Monthly Newsletter

January 2009

J A N U A R Y   P R O G R A M

Come and Learn from the CEO Panel

Join us for one of our most popular programs of the year. HR Professionals in all industries will benefit from hearing how local company executives partnered with Human Resources to manage change during mergers or other major shifts in company culture. Our panel members this year are Donald W. Massey, CEO, Amsterdam Memorial Hospital; Paula Stopera, President/CEO, Capital Communications Federal Credit Union; and Gordon Robbie, The Bonadio Group.

This will be an excellent opportunity for you to learn about how other local Human Resource departments are partnering with business leaders. We hope this will assist you in developing ideas and strategies to take back to your CEO. OR, why not invite your CEO to join you?

The CEO panel will include:

Donald Massey CEO, Amsterdam Memorial Hospital

Donald Massey has been a healthcare administrator involved exclusively in rural NY healthcare for the past 19 years. Prior to his tenure at Amsterdam Memorial Hospital (AMH) he was employed at healthcare organizations in Cobleskill, Massena, Ilion and Walton. Since joining AMH in 2002, Donald has overseen the development of the hospital’s outpatient programs and long term care services as well as the implementation of a 24-bed inpatient Transitional Care Program. Over the past year, Donald has guided AMH through an intensive process with St. Mary’s Hospital which culminated in a mutually approved Letter of Intent for Amsterdam Memorial and St. Mary’s Hospitals to combine into a single unified entity.

Donald received a BA in Economics from Clark University, an MBA with a Finance concentration from Wagner College and is a fellow in the American College

(Continued on Page 2)

Holiday Luncheon Another Sell Out!

CRHRA Members Enjoy Holiday Buffet and NYS Dept. of Labor Update

Matt Grattan, Manager of Business Services at NYS Department of Labor captivates the crowd with his update on DOL’s Rapid Response Services!

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of Healthcare Executives. He has been awarded the Rural Nurses Organization’s Howard Gambel Award in 1999, The Schoharie County Chamber of Commerce Business Person of the Year award in 2001 and the Bassett Hospital Medical Staff Leadership award in 2002.

Regionally, Donald serves on many boards include the Iroquois Healthcare Alliance, Montgomery County Office for the Aging, Community Hospice, both the Schoharie and Montgomery County Chambers of Commerce and the Northeastern NY American Red Cross Advisory Council.

Paula Stopera President/CEO, Capital Communications Federal Credit Union

Paula Stopera joined Capital Communications Federal Credit Union in 1980 and was promoted through the organization to her current position of President/CEO in 2004. Paula also holds the position of Treasurer on the Capital Communications FCU Board of Directors and serves on the Board of Managers of CAP COM Financial Services, LLC (a subsidiary of Capital Communications FCU).

Nationally, Paula received the Operations Professional of the Year award from The Credit Union Executive Society (CUES) and served on their Advisory Council. On the New York State level, Paula is a member of the New York State CEO Council and the New England Telephone Credit Union Advisory Council. Paula is also the President of the New York State Telephone Credit Union Association and is a trustee for the New York State Credit Union League’s Legislative and Political Action Committee. She was recently named 2008 Professional of the Year by The Credit Union Association of New York.

Paula has recently been named a recipient of Albany-Colonie Chamber of Commerceis Women of Excellence Awards ñ 2008. In addition, she received the 2008 ìBreaking the Glass Ceiling Award ñ Corporationî from Girls, Inc. as well as the 2008 Hudson Valley Community College Otto V. Guenther Career Achievement Award.

Paula resides in Latham, NY with her husband and two children. Her favorite pastime is enjoying summers in Lake George with family and friends.

Gordon Robbie, The Bonadio Group

Gordon Robbie is the partner in charge of the Albany Office for The Bonadio Group (TBG) and a member of the Firm’s Team Leader Committee. His responsibilities include client service, new business development, and promoting the Firm in the Albany and Capital Region.

