

AFFILIATE OF



December 2006

Message from the President

2006 has been a fun and exciting year for the SHRMTTC Board. SHRMTTC sponsored their first ever annual all day conference, partnered on the all day Diversity Conference and devoted time to editing the chapter by laws. We ended the year with a bang with the silent auction to benefit the SHRM Foundation and Jacque Washington working with us on our networking skills. I hope you enjoyed your membership this year and will join us for another great year in 2007.

We would like to hear YOUR news and help you celebrate! Please feel free to send announcements of your HR-related accomplishments, awards, certifications, promotions, etc. and send them to news@shrmtc.org

If you have any ideas for next year's programming or projects that you would like the Board to consider, please email me at president@shrmtc.org.

Recap of SHRMTTC Networking Meeting, December 14, 2006 and Results of the SHRM Foundation Silent Auction: Thanks to all who attended the December 14 Networking Workshop with Jacque Tara Washington, as well as those who participated in the silent auction for the SHRM Foundation. **A total of \$659.50 was raised for a great cause!**

Legislative Update:

Reminder to our Members: The New York State Minimum Wage will increase on January 1, 2007 to \$7.15 hourly. The required minimum wage poster you now display in your workplace will have to be updated!

For free copies of the required workplace poster, click on this link at the NYS Department of Labor website: [http://www.labor.state.ny.us/formsdocs/wp/IS207_rev_2007%20\[Converted\].pdf](http://www.labor.state.ny.us/formsdocs/wp/IS207_rev_2007%20[Converted].pdf)

Open to Members and Non-Members: Electronic Employment Eligibility Webcast

On December 6, 2006, SHRM, in conjunction with the American Council on International Personnel, College and University Professional Association for Human Resources, HR Policy Association, and the International Personnel Management Association, conducted a web cast on ***Immigration Reform and Electronic Employment Eligibility Verification: What's Required Now and What May Be In Store For HR Professionals?*** This web cast drew more than 5,700 people, who were able to gain valuable knowledge from immigration experts Gerri Ratliff, U.S. Department of Homeland Security; Michael Aitken, Society for Human Resource Management;

Cynthia Lange, Esq.; and Lynn Shotwell, American Council on International Personnel.

The web cast discussed verification procedures currently required of U.S. employers, provided an update on congressional activity, and addressed recently-enacted changes in state law regarding employment verification requirements. It was followed by an informative and comprehensive Question and Answer session. The recorded web cast is available via the [SHRM archives](http://www.shrm.org/webcast/06december/) (<http://www.shrm.org/webcast/06december/>) - now open to SHRM members and non-members.

Certification Corner:

Good luck to all SHRM TC members who are scheduled to take their exams in December and January!

Please notify Laurel Parker at lkp5@cornell.edu when you pass your PHR or SPHR exam. We would like to congratulate you on your success as well as update our membership information.

Note: Periodically, the Human Resource Certification Institute (HRCI) updates the HR body of knowledge tested in the national PHR/SPHR exams to ensure that the HR body of knowledge is up to date and relevant to HR practitioners. HRCI recently released its 2007 body of knowledge, which will be tested for the first time during the May/June 2007 testing window. The new body of knowledge will be available at www.hrci.org after the December 2006/January 2007 testing window ends.

The 2007 *SHRM Learning System*® follows the organization of the newly released HRCI body of knowledge. The new 2007 SHRM Learning System will be available after January 2007 testing window ends.

A Transition Book was created to bridge the gap between the 2006 and 2007 Learning System. It is designed for users who began their studies with the 2006 Learning System and will take the exam in 2007. The book contains the major changes that occurred from 2006 to 2007. While not every change can be included, the Transition Book provides an overview of the most important changes. This book gives purchasers of the 2006 Learning System additional flexibility if they need to postpone or retake the certification exam in 2007. The book will not be available after the May/June 2007 exam.

More information on the 2007 HR Body of Knowledge, the SHRM Learning System, and the Transition Book will be shared as soon as it becomes available.

A spring study group will be forming to prepare members for the May/June testing window. Please contact Laurel Parker at lkp5@cornell.edu for more information.

Announcement from SHRM National: SHRM's Northeast Regional Student Conference and HRGames!

An exciting event is taking place for the first time in spring 2007: **SHRM's Northeast Regional Student Conference and HRGames!**

This new event will be held at Rutgers University in New Brunswick, New Jersey, March 30-31, 2007 and will combine the HRGames competition with a slate of educational and networking opportunities to add even more value to an already great program.

HRGames (<http://www.shrm.org/students/hrgames/>) is an academic competition for SHRM student chapters. It provides a positive and exciting way to prepare students for the human resource profession and the Professional in Human Resources (PHR) certification exam conducted by the Human Resource Certification Institute (HRCI).

