

## AFFILIATE OF



May 2005

### **We are a Superior Merit Award Chapter!!!**

Congratulations, SHRM Tompkins County members – we were notified on April 22, 2005 that we are a Superior Merit Award chapter for our scope of work during 2004!

In order to receive this honor, SHRM chapters must demonstrate an exceptional ability in operations, the professional development of chapter members, promotion of the profession and support of SHRM in partnership. Winners of the award will receive award podium banners and recognition in SHRM publications and at conferences.

This is the sixth year in a row that our chapter has received a Merit award, and the fourth year in a row that we have received a Superior Merit award.

### **Visit Albany Day Summary**

On April 5<sup>th</sup>, the New York State Business Council organized a day for HR professionals from throughout the state to meet with their legislators to discuss employment related legislation. The day began at the New York State Business Council office with a review of two current legislative issues: Workers Comp Reform and Paid Family Medical Leave. The review session was followed by the presentation of a mock meeting with an Assembly member aimed at helping the HR professionals to effectively use their time with their legislator to discuss the issue and garner support for their position.

While each HR professional was free to present their own perspective, the predominant view was that Workers Compensation Reform was needed to allow NY State Employers to improve their competitiveness and improve job creation. Average claim costs for NY are almost double the cost for NJ and PA. Specifically, partial disability claims should be limited to a maximum time frame to encourage re-tooling and reemployment whenever possible and scheduled benefits should be reduced or eliminated when an employee returns to work. Currently in NY, there is no limit to length of receiving partial disability payments and scheduled benefits are not adjusted when a person returns to work and receives regular compensation.

The Families in the Workplace Act that is being proposed uses the state's disability funds to pay for non-disability related time off. This includes paid time off mandated for attending school events for their children and removes the seven day exclusion. Without a seven day threshold, the state would

effectively be mandating a paid sick leave for all employers in NY. The consensus of the group was that this legislation would not be in keeping with the intent of the State's disability program and should not be considered.

### **RECAP April 13 Membership Meeting – A Legal Update on Two Issues: Same Sex Partnerships and Workplace Privacy**

Attorney Paul Limmiatis from Bond, Shoeneck and King, PLLC, presented an informative update on the case law and other legislative changes surrounding same sex partnerships/same-sex marriages and their effect on human resource management considerations such as policy and benefits, as well as a discussion of workplace privacy – both from an electronic perspective as well as a physical (i.e. desk, locker) perspective. Mr. Limmiatis' slide presentation is now available on the [www.shrmtc.org](http://www.shrmtc.org) website in the "related links" section.

*Those who attended this presentation receive 1.25 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI).*

### **May SHRMTTC Membership Meeting – May 12, 2005 – End-of Life Directives/Having Difficult Conversations**

The **Tompkins County End of Life Coalition** presentation to the SHRM TC membership will define advance directives and illustrate how critical it is to have them in place so that we retain control over our care, rather than turning it over to medical practitioners who may not know our wishes, or to the judicial process if there is conflict and we have not made our desires known. The group will talk about how to approach the conversations one needs to have with proxies about personal preferences for care, how to fill out the forms, how many copies to make and where to keep them. Seminal cases on which end-of-life laws have been created have involved young people like Karen Ann Quinlan and Terry Schiavo, who had lain tethered to a life support machine because advance directives were not completed.

The SHRMTTC membership would provide a valuable service to their individual employers in finding opportunities to address this issue following the presentation. Encouragement from the workplace may be a key to getting more people to think about what kind of care they want if they are no longer able to make their wishes known.

Following the End of Life coalition's presentation, **Linda Starr, Coordinator, Cornell University Employee Assistance Program** will coach the group on techniques for having difficult conversations. SHRMTTC members may then use those techniques to encourage their employees to complete end-of-life directives, or offer those techniques to employees themselves.

We look forward to seeing everyone at this meeting. Please RSVP to [rsvp@shrmtc.org](mailto:rsvp@shrmtc.org) by Thursday, May 5. Details are:

Date: Thursday, May 12, 2005

Place: Clarion Hotel, Sheraton Drive, Ithaca, NY

Time: 8:30-9:00 – Registration, Networking, Continental Breakfast  
9:00-9:30 – Presentation: End of Life Directives  
9:30-10:00 – Presentation: Having Difficult Conversations  
10:00-10:30 – Door Prize, Networking  
Cost: SHRMTTC Members – No Charge  
Non-members - \$20.00