Gordon received his B.S. in Accounting from Russell Sage College and is a C.P.A. His expertise is in the construction industry - he is the Team Leader for TBGîs Construction Group. Gordon’s clients appreciate that he is truly a personal advisor who knows their business and understands their needs and concerns. Gordon has extensive experience with closely held construction companies and an understanding of the issues their owners face. In addition to providing traditional accounting services, Gordon is well known for providing construction consulting services, including business succession planning, operational reviews, retreat facilitation, mergers and acquisition, and retirement planning. Prior to joining The Bonadio Group, Gordon was Managing Director of Dorfman-Robbie, CPAs, P.C., which merged with TBG in 2008.

Gordon’s public service activities include supporting the Jeff Gordon Foundation and Ronald McDonald House and is a former board member of Albany-Colonie Regional Chamber of Commerce and the Northeast Chapter of the Arthritis Foundation. He is also a member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants.

IMPORTANT NEWSLETTER DEADLINES

✔ January 21st for the February issue.
✔ February 11th for the March/”One-Day Conference” issue.
✔ March 19th for the April issue.

For more information, contact Rick Marchant rmarchant@saratogapublishing.com
How does an organization define success?

Its people.

Training in Human Resource Management

The driving force of any successful organization is its people. Today it is even more critical for HR professionals to know the current issues and trends in human resources.

The College of Saint Rose offers the Society for Human Resource Management (SHRM) Learning System, a training program that develops your HR knowledge and assists you in preparing for the Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certification exams.

To register, contact the Office of Graduate and Continuing Education Admissions at 1-800-637-8556 or ace@strose.edu.

www.strose.edu/shrm

The College of Saint Rose
From the President ... Alison Rosenblum, MBA

As we approach 2009, HR professionals continue to be tasked with leading their organization through a tough business climate and increases in layoffs. While things will improve, we need to act now to support our colleagues.

CRHRA has instituted a voucher program for unemployed HR professionals who are active chapter members. This initiative will help subsidize meeting costs, so eligible individuals can still attend events and take advantage of the networking, which is so essential in a tight labor market. Details were highlighted in the November newsletter, and can also be found on crhra.org.

To help our members better understand the impact of how organizational change and the current economy are impacting businesses in New York State, we have two outstanding programs scheduled: The January CEO/Executive Panel on January 14 will feature leaders in our community and how they are managing internal change. Our morning keynote speaker at the One Day Conference will be NYS Comptroller Thomas DiNapoli, who will talk to us about how the economy is impacting how we do business statewide, and how HR can play an integral role.

We encourage our members and affiliates to continue using CRHRA as an avenue to build business. The new and improved marketing brochure will be rolled out soon, along with constant enhancements to the website. The vendor marketplace at the One Day Conference is now being offered through the end of the year, at the early bird rate.

Please be sure to register early for the Executive Panel, as this is always a sell-out event!

Have a happy and safe New Year!

Alison

Please watch for our next diversity program - April 16, 2009 - Four Generation Panel answering YOUR questions!

Fannie Glover Diversity Chair
2009 Legislative Update

Legislative HR Briefing Session Confirmed!

CRHRA and The Business Council have arranged to hold a two-hour Legislative Update program on January 21, 2009 from 3:00 to 5:00 p.m. at the Quad Graphics auditorium in Saratoga Springs. There will be no fee for this important legislative review which is being facilitated by Tom Minnick from The Business Council. The program has also been submitted for two strategic credit hours to HRCI. Tom will highlight Paid Family Leave and the Employee Free Choice Act, as well as a number of New York employment laws enacted in 2007 and 2008 that HR will no doubt run into 2009. This will be a great opportunity to brush up on current legislation and learn how to effectively make your voices heard on proposed legislation in 2009. Watch for registration information by e-mail and on the CRHRA website at www.crhra.org.

For more information contact Harry Hayes at hhayes@jaegerflynn.com or 373-0069 x128.

