

## President's Message

Dear HRLA Members,

The past year has flown by. It feels like just a few months ago that I was stepping into the role of President, not completely sure what I'd signed up for but ready to take on the challenge because I knew I had the support of all our loyal and dedicated volunteers, along with all our members. I've learned a lot over the course of the year and am grateful to everyone who played a role – big or small – in helping our chapter have a fantastic year. I'd like to take this opportunity to recap some of our chapter's accomplishments in the past 12 months and thank everyone for their help.

**Membership Growth:** We've had a remarkable year for membership growth. At the start of the year we had less than 75 members. Over the course of the year, we saw about 15 members return to us after their memberships had lapsed, and we welcomed an impressive 29 new members! As of mid-December we have 118 members, and 45 of those members hold at least one professional certification.

**SHRM Awards:** Our chapter was awarded the SHRM 2018 Platinum Excel Award in recognition of our "outstanding achievements in chapter operations" and our "commitment to providing meaningful programs and services" to our members. We were also granted the status of SHRM Learning System Champion for promoting and supporting SHRM certification.

**Redesigned Logo:** During our strategic planning meeting the Board decided a new logo would help to better identify who we are and give us modern look. We worked with Barb Dunn – designer of our original logo and daughter of our very own Janine Dunn – to come up with a fabulous new design.

All of this – and more – is because of **YOU**, our members and volunteers. **You** are what make our chapter unique. Many of our members joined – or returned to us – because of an invitation from a current member, or the warmth of the welcome they received when they attended their first meeting. **You** encourage each other to work toward a professional certification, and celebrate each other's achievements. **You** bring our vision to life by creating an environment that encourages collaboration, and the sharing of ideas, knowledge, and experiences. **You** suggest program ideas and provide feedback that helps us continually improve our events. **You** make HRLA the outstanding group that it is!

I am grateful to each and every one of you for the role you played – and continue to play – to build our membership, develop dynamic and engaging programs, embrace new members, and support each other's professional development and career growth. Thanks to your efforts, it's been a very successful year for the chapter.

I'm looking forward to 2019 for more of the same, but it will take all of us working together again to make it happen. If you recently set a New Year's resolution to do more volunteer work, please ask a Board member how you can increase your chapter involvement.

*Katie Quackenbush*  
HRLA President  
President@hrlact.org

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# Making Heads and Tails of Service, Emotional Support, and Therapy Dogs

## Webinar



Service animals, emotional support and therapy dogs are among the latest challenges in today's workplace. This session will help you navigate the challenges presented when four-legged friends show up to work.

### Topics to be covered include:

- ⇒ The differences between service animals, emotional support dogs and therapy dogs
- ⇒ ADA requirements for places of public accommodation
- ⇒ Accommodating animals in the workplace

**This is a free event!**

Join the webinar on Tue, Jan 15, 2019 at 10 am

Register at [www.hrlact.org](http://www.hrlact.org)



Sara R. Simeonidis is Of Counsel in the Hartford, Connecticut, office of Jackson Lewis P.C. She has over 13 years experiencing litigating employment matters in state and federal courts and before administrative agencies. She advises and represents employers in a broad range of employment law matters, including those involving claims of discrimination, harassment, retaliation and wrongful termination, as well as restrictive covenant and trade secret misappropriation claims. She also advises and trains managers and supervisors on preventive litigation practices, focusing on how to comply with applicable laws and regulations, avoid workplace disputes, and resolve employee relations problems.

## Open House and New Member Reception

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



**Wednesday, February 13, 2019**

**5:30pm - 7:30pm**

Holiday Inn  
10 Laura Drive, Norwich, CT

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 8th** at  
[www.hrlact.org](http://www.hrlact.org)

# 2019 CT Economic Update

**Tuesday, March 12, 2019**

**5:30pm—7:30pm**

**Holiday Inn, 10 Laura Drive Norwich, CT**

The national economy is setting records with the longest-ever string of monthly job gains job openings at an all-time high. The national economy has been growing since June 2009 so we could soon be in the longest expansion in history. All of this good news has raised fears that we might be “due” for a recession. While there is nothing inevitable about the next recession, there has been some indicators that have raised concerns.

In Connecticut, job growth has lagged the nation and our neighbor states since the end of the great recession. However, in the past year job growth has picked up significantly – and Connecticut is showing evidence of having some of the same issues (lots of job openings and a shortage of workers) as the rest of the nation. Job growth in Connecticut has not been even across industries and regions. Patrick will discuss these and other trends.

