HEALTH AND BENEFITS

WHERE:

*Haley Mansion
at the Inn at Mystic
3 Williams Ave
Mystic, CT*

WHEN:

July 12, 2018

*5pm - Self care
presentation*

*5:30 - Festivities
begin!*

- *Delicious Food*
- *Specialty Drinks*
(free drink ticket!)
- *Entertainment*
- *Networking*

*7:15 - Raffle prizes &
Wrap Up*

HOW:

*Register at
www.hrlact.org*

Members \$35

Non-Members \$45

In-Transition \$17.50



Human Resource Leadership Association

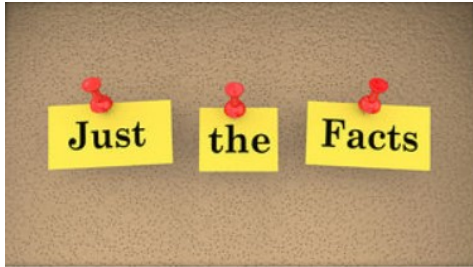


Just the Facts: Conducting Workplace Investigations

Wednesday, September 12, 2018

5:30pm—7:30pm

Holiday Inn, 10 Laura Drive, Norwich, CT



Register Now!

www.hrlact.org by 9/7/18

\$35 HRLA Member

\$45 HRLA Guest

Workplace investigations – and the need for them – have been in the news a lot lately. To protect your business, you need to review the basics: what triggers them, who should conduct them, and why they are important.

- * Fact-finding techniques
- * Conducting witness interviews
- * Data collection
- * Reaching conclusions

The workplace investigation process is an important risk management tool for employers. When investigations are handled properly, they can aid employers in avoiding lawsuits, offer employers affirmative defenses to alleged misconduct, and lessen damages when litigation occurs.

About the speakers:



Meredith G. Diette recently joined Berchem Moses PC as a Partner in the Labor & Employment Law Department. She advises private, non-profit and municipal clients on laws governing the employment relationship, and assists clients during collective bargaining and binding arbitration proceedings.



Paula N. Anthony practices primarily in the area of labor and employment law. She formerly served as Assistant Corporation Counsel for the City of Waterbury, Connecticut where she managed labor and employment matters and advised the city on various municipal issues, including land use and zoning.

Proudly sponsored by:



HRCI & SHRM

Approved 1.0 credit



We Want to Hear from You...

You Could Win a 2019 HRLA Membership

Please take a few brief minutes to complete this survey. Your feedback will help us as we strive to continue to provide HR professionals with a venue to enhance their knowledge, and to share their expertise.

<https://bit.ly/2yOewp4>

Survey participants who provide their name will be entered to win one of the following raffle prizes:

- 1 - 2019 HRLA Membership
- 5 - HRLA Weekender Bags
- 5 - HRLA Padded Tablet Bags
- 8 - HRLA Portable Chargers
- 15 - HRLA travel mugs



Congratulations HRLA!!!!



Our chapter recently received this prestigious SHRM award for accomplishments and strategic activities and initiatives that enhance the human resource profession.



The Human Resource Leadership Association of Eastern Connecticut (HRLA) , our local SHRM

Chapter, is seeking talented, creative, and engaged individuals interested in serving on one of our Board committees. Join with one of the state's most active chapters in helping plan and execute professional development meetings, help grow our HR community, and stay abreast of current HR best practices and legal updates.

Opportunities Include:

- * **Greeter**—welcome those who attend monthly meetings
- * **Social Media**—generate posts for our Facebook and LinkedIn pages
- * **Membership Outreach**—follow up with guests who attend meetings to encourage membership
- * **Flyers**—create promotional materials for upcoming events
- * **Event Logistics**—coordinate event details with the venue
- * **Sponsors**—recruit new event sponsors (includes financial incentive)
- * **Certifications**—submit program details to HRCI and SHRM for recertification credits
- * **Website**—update pages as needed

Benefits of Volunteering Include:

LEADERSHIP SKILL DEVELOPMENT
HRCI AND SHRM CREDITS
NETWORKING AND SUPPORT
CONTRIBUTE TO THE GROWING IMPORTANCE OF THE HR PROFESSION
COLLABORATION, AND COMRADERY
BUILD YOUR RESUME WITH PROFESSIONAL CREDENTIALS

Want to help but
 don't know how?
 HRLA members will
 gladly train you!