Workforce Readiness Committee

Additional Benefits for Members In Transition'

CRHRA has created additional benefits to assist members in career transition. The Voucher System has been expanded to include new CRHRA members. To ensure that members can continue to connect with their colleagues, we are excited to offer one meeting per year at no cost to new members who are unemployed.

Members in transition can receive a voucher when registering for meetings by using the standard online form on the CRHRA website and then send an additional e-mail to crhra@caphill.com requesting a voucher. The request will be held in strict confidence and after review of active membership status, an e-mail confirmation will be sent.

The Workforce Readiness Committee and the CRHRA Board of Directors hope this program will help unemployed members by providing networking opportunities. As networking is so important for a successful job search, we also encourage all members in transition to become involved with one of CRHRA's committees. Volunteers can join a committee or offer their assistance at one of the monthly meetings.

For further information on committees please review CRHRA's website: http://www.crhra.org/displaycommon.cfm?an=1&subartid=br-3

AGENDA

Wednesday, Jan. 14
Dinner Program
Holiday Inn, Wolf Road, Albany

Registration .....5:00 - 6:00 p.m.
Dinner ..............6:00 - 7:00 p.m.
Program ..........7:00 - 8:00 p.m.

Dinner Menu:
\- Almond Chicken
\- Char Grilled Salmon
\- Tomato-Eggplant Ravioli

Cost:
\- $30.00 - Members
\- $38.00 - Non-members
\- $10.00 - Full-time students
(12 credits or more)

Please make your reservation online (www.crhra.org) or by mail (CRHRA, 90 State Street, Suite 1009, Albany, NY 12207), or fax (463-8656). You may pay with an online credit card payment, by mail or at the door. Also, please be sure to check-in when you arrive.

RESERVATIONS and cancellations are required by noon on FRIDAY prior to the meeting. Reservations made and not kept will be billed to you. Please call CRHRA at 463-8687.

We regret that we are unable to honor walk-ins on the day of the meeting. Casual attire is acceptable.
Legal Q&A...

Editor’s Note: Sanjeeve K. DeSoyza is an attorney with Bond, Schoeneck & King, PLLC, and current member of the CRHRA Diversity Committee. Sanjeeve replaces his colleague, Joannmarie M. Dowling, as the author of this column. We thank Joannmarie for her dedication and contribution and welcome Sanjeeve to the Legal Q&A.

Question: Do employers need to have written compensation agreements in place with their commissioned salespersons?

Yes. Effective October 16, 2007, the New York Labor Law was amended to require employers that employ commissioned salespersons in New York State to have written agreements in place regarding the compensation structure for those salespersons.

Specifically, the agreement must describe how wages, salary, drawing accounts, commissions, and all other monies earned and payable will be calculated. If the written agreement provides for a recoverable draw, the frequency of reconciliation must also be included. The agreement must also provide details regarding payment of wages, salary, drawing accounts, commissions, and all other monies earned if the employment relationship is terminated by either party.

The new law only requires that the written agreement address compensation. The agreement need not touch upon any other terms and conditions of employment, and does not change the status of commissioned salespersons who are employed at-will. It would be advisable, however, for employers to explicitly confirm in the agreement that the salesperson’s employment is at-will.

The written agreement must be signed by both the employer and the commissioned salesperson. An employer’s written policy regarding the compensation structure for commissioned salespersons that may otherwise satisfy the requirements of the amended law, is nevertheless legally insufficient if it is not also signed by those salespersons.

Employers must maintain the written agreements for at least three years, and must make those agreements available to the New York State Department of Labor upon request. Although the law only requires that the agreements be maintained for three years, employers would be well-served to retain them for at least six years, which is the statute of limitations period for common law breach of contracts claims in New York, as well as wage claims under the New York Labor Law.

Failure to maintain the required agreements can be costly. If, upon request by the Department of Labor, an employer fails to produce a signed written agreement with one of its commissioned salespersons, the Department will presume that the terms of employment that the salesperson claims to exist are, in fact, the agreed-upon terms of employment.

