



Human Resources Association of the Twin Tiers

April 2014
Twin
Tiers
HR Times

The President's Corner

HRATT Current members:	86
SHRM members:	52 (60%)
Certified members:	16 (18%)

Hello Everyone,

Just as the signs of spring outside start to show us that new life and energy will abound, the month of April for HRATT brings with it many signs of progress, energy and engagement.

We are so pleased to be recognized by the Society for Human Resources Management (SHRM) for our accomplishments in 2013. We are recipients of the EXCEL Silver Award for 2013 for the strategic activities and initiatives we pursued last year under the leadership of our Past President, Debby Truitt.

Your President and President-Elect attended the quarterly NYS SHRM State Council Meeting held in Rochester on April 4 and reported on chapter initiatives for the first quarter of 2014 for the first time. We also participated in a Leadership Conference the following day.

We have worked diligently as a board to begin updating our website, enhancing our college relations and workforce readiness, and filling our monthly calendar of programs.

Our most recent program on Social Media was very informative and helped me personally to see the need to expand our reach to serve our membership. As our speaker, Sean Lukasik noted, authentic and relevant content will attract people to your site, company, page, or blog. I hope this is true for us too. HRATT must strive to be relevant to all of you and I hope you find the material in this newsletter informative, interesting, and helpful in some part of the work you do. If you have thoughts or feedback you are willing to take the time to share, please drop me a note at Jenine.cleary@mascocabinetry.com or a tweet @JenineCleary.

Respectfully,

Jenine J. Cleary, SPHR

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March 2014 SHRM Foundation News Update

SHRM Foundation Identifies Future Global Trends

In 2013, the SHRM Foundation launched a new strategic thought leadership initiative to help HR professionals prepare for future changes. Working with the Economist Intelligence Unit (EIU), the Foundation began a multiphase program to identify and analyze critical trends likely to affect the workplace in the next 5-10 years. They conducted a rigorous process of surveys, expert panel discussions and analysis to identify key themes. The following three critical themes were identified from this process:

1. Evolution of Work and the Worker. The globalization of business, changing demographics and changing patterns of mobility will continue to change the nature of the work and the worker.
2. Engaging and Integrating a Global Workforce. Cultural integration and clashed/unrest will continue to grow globally at both a societal and corporate level.
3. Use of Talent Analytics for Competitive Advantage. Talent shortages will continue to grow globally, requiring HR to become the provider of human capital analytics for input to strategic business decision-making.

Now that the trends have been identified, the Foundation is focusing on informing “what’s next,” and promoting more evidence-based research to identify solutions for the resulting HR challenges. An extensive report on Theme 1, the Evolution of Work and the Worker is now available for complimentary download.

Two similar reports will be released later in the year to provide evidence for the next two themes. These reports will provide insights to help leaders plan more effectively for the future. In addition, these data present excellent background information for students and researchers who wish to study the many questions raised. Additional articles and reports will be created to identify specific implications for HR and to guide future research on these themes. Download your complimentary report and read more about this initiative at www.shrmfoundation.org/ShapingTheFuture.



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Age Diversity

By Joanne Conley-Pease, Diversity Chair

This trend leads to a new take on workplace diversity—**age diversity**. Today’s workforce spans four generations: Traditionalists (born before 1946); Baby Boomers (born 1946-1964); Generation Xers (born 1965-1981); and Millennials (Born 1982-2000). As mature adults remain employed, we increasingly need to understand the strengths and challenges inherent in multigenerational workplaces, and find ways to leverage age diversity.

The popular press paints a picture of generational divide at work. Mature workers (Traditionalists and Baby Boomers) are portrayed as loyal and hardworking, but dinosaurs when it comes to innovation and technology. Younger employees (Generation Xers and Millennials) are viewed as innovative, but disrespectful, lazy, and egocentric. Taken at face value, these stereotypes can lead to conflict and turmoil in the workplace.