To learn more, or to offer your help, contact Katie Quackenbush at

Volunteering@hrlact.org



Check Us Out Online

www.hrlact.org



Our **calendar of events** will let you know about upcoming meetings as well as many FREE webinars on HR-related topic. Many of these events are FREE and have HRCI and SHRM recertification credits.

Our **job board** can help anyone in transition find their next career, and it's free to post a job if you know of an HR opening in the area.

Update **your profile** if you get a new job or your contact information changes. 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. If you are a walk-in, be sure to inform the great volunteers at the registration table of your email address.



Find Us on Facebook:

<https://www.facebook.com/HRLAECT/>

Link Up with Us on LinkedIn

<https://www.linkedin.com/groups/2100402>



HRLA Board Meetings

Mark your Calendar:

- **Aug 16**—In Person
- **Oct 18**— Programs Planning for 2019
- **Nov 14**—Conference Call

Meetings begin at 5:30pm and are open to all HRLA volunteers. For more information please see Katie or another Board member.

Welcome to Our Newest Members:

| | |
|---------------|-------------------|
| Cris Aguilar | Bryan Musa |
| Deborah Allen | Chris Papalilo |
| Kevin Bogel | Margaret Patrick |
| Kathryn Lower | Shannon Zimmerman |
| Laura Minegar | |

Welcome!



All **new members** joining HRLA after July 1 will only pay \$35. That's a half year membership for half the price of a full year membership. Join now!

CONNECTICUT REMAINS AN ISLAND UNTO ITSELF AS MASSACHUSETTS EMBRACES PAID MEDICAL LEAVE

By Meredith Diette



On July 2, 2018 Massachusetts Governor Charlie Baker signed a historic Paid Leave Law which, over the course of three years will entitle Massachusetts workers to up to 12 weeks of paid leave to care for a sick family member or newborn; and up to 20 weeks of paid leave to attend to their own serious medical needs. The law will apply to all employers with at least one employee working in Massachusetts, regardless of the employee's tenure with the company or weekly hours. Some former employees and self-employed workers will also be entitled to paid leave under the law.

With the signing of this law, Massachusetts now joins New Jersey, New York and Rhode Island in offering paid medical leave to its workers. Yet in Connecticut, a similar bill (HB5387) failed to make it out of committee by exactly one vote. Similar to the recent paid leave law in Massachusetts, Connecticut's version would have applied to all private employers with private employees paying into a fund via payroll deductions and, if the need arose, tap into this bank for up to 12 weeks of paid leave capped at \$1,000 per week.

So why talk about a failed bill and laws in Massachusetts? Because the issue of paid medical leave is far from dead in Connecticut. In fact, as more of Connecticut's neighbors embrace some form of paid leave, the argument that Connecticut must "Keep up with the Joneses" will only get louder. In addition, several candidates in the 2018 election have embraced paid medical leave as part of their platform. Therefore, to the extent that Connecticut employers dodged a bullet in 2017 is no guarantee that paid medical leave will not be one of the major issues the legislature decides to tackle in 2018.



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 September 12-December 5, 2018

TIME Wednesdays, 6-9 p.m.

LOCATION Eastern Connecticut State University/Groton

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

REGISTRATION DEADLINE August 31, 2018

Classes fill quickly! For more information or to register, contact rodriquezsan@easternct.edu www.easternct.edu/ce

Eastern Connecticut State University . 591 Poquonnock Road . Groton, CT 06340