Employers who do not already have signed agreements with their commissioned salespersons should immediately reduce the terms of their compensation arrangement to a signed writing, while employers who currently have signed agreements should review those agreements to ensure that the required terms are included.

The information contained in this column is not intended to be a substitute for professional counseling or advice.

Sanjeeve K. DeSoyza counsels and represents employers in a variety of labor and employment related contexts and is associated with Bond, Schoeneck & King’s Albany office. If you have a question you would like to submit, you are encouraged to do so by email (sdesoyza@bsk.com), phone (518-533-3206) or fax (518-533-3299).

Illegal Q&A is a service of Sanjeeve K. DeSoyza, Esq. Sanjeeve replaces his colleague, Joannmarie M. Dowling, as the author of this column. We thank Joannmarie for her dedication and contribution and welcome Sanjeeve to the Legal Q&A.
Linium is a leader in providing recruitment solutions through a full suite of staffing services. Our proven methodology allows clients' access to a talented, diverse candidate pipeline unmatched in the industry.

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Our Team:
Miriam Dushane, Division Manager -- 518.689.3138, Miriam.dushane@linium.com

Jaeger & Flynn Associates, Inc. is proud to sponsor CRHRA events throughout the year.

For approximately 20 years, Jaeger and Flynn Associates has been providing insurance and employee benefits consulting services to the business community. Built upon a tradition of integrity, industry leadership, and excellence, we are committed to delivering tailored benefit solutions with thoughtful strategic planning, valuable professional services, and technology-based solutions.

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Amy Fuller, Engineering Resource Manager -- 518-689-0700, Amy.fuller@linium.com
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Denise Anderson, Resource Manager -- 518-689-3150, Denise.anderson@linium.com
Staci Grandy, New Business Development Manager -- 518-689-3147, Staci.grandy@linium.com
Uriella Perkins, Recruitment Assistant/Payroll Specialist -- 518-689-3140, Uriella.perkins@linium.com

Please visit us at the January CRHRA dinner, meet our team and spin our famous prize wheel to win a fabulous gift!

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From the Membership Chair

The membership committee has been working hard on the membership database that contains all the names and contact information in our Association database. We have been experiencing many "bounce backs." We are asking for your help:

1. If your contact information has changed, please be sure to update your information using the www.crhra.org members section.

2. If you know someone has changed jobs or is no longer at their job. Please send us a note. Email Rose Miller at rmill@bonadio.com.

A couple of notes about renewing memberships. If you are a SHRM and a CRHRA member, you must renew in both places. The information does not transfer from one place to the other. SHRM membership expires on your anniversary date. CRHRA year runs from the fall to the spring so CRHRA members should renew during the summer months.

We have a new members table at each meeting. Don't forget to come over and introduce yourself to help make them feel welcomed.

We are going to add a new members table at each meeting for visitors. If you come across someone who has HR responsibilities, please ask them if they are a member of CRHRA. All our members are walking and talking advertisers for CRHRA. Please tell them how great our association is and the benefits of membership on both a personal and professional level. If interested, please invite them to a meeting or send me their contact information.

Thank you for your help and thanks to the Membership Committee for all their hard work.

Welcome New Members!

Welcome to the new CRHRA members who have joined our organization as of December 2008! We are pleased to have the following HR professionals join our membership:

Denise Bagramian ........... Bagramian Financial
Jeffrey Beal
Joey Benincasa ................. Francesco Properties, LLC
Theresa Borchetta
Tracy Burnham ................ The Fort Miller Group
Nadian Chavez ............... Cascades Tissue Group
Catherine Hammaker ...... Pioneer Bank
Alisa Hobb .................... Rensselaer County NYSARC, Inc.
Erica Reis

Certification Question:
(WORKFORCE PLANNING & EMPLOYMENT) A form of validity that is inferred from the perceived similarity between the content of the predictor and the requirements of the job is known as content validity or ________________.

For the answer go to: CRHRA certification page.

Certification News

Please visit the Certification Table at the January Dinner Meeting. There will be information on the Spring 2009 CRHRA Certification Study Group and the new HRCI HR Certification eligibility requirements/changes that will go into effect in May 2011.

