

President's Message

Over the years, I've collected a variety of sayings. Some make me laugh, some motivate me, some keep me grounded, and some are simply a clever play on words. Here's one of my work-related favorites:

"If you judge a fish by its ability to climb a tree, it will live its life believing its stupid."

We all have different talents and abilities. Every person is unique and gifted in their own way. Not every animal can climb, or swim, or fly. And not every person will be able to do the things you or I can do, or that we expect of them, but everyone can do something incredible if given the right opportunity.

Have you ever heard a frustrated manager say things like "I don't know why he can't do the job. It's not that hard and I gave him lots of training." Or "Everyone else on the team learned the new system quickly. There's no reason for so-and-so to still not know how to use it."

Those negative comments create an atmosphere of blame and can not be tolerated. No one would ever blame a fish for not being able to climb a tree. If they did, they'd likely be laughed at or rebuked for thinking such an absurd thought.

With fish, it's easy to understand why they can't climb a tree. They don't have legs or claws. With employees, the reason they're not successful is often much harder to identify. In some cases it might be because they don't want to do the job, and so they aren't putting in the effort required. In other cases, the situation may require job accommodations for a disability. But then there are other situations in which no matter how hard the employee tries he won't be able to do the job because - like the fish being asked to climb the tree - he's being asked to do something he's just not built to do.

We're all talented, unique and worthy of being celebrated. But no one is perfect or able to do everything. By remembering this and avoiding the blame game, we will be able to help our managers navigate these situations in the best way possible.

Our November program will discuss employee training and development, as well as leadership coaching. I hope you'll join us to learn more about how to identify strengths and build on them to help everyone achieve success.

Katie Quackenbush—HRLA President
President@hrlact.org

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Upcoming Events

Employment Law Update

October 16 at 5:30pm

Minimum wage increases, Paid CT FMLA, new requirements for sexual harassment prevention training, and more! Come learn everything you need to know to keep your company compliant with ever-changing employment laws.

The presentation will cover changes and updates concerning labor and employment law on the federal and Connecticut state level including review of the Fiscal Year 2018 EEOC and CHRO statistics, changes in federal and Connecticut laws, significant US Supreme Court and 2nd Circuit Court of Appeals decisions and discussion regarding trending topics for the year ahead.

October 16th is "Boss' Day". Bring your Boss to this event and be entered into a special raffle.

1.0 SHRM and HRCI Credits Approved

Leadership Coaching, Training Programs and Knowing the Appropriate Solutions

November 6 at 5:30pm

Do your leaders have what it takes to grow their own employees into the next generation of leaders? Do they work well as a team or do you believe your leaders need their own development plans too? Are you spending your time coaching and counseling them regularly but seldom see a difference in behavior?

You will learn 1) how to maximize your internal positive influencers, 2) when external support vs. internal nudging is necessary, and 3) the difference between coaching and training. Plus, hear from one company that decided to invest in leadership development when things were already going well!

1.0 SHRM and HRCI Credits Approved

Annual Meeting and Holiday Party

December 4 at 5:30pm

A social event highlighting and celebrating our accomplishments throughout the year, and electing Chapter leadership for the coming year.

Register at
www.hrlact.org



With Thanks to Our Sponsors:



DOL Issues Final Overtime Rule

By Meredith Diette, HRLA Legislative Liaison

Back in March 2019, we advised that the U.S. Department of Labor announced a proposed rule that would change the minimum salary threshold for the so-called “white collar exemptions.” On September 24, 2019, the U.S. Department of Labor issued its long awaited final rule on overtime.

The final rule revises the earnings thresholds used to exempt executive, administrative, or professional employees from FLSA’s minimum wage and overtime requirements by raising the salary threshold from \$455 per week (\$23,660 annually) to \$684 per week (\$35,568 annually). Nondiscretionary bonuses and incentive payments (including commissions) may account for up to 10 percent of the minimum salary level under the rule, while discretionary bonuses would not count toward the exemption threshold. Further, the threshold for the “highly compensated employee” exemption is also increased under the rule (from \$100,000 to \$107,432), but Connecticut does not recognize this exemption, so employers should not rely upon it for employees in this state.

Now that the new rule has been issued, employers will need to either raise salaries of affected employees to ensure they meet the threshold or begin treating these employees as non-exempt. Employers have little time to adjust, however, as the new rule takes effect January 1, 2020.

Our team of labor and employment attorneys can assist employers in adjusting to the new white-collar exemption requirements and ensuring compliance with all applicable labor and employment laws. Contact us to arrange a wage-and-hour self-audit for your organization.



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



Have something to contribute to the newsletter such as event pictures or interesting HR articles? Send your contributions to communications@hrlact.org

Our Newest Members:

Monica Guinn

Tammy Luby

Darrel Miller

David Towns

Renee Iezzi

Kelly Slack

Liz Westcott

Michelle Kelliher

Welcome!



**Have You
Renewed Yet?**

**Most memberships ended on
December 31st**

Renew online at www.hrlact.org.

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-

Certifications - Sandy Spencer
Community Relations - Janine Dunn
Legislative Affairs - Meredith Diette
SHRM Foundation - Maria FisherProulx
Diversity & Inclusion - Izzy Williams



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

Questions, contact Sandy Spencer or Janine Dunn.