Since the HRGames competition is open to undergraduate student chapter members only, the addition of educational content provides an opportunity for graduate students, student members not competing in the games, and student members-at-large to benefit from attending a regional event. SHRM believes this will open the door to more students and more participation at the regional level as well as greater learning and networking.

The Student Conference and HRGames will kick-off the afternoon of Friday, March 30th and will include opportunities for students to network with their peers and HR professionals, HRGames matches, motivational speaker, as well as food and beverages. Saturdays schedule will continue with educational sessions, career development opportunities, and the HRGames championship rounds. The organizers will cap things off with an awards banquet Saturday evening, which is an opportunity to celebrate all of the students' successes. All participants are expected to stay for the banquet, so please make travel plans accordingly. A formal agenda will be available online in the near future.

SHRM is currently in the planning phase for this event, so please mark this on your calendar and be on the lookout for further information. The volunteer co-chairs for this event are Grant Schneider and Matt Prail with the assistance of SHRM's Northeast Regional Manager, Phyllis Shurn-Hannah. If you have any questions, feel free to contact the Northeast Region Student Conference and HRGames committee listed below:

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Upcoming SHRM TC Events and Membership Meetings

Please mark your calendars now for these upcoming events. *Please note: the new location of our 2007 meetings is the Ithaca Country Club!*

2007 Membership Meeting Calendar

Beginning with our January meeting, the Time and Location for our 2007 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.).

January 16, 2007: Strategically Working with Organizational Leadership –Robert Rich, ILR Cooperative Extension

Topic Detail & Format:

- Core Components of a Strategy
- HR as an invisible organizational asset
- Establishing Value Creation Aspect of HR
- Competency Value Model for HR

Deliverables

- How HR can earn a seat at the table.
- How HR practitioners can frame information in a way that Organizational leadership understands.
- De-mystifying the Competency Values Model.
- Participants will identify an action they can move forward with in their organizations and create a strategy to partner with t organizational leadership.

Robert Rich is a Senior Extension Associate at Programs for Employment and Workplace Systems where he is also Director of the Cornell Job Retention and Expansion Program. He works in both the public and private sector in organizational change and development based on principles of Participatory Action Research. His area of specialty is design and facilitation of large and small group processes, including Search Conferences. He has recently developed a participatory work environment assessment process to address diversity and inclusion issues among others. Recent clients are Hobart William Smith Colleges, the City of Ithaca, NY, the New York State Department of Environmental Conservation and Indiana University of Pennsylvania. He holds a BA from SUNY Geneseo and is a candidate for the Masters of Professional Studies at Cornell University.

February 8: Corning Incorporated, An Approach to Metrics, Steve Capper, Corning Inc.

This presentation will provide an: overview of Corning Incorporated, Corning HR, metrics, examples, and sources. Specifically, Mr. Capper will cover efficiency and effectiveness metrics, generating meaningful data, as well as illustrating “how to” create and manage metrics. There will be ample time for questions and answers.

March TBD: Finance 201 – How to show that HR programs DO affect the bottom line -- and show the numbers! **Expected topics discussed will be:**

- How wellness programs reduce health care costs, absenteeism
- How targeted recruiting efforts affect turnover costs
- How flextime/place reduces absenteeism and increases productivity
- How this shows up on profit/loss statements!

April 26 (Thursday): Labor Unions 101 in NYS – Speaker, Michael Sciotti, Hancock & Estabrook, LLP, will address negotiation and management of collective bargaining agreements.

May 23: Save the date! SHRM TC will once again sponsor a one-day conference at Ithaca College. Plan to join us! Volunteers are needed and any member is welcome to join the planning committee. Please contact Barb Policay, conference chair, to volunteer, at bpolicay@claritas.com

June TBD: How to make flex/time/nontraditional work schedules work in traditional environments

July/August: SHRMTTC Break – Members are encouraged to attend the National SHRM and NYS SHRM conferences

Sept. TBD: Adult and Workplace Learning: Challenging your Practices and Beliefs

Oct. TBD: Life Quality Conference Speaker, in partnership with Cornell University

Nov. 15: Annual Meeting and Legal Update, with Peter A. Jones from Bond, Schoeneck, & King

Dec. TBD: Networking Meeting and SHRM Foundation Silent Auction

Upcoming Events of Interest to SHRM TC Members:

April 16-17, 2007 -- Save the date! April 16-17, 2007 will be the next HR Voice in Albany Day! Details will be provided in future newsletters.

Best Regards on behalf of the SHRMTTC Board of Directors,

Judy Drake, PHR

President, SHRMTTC Board