SHRM Foundation News

Succession Planning DVD Available

Seeing Forward: Succession Planning at 3M - a new educational DVD from the SHRM Foundation

3M is consistently recognized as one of the world's most innovative and admired companies and one of the best companies for leaders and aspiring leaders. This DVD explores 3M's outstanding succession planning and leadership development process. If your company is considering implementing or wants to improve the Succession Planning process, you don't want to miss this DVD. You can purchase it by visiting the SHRM website (www.shrm.org) and clicking on the SHRM Foundation button on the left side. CRHRA also has a copy available to borrow. Please contact Jim for details.

SHRM Foundation Fund Raiser

Thank you to all who purchased raffle tickets at our December Program meeting. Because of your generosity, we raised $134 to benefit the SHRM Foundation; Peter Newman (Strategic Resources) won $67 in the raffle.

Certification Question Corner

Please join all the CRHRA Certification Study Group facilitators in wishing the best of luck to all the class participants who will be taking the PHR and SPHR exams between Dec. 1 and Jan. 31.
Thank you to the group of CRHRA members who have expressed interest in being part of the CRHRA Public Relations Special Expertise Panel. We are still looking for more members to join us in our continuing media relations efforts to support our chapter's goals of continuing to Advance the Profession. As a Special Expertise Panel member, your involvement will be responding to or commenting on issues for which you maintain HR expertise. There is no requirement to be on the committee or attend any meetings. We are simply looking for you to be a resource to our media outlets as we develop our visibility in the region and throughout NYS.

If you are interested in advancing the way our community views our association and profession and its impact on area businesses and legislators, please join the Public Relations Subject Matter Expertise panel. If you are interested, please contact Debra Antonelli, Public Relations Committee Chair at 783-2665 x184 or dmantonelli@coolins.com.

CRHRA's Members in Profile seeks to introduce spotlighted members to our membership and to our community. Members in Profile publicly presents individual CRHRA members in an effort to tell people about our hard-working and talented membership of HR professionals. We are looking for a snapshot into your professional and personal life. We seek information such as:

- Current Role and Company you are employed
- Number of years as an HR professional and why & how you got into the HR field
- Your current views on the value of Human Resources
- Your passions outside of work ñ what do you love to do

Profiles are compiled and submitted to our newsletter and various other local media outlets for possible publication as a way to heighten awareness of CRHRA and our profession, and highlight our talented and diverse membership.

If you would like to be a Member in Profile, please send your responses and a digital image of yourself to crhra@caphill.com. If you have any questions regarding our profile, please contact CRHRA's Public Relations Chair, Debra Antonelli at dmantonelli@coolins.com.

Look for your profile and fellow members in future CRHRA newsletters and local media!

To ensure your attendance at monthly meetings, please register EARLY. The cutoff for all meetings is 4 business days before each event.

Unfortunately, we are unable to accept walk-ins. If you need to cancel your reservation, this must also be done 4 days in advance to adjust the meal counts and offer a space to those on the waiting list. If you do not cancel, you will be responsible for the meeting cost.

Thank you!
Plan Now for the One Day Conference!

It's here. The holiday season is complete with all the hectic activity that accompanies it. Somehow we always make it through and usually with the resolution that next year we will get an earlier start. I guess the same thinking applies to our One Day Conference—it isn't until March 19th, but we have begun working on it in an effort to bring you the best event that we can. Our keynote speakers are set (NYS Comptroller Thomas DiNapoli, Susan Post, and John Bagyi), our theme of "Sustainable Human Resources—Supporting Our Organizations and Our World" is in place and we are hard at work doing all the things that make this event one that is rewarding for you.

The events taking place daily make it more complicated for each of us to do what needs to be done with minimal resources in many cases. It becomes a challenge both for management and employees to sustain themselves during these difficult times. For HR professionals who are called upon to support the company and our employees, it can be a challenge to sustain ourselves in our positions!