The reality, according to research, is that generations are different in some ways, but similar in many more. More gap than chasm, generational differences have subtle impact, not the dramatic conflict portrayed in the popular press. Research by Jennifer Deal, author of *Retiring the Generation Gap*, points to the similarities between generations. Workers of all generations will need to be sensitive to differing perspectives across age cohorts, but also find ways to connect.

Here are some tips on bridging differences and building on commonalities across the generations.

Rethink what loyalty means. Mature workers value company loyalty, and often view younger workers as lacking company allegiance. Lynne Lancaster, expert on generational differences, points out that Generation Xers are loyal, but to a project, a boss, or a team, not necessarily a company. Loyalty is expressed differently, and needs to be valued and understood through this lens.

Understand core values. Generational groups share common core values, especially when it comes to family. Young workers are more interested in results than face time, and value balance. Flexibility, whether to care for young children, aging parents, or to pursue adventure is of value to all generations.

Expand communication approaches. Members of the Millennial generation view technology as essential to their lives. They rely extensively on electronic methods of communication. Strengthen communication through technology AND direct communication.

Foster respect, and respect differences. All employees crave respect, but the way it is expressed can differ. According to Jennifer Deal, mature workers feel respected when their opinions have weight. Younger workers want to be heard and respected for their talent and ideas.

Age diversity is a reality in today’s workplace, and will only increase in the future. Transferring knowledge across generations will depend on building relationships and communication approaches that work for all employee groups. Workers of all ages add tremendous value to our organizations, and will be important components in the diverse workforce of the future.



MINIMUM WAGE, OVERTIME, AND POLITICS

by

Conrad R. Wolan, Esq.

Emily A. Crabtree, Esq.

The federal minimum wage is in the news again following President Obama's State of the Union Address at the end of January. The proposed Harkin-Miller bill (also known as the Fair Minimum Wage Act of 2013) would increase the federal minimum wage over three years to \$10.10, after which it would continue to rise to keep up with inflation:

	Minimum Wage
Currently	\$7.25
3 months after bill passed	\$8.20
One year after first increase	\$9.15
Two years after first increase	\$10.10
Three years after first increase	Indexed with inflation

The minimum wage for tipped workers would also increase, first to \$3.00 and then by \$0.95 each year until it reaches 70% of the minimum wage in effect. Twenty-one states and the District of Columbia currently have a minimum wage higher than the federal minimum, including New York. Pennsylvania maintains the same minimum wage as the federal minimum.

With the proposed legislation facing political hurdles, the President recently took matters into his own hands. He signed an Executive Order requiring a similar minimum wage scheme to be imposed on certain types of federal contracts. The new scales go into effect for new and renewed contracts on or after January 1, 2015. In a related move, the President recently directed the Department of Labor to review its overtime regulations with the express goal of expanding overtime protections to more employees. While overtime requirements come from the statutes enacted by Congress, the Department of Labor has broad authority to interpret those rules.



