

AFFILIATE OF



January 2006

Happy New Year to everyone! Welcome to the start of another year with the Society for Human Resource Management of Tompkins County (SHRMTC), a chapter affiliated with the national Society for Human Resource Management (SHRM) based in Alexandria, Virginia. As our chapter's goal for this year, we will continue to provide you a forum, through educational presentations and discussions, to enhance your development as an HR professional. Our chapter will also continue to serve as a network for you to meet and exchange ideas with others in our field.

For your information, the national SHRM is the world's largest association devoted to human resource management. SHRM provides the most essential and comprehensive set of resources available to the human resource management professional. SHRM also provides education and information services, conferences and seminars, government and media representation, online services and publications to more than 200,000 professional and student members throughout the world. Founded in 1948, SHRM currently has more than 550 affiliated chapters within the United States and members in more than 100 countries. Over 50 % of our local SHRMTC chapter members are also members of the national and we encourage you to explore the benefits of membership at the national level if you have not already done so, as SHRM has truly become "the voice of the human resource profession." You may log onto www.shrm.org for more information.

Thank You Brian Martinson and Jill Ciccone

A sincere thank you to outgoing chapter President Brian Martinson, SPHR, who provided exemplary leadership for our chapter during the past two years. Among many other things, Brian strengthened our chapter's presence at the New York State and the SHRM national levels and he created the chapter's first organized certification study group. Brian will continue to serve on the Board in a special projects capacity. Another thank you goes out to departing Board member Jill Ciccone, SPHR. Jill has served for many years on the Board, having provided leadership as Treasurer, and she has been instrumental in assisting in our chapter's continued growth. We will miss Jill on the Board but we hope to see her at membership meetings during the year.

January Membership Meeting - Thursday, January 19, 2006– Susan Post: "HR Competencies: Setting the Stage for Success"

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.

NOTE: This presentation has been approved for 1.5 re-certification credit hours toward PHR and SPHR re-certification through the Human Resource Certification Institute (HRCI). We look forward to seeing everyone at this meeting. Please RSVP to rsvp@shrmc.org by Monday, January 16, 2006. Details are:

Date: Thursday, January 19, 2006

Place: Clarion Hotel, Sheraton Drive, Ithaca, NY

Time: 8:00-8:30 – Registration, Networking, Continental Breakfast

8:30-9:00 – Announcements and Business Meeting

9:00-10:30 - Presentation by Susan Post, Door Prize, Wrap-Up

Cost: SHRMTTC Members – No Charge

Non-members - \$20.00

SHRMTTC Membership Renewal – REMINDER!

You should have received an email from us before the end of 2005 with information about how to renew your memberships or join for the first time for calendar year 2006. Many thanks to those of you who have sent back your materials already. This is a reminder to those of you who have not yet sent in your renewals or joined us for the first time to please do so. Keep in mind that non-members of our chapter are charged a \$20.00 door fee for membership meetings so in order to avoid confusion at the door, it is important for us to know who our members are during registration. We have 134 members as of December 2005, and our chapter grows stronger every year. Thank you all in advance for your continued support. Any questions about membership can be directed to Board Treasurer and Membership Chair Lyndsi Prignon at (607) 255-9560. You may also log onto www.shrmc.org and click on “Membership Information” to download a membership application.

Certification and Re-certification Corner

We want to congratulate the following SHRMTTC members who recently obtained the PHR/SPHR certification by passing the national exam. Certification represents the attainment of a challenging professional goal. On behalf of the entire chapter, our Board is pleased to recognize them for this achievement. Great job!

Kirra Elliot, SPHR; Jeanette Martin, SPHR; Brian Martinson, SPHR; Maureen Mozeleski, SPHR; Debbie Philip, SPHR; Cindy Reckdenwald, SPHR; Jennifer Russler, SPHR; and Patricia Wilkins, PHR.

If any other chapter member has recently achieved PHR, SPHR or GPHR certification, please let our Board know through our website www.shrmtc.org so that we may recognize such achievements.

Information about certification and recertification can be found at the Human Resource Certification Institute's website at www.hrci.org.

Chapter Financial Summary

Our chapter board has recently approved our Chapter Financial Summary. If any member is interested in receiving a copy of the summary for calendar year 2005, please contact Board Treasurer Lyndsi Prignon at lra8@cornell.edu

Workforce Investment Act (WIA) Grants

The Tompkins County Workforce Investment Board would like area employers to know that there is currently a "request for application (RFA)" process available for employers to apply for grant monies under the NYS Department of Labor's "Building Skills in New York State" program. The purpose of the RFA is to support employer strategies and local efforts for lifelong learning for the development of employed workers by providing funds for upgrading the skills of those workers. For more information and the electronic application, go to <http://www.workforcenewyork.org/rfa37-l/rfa37-l.htm>. Questions can be directed to Julia Mattick, Director, Tompkins County Workforce Investment Board at (607) 274-7526

Upcoming SHRMTC Membership Meetings

Please mark your calendars now for these upcoming events!

Time and Location unless otherwise noted: 8:30 – 10:30 a.m., Clarion Conference Center, Sheraton Drive, Ithaca (Registration, networking and continental breakfast begin at 8:30 a.m.)

February 9, 2006, 8:30-11 a.m. – Michael J. Sciotti and Mary C. King, attorneys with Hancock & Estabrook, LLP, will present a two-hour labor and employment law update to our membership on the topics of :

- New York State Department of Health - Criminal History Record Check Regulations
- Federal Trade Commission Regulations - Disposal of Consumer Report Information & Records
- United States Department of Labor - Uniformed Services Employment & Reemployment Rights Act Regulations
- United States Department of Labor - Health Care Continuation Coverage Regulation

March 16, 2006 – Mike Casler, Compliance Assistance Specialist, U.S. Department of Labor -OSHA, will present on "Violence in the Workplace". Mr. Casler will cover the topics of violence in the workplace facts, definitions, categories of violence, responsibilities, prevention programs, policies, establishing threat assessment teams, initiating hazard assessments of the workplace, hazard controls, engineering controls, employee training, incident reporting, and workshops.

April 4, 2006 – HR in Albany Day, 10 a.m. to 3 p.m. 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. 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. 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.

April/May TBD 2006 - SHRM Tompkins County will host a full-day conference at Ithaca College! Details, including the specific date, to follow in upcoming newsletters.

Best Regards on behalf of the SHRMTTC Board of Directors,

Judy Drake, PHR

President, SHRMTTC Board