## Attendees will learn:

- ⇒ What are the prospects for a national recession in the near future.
- ⇒ Which Connecticut industries are growing and which are struggling or restructuring?
- ⇒ What do the long term industry and occupational projections say about Connecticut’s future workforce needs?
- ⇒ What does the latest demographic data say about Connecticut’s population and importantly, its workforce – who is moving out and who is moving in?
- ⇒ Is the “gig economy” replacing or merely supplementing traditional employment?

**REGISTER  
NOW**

**[www.hrlact.org](http://www.hrlact.org) by March 5th**

**\$35 HRLA Member / \$45 HRLA Guest**

**\$17.50 Student/In-Transition**

**1.0 SHRM & HRCI Business Credits approved**



## **About the Speaker: Patrick J. Flaherty**

Patrick J. Flaherty is Assistant Director of Research and Information at the CT Department of Labor where he is part of the leadership team of the state’s Labor Market Information unit. Has also served as an economist in the Office of Research where his responsibilities included occupational projections and long-term industry projections. He received his Bachelors Degree in Social Studies from Harvard University and his Masters Degree in Economics from the University of Connecticut. Patrick has authored several manuscripts for the Office of Research, has given many talks and presentations to business and jobseeker groups. He is also Adjunct Faculty at the University of Connecticut where he is teaching Principles of Microeconomics at UConn/Hartford during the spring 2019 semester. Among his experiences, Patrick worked for fourteen years for Fleet Financial Group and its predecessor companies where he was Vice President and Senior Economist, and served 10 years as a State Representative in the Connecticut General Assembly.

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# What's in a Number?

*CHRO Data Demonstrates the Impact of #MeToo on Discrimination Complaints In Connecticut*

*By Meredith Diette, HRLA Legislative Liaison*

Last month the CHRO released its case data for FY 2018. Overall, the numbers do not dramatically differ from FY 2017. However, perhaps not surprisingly given the media coverage of the viral #MeToo movement beginning in October 2017, some notable increases emerged.

The increase in the overall number of complaints filed in FY 2018 rose slightly from FY 2017 (up from 2376 to 2484). While not alarming, in the past we have seen the number of complaints filed against employers drop during periods of low unemployment such as currently reflected in the U.S. labor market.

Historically, employment claims alleging discrimination based on race, age, physical disability, sex, and color make up the greatest percentage of CHRO complaints. In FY 2018, however, the number of complaints based on sex jumped more than 20%, elevating sex discrimination complaints to the head of the pack while the number of complaints based on race, age, physical disability and color remained fairly consistent. Even more dramatically, the number of complaints alleging sexual harassment rose by nearly 62% over FY 2017.

The data in Connecticut mirrors national trends. The EEOC released preliminary FY 2018 sexual harassment data in early October showing that the Commission filed 66 harassment lawsuits, including 41 alleging sexual harassment, reflecting more than a 50% increase in suits challenging sexual harassment over FY 2017. Charges filed with the EEOC alleging sexual harassment increased by more than 12% over the same time period.

The increase in sexual harassment claims and complaints based on sex discrimination coincides with the explosion of media headlines and high profile sexual harassment cases which sparked last year's #MeToo movement. Anecdotal information regarding the number of sexual harassment complaints filed with the CHRO in the current fiscal year suggests an even more dramatic rise in the number of these claims in the first half of FY 2019.

What's the takeaway?

As legislative, legal and cultural shifts addressing sexual harassment in the workplace continue to develop, employers should brace for an increase in the number of sexual harassment and sexual discrimination claims. However, maybe – just maybe – these shifts will result in long term changes to the culture that allowed this conduct to exist in the first place.

Employers should revisit, review and revise their company's Sexual Harassment Prevention policy and ensure compliance with Connecticut's sexual harassment prevention training requirements. Perhaps more importantly, employers should strive to go beyond the legal requirements in addressing and responding to sexual harassment complaints, and seek to change workplace culture so that these – and other forms of discriminatory conduct – find zero tolerance in the workplace.



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.

**PLANTING THE SEEDS FOR AN  
OUTSTANDING EMPLOYEE EXPERIENCE**

**HRLA 2019 EVENTS**



Visit [www.hrlact.org](http://www.hrlact.org) for more details

**BUILD YOUR  
NETWORK**

of HR connections in Eastern Connecticut by becoming an HRLA sponsor!

**Space Is Limited**

at most events.

Sign up NOW to reserve your spot!

\$500—single event

\$800—two events

Contact [info@hrlact.org](mailto:info@hrlact.org) for more information



## Our Newest Members:

**Robin Piercy**

**Stephanie Kenney**

**Kathryn Baker**

**Rachel Fuller**

**David Gallagher**

**Paula Trebra**

# Welcome!

### **HRLA SCHOLARSHIPS**

HRLA scholarship provide financial support to members seeking to expand their knowledge of our profession within or beyond a classroom setting.