We all have learned to do more with less, to use our resources wisely and to capitalize on our talents. We recognize that we need to change how we do our jobs to be successful. We have learned that we need to be more conscientious in how we treat our environment and now we have to "retool our skills to help each of us to meet the challenges and goals that present themselves as we go forward. Our speakers will help us to focus on ways to improve our contributions to our companies and our world.

Reminder -- the deadline for the Early Bird registration for vendors is December 31.

Join us on March 19th to put some additional tools in your HR toolkit to help us to better sustain as we move through 2009.

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Connecting College Students With Local Businesses

By Annette Parisi

The connections students establish with local businesses are always important, but this partnership becomes even more critical in economic times such as the one in which we find ourselves currently. These connections serve to educate students, enable them to expand their professional networks, provide a venue for putting their classroom learning into practice, and gain perspective not only on the specific organization(s), but on the job market as a whole. Human Resources professionals play such an important role in these endeavors and are often a first line of contact when connecting students with businesses.

Students interested in the field of Human Resources can especially benefit from your knowledge. Does your organization hire interns? If not, is this something you have the opportunity/availability to develop? Different colleges and universities have varying requirements for the internships they post, so you may want to contact the Career Center of a college/university with whom you are interested in establishing or expanding a relationship-they should be able to point you in the right direction. If your organization does not have the means to pay an intern, that is okay! Students are primarily looking to build their resumes via real-world experience and while a salary helps, it is not critical. If you are not able to compensate your interns financially, allowing them some scheduling flexibility will help attract and keep good candidates. If your organization's means allow, a stipend for gas/travel expenses is also a nice gesture. Starting an internship takes some work, but attracting good candidates will get easier over time as word of mouth on the part of students travels. Hopefully the students' contributions to your organization will also offset your initial time investment as well.

Are you willing to mentor students interested in the field of Human Resources either on a one-time or ongoing basis? Most colleges and universities have some sort of alumni career network to connect students with professionals in their career of interest. Many of these networks are open to non-alumni as well.

Here are some additional ways colleges have had success with connecting students and local businesses:

∑ Being a guest speaker at a campus chapter meeting of SHRM
∑ Presenting on a Human Resources related topic at a Career Center sponsored event

∑ Speaking in a Human Resources class (this can be difficult, as faculty often need to cover an extraordinary amount of material in a short amount of time, but is occasionally possible.)

∑ Participating in Career Fairs/networking events

∑ Job/internship postings via the college/university's job board

We have all read literature on the Millennial Generation and how they desire a personal connection to businesses and organizations. On the other side of the coin, Human Resources professionals have a myriad of tasks on their plates and often simply just do not have the time to do all of the above suggestions. Picking just one of them (or coming up with one of your own) can increase your visibility to college students and help foster long-lasting, mutually beneficial relationships.

Annette Parisi is the Assistant Director for Employer Relations at Siena College’s Career Center. One of her primary responsibilities is to connect students with non-profit, for-profit, and government organizations. She can be reached at (518) 783-2339 or via email at aparisi@siena.edu

If you are interested in learning more about SHRM Student Chapters within local Colleges and Universities, contact the CRHRA Student Relations Chair, Tanya Monette, PHR at (518) 271-2807.
Holiday Celebrations in the Spirit of Inclusion

By Rebecca R. Hastings, SPHR, December 2007

Holiday parties, often viewed by companies as a time to thank employees for their efforts over the year, might be seen by some employees as events to avoid. Awareness of different employee perspectives can help organizations recognize the contributions of all employees in a way that makes everyone feel welcome.

According to the web site of the nonprofit Tanenbaum Center for Interreligious Understanding in New York, "There's no month quite like December, where multiple joyous religious holidays collide with good intentions to create a potentially toxic mix of misunderstandings and intolerance."

The center says that "the December Dilemma is a time when decorations in workplaces and shops, office conversations, schools and advertising overwhelmingly focus on Christmas, causing those who don't celebrate the holiday to be overlooked.