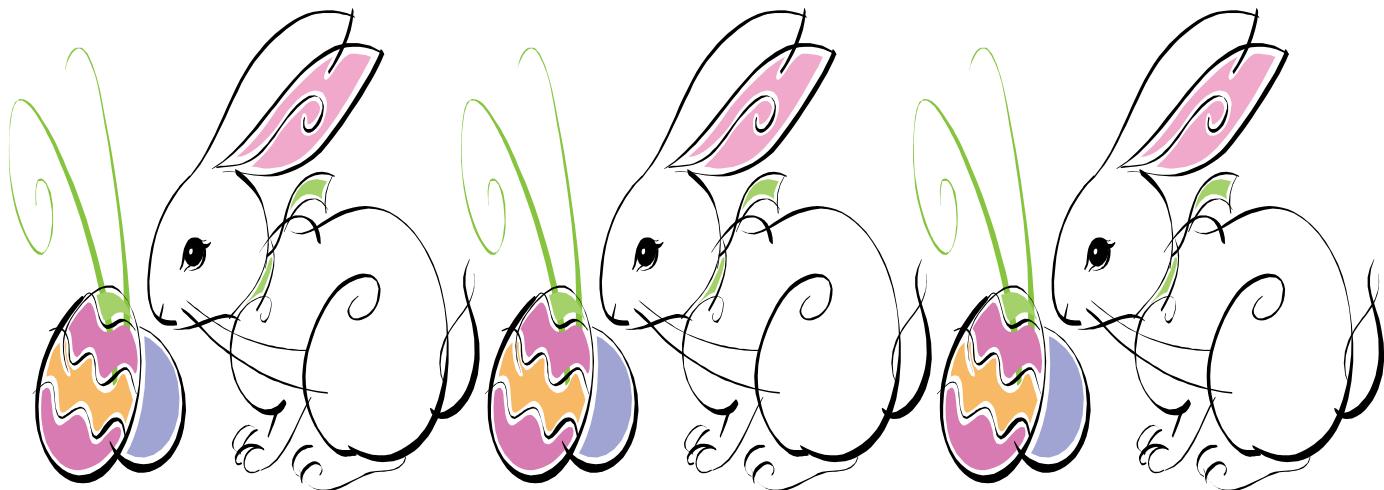
Work Force Readiness

By Diane Vang

Career Development Council (CDC) is an educational not-for-profit affiliated with the Greater Southern Tier Board of Cooperative Educational Services (GST BOCES). CDC supports the GST BOCES Career Development Council CoSer (Cooperative Service Agreement). Our mission is “*To coordinate a regional partnership that integrates the education system with the world of work so that learners will be successful in the workplace.*”

Last year, CDC provided over 27,000 career exploration and workplace readiness experiences for students in the GST BOCES region and beyond. Businesses share with students and teachers what skills are needed in today’s workforce. Students explore career options and build workforce readiness skills. Career experiences coordinated by CDC include internships, career panels, career days, job shadows, classroom career speakers, career field trips and mock interviews. HRATT members have volunteered their time and expertise at many of these programs over the years. CDC is proud of its partnership with HRATT and truly appreciates the hours that HRATT members contribute in support of students and CDC’s workforce readiness programs. Workforce Readiness is considered a core leadership area of the Society of Human Resources Management (SHRM) and is therefore in keeping with the values of SHRM and our local chapter, HRATT.

CDC, Inc. is beginning its annual fund drive for 2014-2015. The fund drive 100% supports CDC programs by purchasing program supplies, providing transportation, providing lunches for day-long events, postage, printing and other miscellaneous program items. If you or your business would like to support Career Development Council programs through a donation to our Fund Drive or through other means to help the students we serve, please contact Diane Vang at 607-795- 5320 or dvang@gstboces.org with questions or for a Program Sponsorship Menu. Checks may be made payable and mailed to: Career Development Council, Inc., GST BOCES, 459 Philo Road, Elmira, NY 14903.





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The Association

VISIT US ON THE WEB:
WWW.HRATT.ORG

The Human Resources Association of the Twin Tiers (HRATT) is an organization for human resource professionals from the private and public sectors who daily deal with personnel matters, wage and salary administration, labor relations and other aspects of human resource management.

HRATT serves the Twin Tiers including the counties of Chemung, Steuben and Schuyler in New York, and Bradford and Tioga counties in Pennsylvania.

HRATT meets on the 2nd Thursday of the month in the Elmira-Corning area. Meetings usually alternate between breakfast and lunch unless otherwise indicated, except July and August. On the months where a holiday is involved in the week, we move the meeting to the 3rd Thursday of the month.

Goals

1. Provide the members a means for exchange of information on area HR practices & challenges.
2. Further members' professional development and education.
3. Develop & publish a survey of wage/salary & HR practices in the area.
4. Enhance the area's labor relations image.

Benefits of HRATT Membership

- Monthly meetings dealing with local and national HR issues.
- Professional speakers covering current HR topics.
- HRATT Membership Directory.
- Networking with local HR professionals.
- Opportunities for professional and personal growth

