

**Society for Human
Resource
Management of
Tompkins County**



April 2008

Presidents Corner

March brought a great presentation by Kathleen Schubach, (kschubach@ltc-solutions.com) from LTC Solutions on Long Term Care insurance and planning. David Stoyell, (dstoyell@tom-pkins-co.org) also visited us from our local Office for the Aging and provided us with additional information on the topic. I have provided e-mail addresses for both in case anyone who was not able to attend would like to contact them for information.

In addition to our regular presentation in April, Barbara C. Deinhardt, the new Chair of the New York State Employment Relations Board will be visiting us. She will give a short presentation about the services her office can provide. Hope you can all make it to our April presentation to hear from Barbara and also hear about our recent salary survey with Astron Solutions.

SHRMTC Membership

Any questions about membership can be directed to Board Treasurer and Membership Chair, Debbie Chadwick, or membership@shrmtc.org. You may also log onto www.shrmtc.org and click on "Membership Information" to download a membership application or to renew online.

Certification Corner:

Are you interested in taking the PHR or SPHR certification exam? SHRMTC will be organizing a study group for the December/January testing window; our first study group is under way! Contact Caroline Stull at cstull@mbmbilling.com if you are interested. The location and time of the group will be determined by the group's availability, so we will work with you.

An important note to those in the process of re-certification:

HRCI now has an online searchable database of courses that have been pre-approved for recertification credit. If you are looking for some opportunities for additional credits, see their directory at <http://www.hrci.org/> on the left-hand side of the screen.

Also, please make sure that you sign in to each event and pick up your certificate of completion. In order to comply with HRCI policies, pre-approved SHRMTC events since January 2006 will have program ID numbers that we can only release to those who have attended the event. If you were unable to pick up your certificate, please contact Caroline Stull at cstull@mbmbilling.com. After your attendance is verified, you will receive the program ID for the event. *HRCI reserves the right to conduct audits of those applying for re-certification; please make sure you maintain accurate files of certificates of completion for each event that has received re-certification credits.*

Legislative Update:

As an SHRM national or chapter member whose organization is affected by increased state Department of Labor enforcement of labor standards and wage and hour laws, as well as legislation promulgated by our elected state Legislators, I invite you to our upcoming HR Legislative Conference on April 15, 2008 in Albany.

As a result of this increased Department of Labor enforcement by the new administration in Albany, we have an expanded agenda this year with several general sessions by state department of labor personnel on labor standards, wage issues and unemployment insurance. This event brings department of labor enforcement personnel in to explain their areas of enforcement focus and gives us the opportunity to hear about this on neutral ground.

The labor department personnel will cover topics including the unemployment insurance process, meal & rest period requirements in New York State, employer deductions from paychecks, paid and unpaid internship situations, the employment of minors, call-in pay and more.

As in the past, we'll also schedule you for a visit with your state Senator if you like but that's optional and you can request the visit on the electronic registration. The topic for discussion with our Legislators this year is the state's paid family leave proposals. We will be sending registrants a worksheet to assist in preparing for that discussion.

Four HRCI recertification credits have been requested for this event.

The event runs from 8 a.m. to 3:30 on Tuesday, April 15th in downtown Albany. We'll have parking information for the registrants as we move closer to the event. We are also having a networking Reception in the Capitol on Monday evening, April 14th from 5:30 to 7 p.m. It will include free tours of the Capitol.

The event registration is \$79 for Business Council and SHRM national and chapter members. Visit www.bcnys.org and click "Events" under the "Events" header to find out more information on the event and the convenient on-line registration.

I hope you'll join us!

-Tom Minnick
New York SHRM Legislative Action Director &
VP, Human Resources
The Business Council of New York State, Inc.

Congratulations to the Cornell SHRM Student Chapter!!!

The Cornell Student SHRM team, Patrick Ryan '10, Katherine Bosch '08 and Rachel Zheng '10, won second place in the 2008 Northeast Regional Conference and HR Games competition this past weekend in Rhode Island. The HR Games competition consisted of 24 teams, representing 19 different Northeastern universities.

The conference and HR Games academic competition is designed to help students hone their HR skills, by providing future HR leaders with a variety of educational, networking and career development opportunities. This year's conference theme was Learn, Network, and Succeed and included great speakers, concurrent sessions on leadership, career development and management, networking, career counseling and Predictive Index (PI) counseling and a wonderful HR panel offering Tips for the HR professional.

The HR Games are a fun way to motivate and prepare students for PHR certification, consisting of a college bowl/Jeopardy style competition based on the content materials for the PHR exam that tests the students' knowledge on HR and Labor Relations issues (topics include such areas as selection & recruitment, training & development, compensation, benefits labor law, management practices, leadership theories, motivation and workplace health, safety and security). This year, Cornell came in 2nd place, losing to Penn State by one question. Congratulations, and best of luck next year!

Upcoming Membership Meeting Calendar:

Time and Location for our 2008 membership meetings will be 8:30 – 10:30 a.m., **Ithaca Country Club**, Pleasant Grove Road, Ithaca (Registration, networking and continental breakfast begin at 8:30 a.m. with a speaker to follow at 9 a.m.) *unless otherwise noted*. Please RSVP for the monthly meeting - rsvp@shrmtc.org.

2008

April 10: Reviewing Compensation Survey Results – Michael F. Maciekowich

You've decided to participate in a compensation survey -- now what do you do? Michael F. Maciekowich, National Director, Astron Solutions, will review: Using Market Data, Understanding Your Market, Aging of Data, Conducting a Custom Survey, Analyzing and Presenting Data, National Trends for 2008, and Pro-Active Employer Responses to Flat Budgets. A review of a recent survey conducted among SHRMTTC member organizations will be included in the presentation. In addition Christian Harris, an Economist with the Southern Tier Regional Division of Employment Services of the U. S. Department of Labor will give a fifteen-minute presentation on what the U. S. Department of Labor has to offer employers in the area of compensation data.

We are also delighted to note that Barbara C. Deinhardt, the newly appointed Chair of the New York State Employment Relations Board will speak briefly.

This program has been pre-approved for 1 re-certification credit towards PHR, SPHR, or GPHR.

May 21: Annual SHRMTTC Conference at Ithaca College – mark your calendars now!

The Keynote speaker will be Johnny Taylor, Past President of SHRM. If anyone would like to help with the conference, please contact Barbara Policay at 266-3210 or bpolicay@claritas.com

June 19: Preventing and Investigating Employee Misconduct – Jeffrey M. Klink

This program has been pre-approved for 1 re-certification credit towards PHR, SPHR, or GPHR.

July/August Break – No meetings

September 17: Strategic Recruitment - 8:30 – 11:00 – Constance Thompson

Special two hour session

October: (Date TBD) Diversity – Trevenna Byrd

November 18: Legal Update & Election of Officers – Peter A. Jones, Bond, Schoeneck & King

December 4: Silent Auction, SHRM Foundation

Upcoming Events of Interest to SHRM TC Members:

Voice in Albany Day, April 14-15, Albany, New York

SHRM State Conference, July 13 – 15, Saratoga Springs, New York

Best Regards on behalf of the SHRMTTC Board of Directors,

Deb Shigley, PHR

President, SHRMTTC Board