**SHRMTTC Members Invited to May JSEC Seminar**

The Cortland JSEC has invited interested SHRMTTC members to attend their May 19 seminar by Bob Blenn on “Overcoming Negativity in the Workplace”. Those who missed Bob present this topic at the October 2004 SHRMTTC/HRATT conference in Corning now have another opportunity! Details below:

*Cortland JSEC*

**Where:**

SUNY Cortland  
**\$15.00-Payable to:**  
Corey Union-The Caleion Room  
**Cortland JSEC**  
Neubig Road

**When:**

Thursday, May 19, 2005

**Cost:**

8:00-8:30 am- Registration &  
Hot Breakfast Buffet  
8:30-11:30 am- Presentation



NY JSEC has approved this program for **3.0** re-certification credit hours toward PHR and SPHR re-certification through the Human Resource Certification Institute ([www.hrci.org](http://www.hrci.org)).

Cortland

**Program Description:**

Workplace negativity is like a virus of pessimistic behavior that spreads rapidly from one person to another. It can be “carried” to work or “caught” at work. Negative reactions are certainly a normal part of life and can be expected from time to time. Negativity can serve to alert us to pending concerns or danger.

It becomes problematic when it becomes routine or pervasive in an environment. Over time, it creates a downward spiral that draws almost everyone down with it. Instead of spurring action, it shapes an environment of apathy or resentment that dramatically erodes performance. And it only takes a single person to “poison” the workplace.

This workshop will explore ways to turn a negative outlook to a more positive one by increasing other’s awareness of the impact of their pessimistic outlook and its root cause.

Bob Blenn is the principal of a management and training consulting firm, "Human Performance Solutions" located in Johnson City, N.Y. established in 1997. They provide organizational development and change initiative strategies, as well as leadership and supervisory skill enhancement, customized to increase productivity at retail,

manufacturing and service companies throughout the United States. He has held a wide range of leadership positions from front line through corporate staff.

For more information and to register, contact Kelli Yacavone @ Tel: 607-756-7585 or [bcarla@labor.state.ny.us](mailto:bcarla@labor.state.ny.us)

### **June SHRMTTC Membership Meeting – Wednesday, June 1, 2005 –Cocktail Hour Networking Cruise on the MV Manhattan**

Please join us on Wednesday, June 1<sup>st</sup>, from 5:00 – 7:00 pm as we cruise Cayuga Lake on the M/V Manhattan. This is an excellent opportunity to get to know your fellow HR colleagues and meet other people from the business community. Hors d'oeuvres will be provided and a cash bar is available. SHRMTTC is pleased to be able to offset most of the cost of the event in the spirit of community networking. We only ask that you promote SHRMTTC membership to your co-workers and invite them to come aboard. Pre-registration is required. A \$10 per person fee will need to be paid at the dock. Boarding begins at 4:30 pm at the former Bistro Q dock at 708 W. Buffalo Street. Don't worry if the new restaurant at that location is not yet open – just come back to the dock. RSVP to [rsvp@shrmtc.org](mailto:rsvp@shrmtc.org) by Wednesday, May 18<sup>th</sup>. No-shows will be charged. Hope to see you there!

### **PHR/SPHR Exam Preparation Study Group Still Open to Those Interested**

The PHR/SPHR Exam Preparation study group is meeting on Wednesday mornings at Ithaca College. For persons still interested in joining to prepare for the May-June 2005 testing opportunity, email: [president@SHRMTC.ORG](mailto:president@SHRMTC.ORG). (The late deadline date to apply for the May/June PHR, SPHR and GPHR exams was April 22.) Interested in a fall preparation study group? Email [president@SHRMTC.ORG](mailto:president@SHRMTC.ORG) and let us know!

### **Reminder: Scholarship Applications Due!**

#### **SHRM Foundation Regional Scholarship Program**

The SHRM Foundation Regional Scholarship Program is a flexible awards program designed to assist working National SHRM members. Scholarships are awarded annually to professional, general and associate members pursuing a college degree or working towards SPHR or PHR certification. The number of scholarships and the individual award amounts will vary each year depending on the number of applicants and their financial needs. However, a total of \$6000 in scholarship money is available for SHRM members in your region, and a total of \$30,000 will be awarded nationwide in 2005.

Individuals may apply for either an Education Scholarship or a Certification Scholarship, and applicants may specify the amount of money they are requesting up to \$3000. For example, if your organization does not reimburse you for taking the certification exam, you could request a scholarship for the amount of the exam fee. Or you might be working on your master's degree. If your tuition reimbursement does not cover your full college costs, you could request a

scholarship to cover the additional expenses. Chapters and state councils may also apply for scholarship funds to support certification-training programs.