Tanenbaum estimates that 20 percent of the U.S. population, or approximately 60 million people, are not Christian. Some members of this group still enjoy the season, while some just accept it. Others are annoyed but silent, downright uncomfortable or even hostile. To address this perspective, Tanenbaum suggests that employers:

- Learn about the different holidays and understand their unique practices and significance.
- Be sensitive to those who don't celebrate any December holidays, such as atheists and Jehovah's Witnesses.
- Seek the input of a religiously diverse group of employees to plan any office holiday celebrations.
- Pay attention to the December Dilemma. Silence doesn't necessarily mean co-workers aren't feeling isolated.

To read the full article, including Office Decorating Dilemmas, Office Party Practicalities, and Office Inclusive Invitations, go to www.shrm.org/diversity/library_published.
Create Your 2009 Professional Development Plan Now

SHRM Conferences are designed to maximize your HR professional career in a setting that emphasizes education, networking, recertification and knowledge. This year's conferences are in some amazing cities: Washington, D.C., Toronto, Las Vegas, and New Orleans. Don't miss your opportunity to attend a SHRM Conference in 2009.

SHRM Conferences are approved by the HR Certification Institute for recertification credits for PHR, SPHR, and GPHR. For more information about recertification, visit the HR Certification Institute. Questions? Contact a SHRM Member Care Representative at 703-548-3440, option #3 or 800-283-7476, option #3 or shrm@shrm.org, Monday-Friday 8 a.m. - 8 p.m.

SHRM Employment Law & Legislative Conference in Washington, D.C., March 9-11, 2009

With the possibility of the most sweeping HR-related changes in 30 years taking place in a new administration, you can't afford to miss this conference. The conference includes a visit to the congressional offices of your senators and representative. Keynote speakers include Harold Ford, Jr. A fantastic welcome reception will be held at the Newseum. SHRM's new CEO Laurence O'Neil and new SHRM Board Chair Robb Van Cleave will be introduced at this reception.

Take advantage of the early-bird discount, Register Today.

SHRM Global Conference & Exposition in Toronto, Ontario, Canada, March 30 - April 1, 2009

Experience world-class networking and concurrent sessions with an international focus. SHRM is committed to delivering high-profile and relevant topics to HR professionals that deal daily with the challenges presented to them in their roles as international HR managers, and we have crafted a conference designed to present you with information, solutions, education and an opportunity to network with like-minded professionals. Keynote speakers Fareed Zakaria, Amy Chua, and Ronan Tynan.

Take advantage of the early-bird discount, Register Today.

SHRM Staffing Management Conference & Exposition in Las Vegas, NV, April 28-30, 2009

Plan to attend the only SHRM conference dedicated to helping HR professionals who specialize in employment and staffing. More than 120 companies will be featured at the Exposition. Keynote speakers include Tim Sanders, Nadira Hira, and Steve Gilliland. This conference sold out early last year. With this year's conference in Las Vegas, you'll want to register in January. Don't miss your chance.

SHRM 61st Annual Conference & Exposition in New Orleans, LA, June 28 - July 1, 2008

The SHRM 61st Annual Conference is a chance for you to gather in one of America's oldest and greatest cities with some of the best minds in human resources, academia, business, globalization and leadership. Learn real strategies and techniques for honing your skills and improving your workplace. Keynote speakers include Tom Brokaw, John Kotter, Lee Woodruff, and Earl Graves.

The Society for Human Resource Management (SHRM) is the world's largest professional association devoted to human resource management. Our mission is to serve the needs of HR professionals by providing the most current and comprehensive resources, and to advance the profession by promoting HR's essential, strategic role. Founded in 1948, SHRM represents more than 250,000 individual members in over 140 countries, and has a network of more than 575 affiliated chapters in the United States, as well as offices in China and India. Visit SHRM at www.shrm.org.