Applications will be accepted through April 1.

Apply at <http://www.hrlact.org/hrla-scholarship/>



### **Have You Renewed Yet?**

**Most memberships ended on  
December 31st**

Renew online at [www.hrlact.org](http://www.hrlact.org).



[www.hrlact.org](http://www.hrlact.org)

[www.facebook.com/HRLAECT/](http://www.facebook.com/HRLAECT/)

[www.linkedin.com/groups/2100402](http://www.linkedin.com/groups/2100402)



# Congratulations HRLA!!!!



*Our chapter recently received this SHRM designation for our efforts to support and promote SHRM certifications.*



## Your 2019 Chapter Leadership Team

### -Executive Board-

**President:** Katie Quackenbush  
**President-Elect:** Kemberly Core  
**Secretary:** Sandy Lamotte  
**Treasurer:** Cheryl Calderado  
**VP Membership:** Davina Pegge  
**VP Programs:** Nancy Tanner

### -Other Board Members-

<b>Certifications -</b>	Sandy Spencer
<b>Community Relations -</b>	Janine Dunn
<b>Legislative Affairs -</b>	Meredith Diette
<b>SHRM Foundation -</b>	Maria FisherProulx
<b>Diversity &amp; Inclusion -</b>	Izzy Williams
<b>Member Engagement -</b>	Maria D'Amelia





# Recertify Your SHRM-CP or SHRM-SCP in 2019! 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, but you won't have to track them, either.

**Don't wait, if you have the credits, do it now!**  
**Log onto the SHRM Website for more details and directions:**

**[www.SHRMCertification.org](http://www.SHRMCertification.org)**

**Questions, contact Sandy Spencer or Janine Dunn.**





Tri-State  
SHRM

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School of Business

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## STUDENT CASE COMPETITION AND CAREER SUMMIT

**SAVE THE DATE!!!!**

**Saturday, April 13, 2019 Quinnipiac University, Connecticut**

***EXCITING CAREER DEVELOPMENT OPPORTUNITY FOR COLLEGE STUDENTS!***

The CT, MA and RI Society for Human Resource Management (SHRM) state chapters/councils, have been working together to offer the Tri-State SHRM Student Case Competition and Career Summit, an all-day student conference, to engage with college students with an interest in Human Resources. This exciting event is available to SHRM student chapter members and other college students who are exploring HR as a potential career. Participants will hear from and engage with tri-state HR professionals, SHRM national staff, and fellow attendees. Students will be able to form and register a team to compete in the Case Competition and/or register individually to attend the career workshops, keynote presentation, and other conference activities designed to prepare students to advance and develop personally and professionally. This event is designed to broaden the perspective of student attendees on what it means to be a member of SHRM and a professional in the HR community.

**CASE COMPETITION –** This “realistic job preview” competition provides case team members with a chance to leverage their knowledge acquired through their studies and apply it to address a realistic HR situation that students may eventually encounter in the workplace. The case study focuses on an HR/workplace issue and requires integrated HR/strategic thinking, ethical decision-making, and strong communication and presentation skills that are reflected in both a pre-conference written executive summary and an oral presentation at the conference judged by a panel of HR professionals/faculty. Up to 15 teams will be able to compete from the tri-state area and prizes will be awarded to the top teams.

**CONFERENCE LEARNING AND HANDS-ON EVENTS –** An inspiring keynote speaker will be offering a unique message specifically for students and various hands-on/interactive workshops and other activities will provide student attendees the opportunity to connect with peers and HR professionals who can expand their network and build contacts for career exploration.

**REGISTRATION OPENS AND ADDITIONAL CONFERENCE DETAILS WILL BE COMING IN EARLY FEBRUARY. DON'T MISS OUT ON THIS SPECIAL EVENT DESIGNED FOR YOU!**

# 2019 SHRM Tri-State Student Case Competition & Career Summit

Saturday, April 13, 2019      Quinnipiac University, Connecticut



## Call For Volunteers!

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 Quinnipiac University, at the Hamden Connecticut campus. At least 40 volunteers are needed to manage the event:

**Case Team Judges (9 + 2 Back-up)**

**Workshop Facilitators ( 2-3)**

**Event Navigators/Volunteers (30+)**

Commitment includes 1-2 pre-conference planning calls, and attendance at the conference!

Send interest form with full contact information, and your name/credentials as you would want on your conference name badge to Karen Eichstaedt at

**[kareneichstaedt@gmail.com](mailto:kareneichstaedt@gmail.com)**