**The 2005 application deadline is May 15.** To learn more about the scholarships and to download an application, please visit [http://www.shrm.org/foundation/2002\\_scholguidelines.asp](http://www.shrm.org/foundation/2002_scholguidelines.asp)

### **The SHRM Sons and Daughters Scholarship Program**

The Sons and Daughters Scholarship Program was established by the Society for Human Resource Management to help finance higher education for the children of its members. Applicants must be children of National members of SHRM. Applicants may either be high school seniors, high school graduates, or first-year college undergraduates enrolled or planning to enroll in a full-time course of study at an accredited four-year college or university. Scholarship recipients are selected on the basis of academic achievement, leadership and participation in school and community activities, honors, work experience, statement of educational and career goals, and recommendations. All applicants are notified of their status in late June. Awards are \$1,500 each and may only be used for the first or second year of undergraduate study. A total of twenty-four (24) scholarships are awarded annually.

Students must complete the application and mail it along with a complete high school or college transcript of grades to Scholarship America, **postmarked no later than May 15.** Applicants are solely responsible for gathering and submitting all necessary information. All information submitted is confidential and will be reviewed only by Scholarship America personnel. To download an application, go to <http://www.shrm.org/sons&daughters/SonsandDaughtersApp.doc>

### **A Request from the Ithaca Breast Cancer Alliance (IBCA)**

Dear Human Resources Professional,

For over eleven years the Ithaca Breast Cancer Alliance (IBCA) has helped literally thousands of people in Tompkins County and the surrounding communities whose lives have been affected by breast cancer. Our clients have included both women and men: some have found a lump or another breast anomaly; others have been diagnosed with breast cancer. We have educated people in the community who want to know more about the disease. We have helped family members, partners, friends and neighbors – anyone who wants to support someone close to them who is undergoing diagnosis, treatment, or the after-effects of breast cancer management.

I'm writing to let you know that IBCA is here for you, as well; and we hope you will call on us any time we can be of help. Here are just some of the ways that we could be of particular service to you and your employees:

- Our client services staff work with women who have been diagnosed with breast cancer or are concerned about a lump or other suspicious finding. Our goal is to help them understand their treatment options and to connect them with other services, like support groups, that are available through IBCA and elsewhere.
- Many people come to us regarding someone they know who has breast cancer. Often it's a spouse, partner, or friend. We also assist people who are concerned about someone who lives out of town:

maybe their mother, grandmother, or sister. No matter what the circumstance or relationship, we are here to help you help them with information and support.

- IBCA staff and volunteers can visit your worksite and talk with individuals or groups of employees about breast cancer and related matters. We can also set up an educational display table and/or give a presentation about breast cancer to your employees.
- IBCA has educational materials that we would be happy to send you in quantity to have available for your employees. Enclosed are samples of our most current brochures: *If you find a lump*; *If you have breast cancer*; *If you know someone with breast cancer*; *A Breast Cancer Guide*; and *What you should know about breast cancer*. Please let us know if you would like additional copies of any or all of these materials.

For more information about these and other IBCA services, please contact us at 607-277-0960 or visit our website at [www.ibca.net](http://www.ibca.net). All of our services are provided free of charge.

Thank you for your consideration. We look forward to hearing from you and helping you in any way that we can.

Sincerely yours,

Christine Sanchirico  
Executive Director

### **An Opportunity from Bob Nelson, the Rewards and Recognition Guru**

A plea from Bob Nelson, president of Nelson Motivation Inc.:

“A friend of mine, Rhonda Rhodes, who is a human resource manager at Universal Studios Florida (and formerly at Disney) is getting her masters degree in human resources and doing a very interesting research project on Vacation Utilization and Work Life Balance. If you can spare a few minutes to take a brief survey and are interested in receiving her results, please visit the below Internet address and forward this request to others who might also be interested in participating. Many thanks!”

<http://www.surveymonkey.com/s.asp?u=80533967477>

(Bob Nelson, Ph.D., is president of Nelson Motivation Inc.; a frequent presenter to management groups, conferences and associations; and a best-selling author of 1001 Ways to Reward Employees (now in its 47th printing), 1001 Ways to Energize Employees, The 1001 Rewards & Recognition Fieldbook, 1001 Ways to Take Initiative at Work, Managing For Dummies, and his most recent book, The Management Bible.)

Best Regards on behalf of the SHRMTTC Board of Directors,

Brian Martinson  
President, SHRMTTC Board