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For more information, contact Rick Marchant rmarchant@saratogapublishing.com
CRHRA News

Debra Antonelli, CRHRA Member and PR Chair, was recently quoted in the Nov 28 Albany Business Journal in an article entitled Health Care: Sound off, where she tackled the ever growing cost of healthcare combined with an ever decreasing bottom line.

Fannie Glover, CRHRA Member and Diversity Chair, was recently featured in the Dec 5 Albany Business Journal in an article entitled Diversity: Will national politics affect workplace culture, where she highlighted the benefits of a diverse talent pool meanwhile promoting true inclusion in all realms.

Calendar

Webcast Creating Safe Workplaces with Wellness Programs
*Now available* Presenter: Jayme Ambrose, MSN, RN, COHN, CCM, Scottsdale Healthcare
Identifying health issues and providing options for wellness can help reduce the overall costs of your work-related injuries. In this program, Jayme Ambrose of Scottsdale Healthcare will describe how her organization integrated wellness into its safety program and the benefits it reaped. View this webcast.

December 19, 2008: The Hudson-Mohawk Chapter of the American Society for Training and Development will host a breakfast meeting on Friday, January 23, 2009. The event begins with registration and breakfast at 8:00 AM ñ 8:45 AM with program meeting from 9:00 AM ñ 11:00 AM at the Marriott Hotel, 189 Wolf Road, Albany, York. Barbara Stevens, a Certified Stress Management Consultant, will be our speaker. Statistics show that life style can contribute to stress. That stress is showing up as sleep deprivation, over eating, headaches, and a suppressed immune system. Prolonged stress may potentially damage the body, including the brain. Studies now show that it has a detrimental effect on the learning process.

January 6, 2009: Schenectady JSEC & The Chamber of Schenectady County Present Managing the Sandwich Generation Guest Speaker: Caitlin St. George, Community Liaison, The Eddy Housing Division. Time: 8:00 A.M. to 8:30 A.M. - Registration and Breakfast, 8:30 AM. to 10:00 A.M. - Program. Location: Mallozzi’s, 1930 Curry Road, Schenectady. Cost: $20.00 Per Person (includes breakfast buffet) with pre registration; $25 per person walk-in.

SHRM Seminar New FMLA and Military Leave Rules Jan. 9, 2009, 9 a.m. ñ 3 p.m. Washington, D.C. Sue Willman, an employment lawyer and human resources professional, will explain the revised FMLA regulations, the new military family leave law and the seven new DOL prototype forms. Designed to be both informational and practical, this session will offer a wide range of compliance and practice tips, including different approaches to compliance and key issues that require policy decisions by employers. Seating is limited ñ register today. SHRM Members ($495) Nonmembers ($740)

Expired Identity, Work Eligibility Papers Unacceptable

Starting Feb. 2, 2009, expired credentials will no longer be acceptable to establish the identity or work eligibility of new hires. Express Request: SHRM members can receive additional resources on this topic. Visit SHRM’s Express Request web site and select the key term REVISED FORM I-9, EFF. 2/2/09.

SHRM Conferences SHRM Employment Law & Legislative Conference March 9-11, 2009, Washington, D.C. For HR professionals, 2009 will bring changes unlike any seen in decades. With a new administration and Congress, the public policy and legislative agenda will be the most workplace-oriented in 30 years. SHRM has designed a conference to give you the essential information you need to know. You can’t afford to miss this conference. Employment Law & Legislative Conference home page.

SHRM, CRHRA and their member pools are dedicated to the profession. More than ever before HR is making strides in some of the world’s biggest issues, but the heart of the matter happens right here in our back yards and small business board rooms. Our fellow members want to know what’s going on in your world. Tell us what you have been up to locally; Graduating from an institution, attaining a certification, starting a new job, enjoying a promotion, receiving an award or even something more personal such as getting married or having a child. Your monthly Newsletter team wants to hear from you! Contact Sanjeeve DeSoyza, Derek Devenpeck, Joanmarie Dowling, Leslie Duell, Diane Lustanader, Ryan Harter, Pete Jones, Linda Madsen, Rick Marchant or Paul Riley TODAY.