



December 2005

Happy Holidays and a very happy New Year! The SHRMTTC board is busy planning an interesting array of speakers and programs for the 2006 calendar year. In addition, the December silent auction raised \$570 to benefit the SHRM Foundation, which was held during our annual networking meeting. Next year's board has been elected to one-year terms! See election results below.

SHRMTTC Board Election Results

Officers:

President-Elect	Judy Drake, PHR
Vice President-Elect	Deb Shigley, PHR
Treasurer-Elect	Lyndsi Prignon, PHR
Secretary-Elect	Patricia Wilkins, PHR

Special Programs:

Debbie Chadwick, SPHR
Robin Davis, SPHR
Sandy Dhimitri, SPHR
Maura Fetsko, PHR
Bernadette (Bernie) Heath, PHR
Laurel Kiorpes Parker, PHR
Lauran Jacoby, PHR
Bonita Lindberg, SPHR
Brian Martinson, SPHR
Barbara Policay, PHR
Sue Sammis, PHR
Cynthia Santos
Constance Thompson

Congratulations to all of our newly elected board members.

Minimum Wage Alert: New Rate Effective January 1, 2006

Just a reminder: Effective January 1, 2006, the New York State minimum wage rate will rise from the current \$6.00/hour to \$6.75/hour. The legislation enacted in 2004 provides that New York State will match any prospective raise in the federal minimum wage rate over the current New York State rate. Certain jobs in the restaurant, hotel, and building service industry, and

miscellaneous industries and occupations, are covered by provisions calling for the payment of the hourly rate plus overtime and allowances contained in four General Industry Wage Orders. Additional information on these orders, as well as information pertaining to wages for farm workers, can be found on the Department's web site - www.labor.state.ny.us - under the Wage and Hour page. Also, to obtain the required minimum wage poster, click on "Minimum Wage" in the Spotlight section of the web site.

SHRMTC Annual Membership Renewal/Drive

Please return your renewal notice for SHRMTC membership for calendar year 2006 as soon as possible. We are lining up some very exciting programs for 2006 that you won't want to miss! Please click on this link to download a membership application: [Membership Application](#)

December Networking Meeting Raises \$570 for the SHRM Foundation

Our December 8th networking meeting raised \$570.00 through our very first silent auction to benefit the SHRM Foundation. 100% of the proceeds will be donated on behalf of the SHRM of Tompkins County membership.

The SHRM Foundation programs include Research Award Grants, Publications, Education and Scholarships. The grants provide funds to individuals and organizations to do research on HR related topics. Information from that research is published and available to SHRM members through reports and the SHRM website. In addition other books and reports are published and made available to SHRM members through the SHRM Book Store. Presentations, videos and study guides are developed to support HR education and SHRM certification groups. Scholarships are provided annually with funds available for HR certification or to further your education in HR. The foundation also supports the college level HR Games and the SHRM Master Series at the National SHRM Conference. More information may be found at <http://www.shrm.org/foundation/>

Thanks to all who were able to attend the networking meeting and so generously supported the auction!

HR Competencies: Setting the Stage for Success, with Susan Post January 19, 2006

Please join us at the Clarion Conference Center from 8:30 to 10:30 a.m. on January 19, 2006 to start off the New Year with Susan Post!

“What will it take to succeed as an HR professional during the next decade? Recent research reveals that HR managers and executives will need to excel in a number of areas, including HR delivery, strategic contribution, business knowledge, HR technology and personal credibility. Learn more about the competencies that will make - or break - your success as an HR professional.”

Susan Post is the Northeast Regional Director for the Society for Human Resource Management, where she has been on staff since January of 1999. Prior to joining SHRM, Susan had 15 years of experience as an HR professional with a variety of organizations, including Eastman Kodak, Cornell University and Chemung ARC. She holds a bachelors degree in Industrial and Labor Relations from LeMoyne College, is lifetime certified by the Human Resource Certification Institute (HRCI) as a Senior Professional in Human Resources (SPHR) and is also certified by the American Society of Association Executives(ASAE) as a Certified Association Executive (CAE).Susan's affiliation with the Society dates back to the early 1980's, when she served two

terms as President of the LeMoyne College student chapter in Syracuse, NY. Throughout her professional career, Susan has held a variety of volunteer leadership positions with SHRM, including two terms as President of her local chapter and as District Director on the New York State Council. As Regional Director, Susan serves SHRM's affiliated state councils and chapters in the Northeast Region from her home office in Elmira, New York. She is also Staff Panel Leader for SHRM's Employee Relations Special Expertise Panel.

Don't Forget: HR In Albany ("Visit Albany Day") April 4, 2006

10:00 AM to 3:00 PM

On Tuesday, April 4, 2006 from 10 to 3, HR Professionals from around New York State will gather in Albany for the annual lobby day. Consider joining a group of your fellow SHRMTTC members in Albany for this day of information and influence with our state elected officials.

Visit Albany Day participants will have access to free parking, a shuttle service, and lunch compliments of the Albany chapter, the Capital Region HR Association. In addition, the meeting is only one block from the Capitol and Legislative Office Buildings where Legislator visits will take place. In addition, if minimum attendance is met, our chapter will receive one complimentary registration to the 2006 NYS HR Conference which will be held at Turning Stone Casino and Conference Center next July. We will then hold a drawing to award that registration to one of the SHRM TC chapter members who attended Visit Albany Day. *Only those chapter members who attend the 2006 Visit Albany Day event will be eligible for the drawing for the free registration!*

Last year's program received 2.5 recertification credits toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). The SHRMTTC Board will keep you posted on event details as they develop and let you know whether this year's program is also approved for recertification credits.

So, get ready to educate your Legislator and wield your influence as an HR Professional in New York State.

Mark your calendar and plan to attend this event on Tuesday, April 4, 2006. Carpools from Ithaca will be forming; email president@shrmtc.org to indicate your interest.

Best Regards on behalf of the SHRMTTC Board of Directors,

Brian Martinson
President, SHRMTTC Board