



December
2016
Twin Tiers
HR Times

2017
HRATT
Current
members: 53

SHRM
members: 24
(45%)

Certified
members: 9
(17%)

President's Report

As we wrap up 2016, I hope that you will look back on this year as a success, both personally and professionally. As a local SHRM chapter, I am pleased with the progress we made through the year and I am looking forward to having greater knowledge in the second year of my term as President.

We presented a successful program in November as our President Elect, Matt Burr, discussed **Organizational Misbehavior**. This was a new and interesting topic and we thank you for attending and participating. We also enjoyed having members attend our Member Appreciation Luncheon in December. We hope you enjoyed your HR kit: coffee mug - to make sure we are well caffeinated; bandaids - for days when we are beat up; Advil - to calm headaches that may occur during the day; tissues - to use either on ourselves or for those we may be assisting in our daily lives; and of course chocolate (for obvious reasons). We have started to solidify our meeting presentations for the upcoming year and are pleased with the topics and presenters. The full 2017 schedule will be forwarded to our members and placed on the website soon.

I am pleased to report that we have a full board entering 2017. In our Core Leadership areas, **Sue Pawlak** will be our new Workforce Development Chair. Sue is with Career Development Council and is replacing Diane Vang as she begins her retirement. **Chelsey Gavin** will be the College Relations Chair as we work to develop a Student Chapter with Mansfield University. **Megan Cole** is filling our vacant Marketing Chair position and has already been instrumental in adding a Facebook page and Twitter account (more information to come). **Rick Shay** is excited to take on the SHRM Foundation Chair to raise money throughout the year for the SHRM Foundation. **Angela Wood** will take on the challenge as Web Master in trying to make sure information is readily available on our website. **Catherine Murray** will be filling the vacant Certification Chair position which is responsible for our monthly meeting programs and verifying certification credits. We welcome you all!

As we strive to provide our members with great programs, opportunities to network and reach out to other human resource professionals, we encourage you to assist us with feedback to help us make this organization an active and beneficial local SHRM chapter. As a board, we will continue to strive to make our organization valuable to you as a human resource professional. We welcome your feedback and suggestions, as this is truly your organization.

Enjoy the holiday season with friends and loved ones and may 2017 be happy and peaceful!

May you prosper and continue to grow...

Sharon L. Swartz, PHR SHRM-CP

HRATT President



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Employment Law Briefs

Conrad R. Wolan, Esq.

Changes In . . . Everything?

On November 22, 2016, at the proverbial last minute, the federal court for the Eastern District of Texas issued a preliminary injunction preventing the United States Department of Labor from implementing its new overtime rule, which was set to go into effect on December 1, 2016. I would imagine that virtually everyone reading this article had spent at least some time in the last year considering what effect the new rule would have in your workplace. Many of you went to great lengths to make changes in compensation and timekeeping in order to comply with the anticipated rule.

While the rule has indeed been halted for the moment, the United States Department of Justice, on behalf of the Department of Labor, appealed the preliminary injunction to the Fifth Circuit Court of Appeals. A decision should be forthcoming fairly quickly (at least “quickly” for the legal system). In the meantime, employers had to figure out what to do as of December 1. In my practice, I have heard from employers who have either decided to stick with the old rule or to continue with the changes. The decision to go in either direction was definitely a personal one, depending on each employer’s individual workplace needs and the amount of effort that went into anticipating the new changes. The only thing definitive that anyone can say right now about this topic is that no one knows exactly when certainty

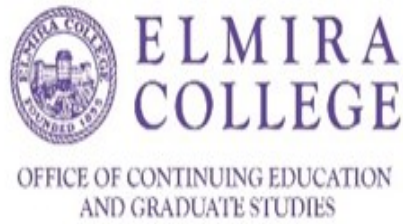
In other news, there was a presidential election. Even people who are not particularly into politics might have noticed. While it is much too early to determine what will and won’t change under the new administration, all indications are that a pro-employer mindset is coming to Washington. Everything is indeed subject to change, including minimum wage, overtime, union rules, and even safety regulations. It will take some time for the bureaucratic machinery to process this new mindset; however, we can probably expect one of the most striking course changes in decades.

The new overtime rule is a case in point for the new Washington. While the current administration is defending the rule, it certainly appears likely that the new administration will back off. The only questions are “How much?” and “How soon?”

Stay tuned for lots and lots of changes.



Happy
Holidays!



SHRM-CP and SHRM-SCP Accreditation and Spring 2017 Certification Exam Prep Course

In November 2016 both the SHRM-CP and SHRM-SCP exams were accredited by the prestigious Buros Center for Testing. The Center is the leading review body that accredits exams of the legal, medical and other professions. The accreditation process is rigorous, “according to Kurt F. Geisner, Ph.D....SHRM not only met the standards for accreditation, but also found to be thoroughly competently and appropriately meeting the mission of SHRM, and therefore the needs of the public.”

There are now over 96,000 HR professionals SHRM-certified, applications increased over 32% from 2015. The SHRM certification testing requirements will be changing in 2017, new course offerings will be held locally beginning in March 2017.

Elmira College in partnership with SHRM is in the process of scheduling a Spring 2017 10-week 36-hour intensive program, which combines expert instruction with the SHRM Learning System for both the SHRM-CP and SHRM-SCP Certification Exam Prep Course. This is a great opportunity to study in a group setting with other local HR Professionals.

Next Course Offering:

Monday and Wednesday's, March 6 – May 17, 2017

6:30PM – 8:30PM

Elmira College Main Campus

Cost: \$1295/\$1195 for SHRM Members

More information can be found on the website:

http://www.elmira.edu/academics/Continuing%20Education/Non-Credit_Programs/SHRM_Certification.html

Or by contacting, Joann Kowalski, Director of Continuing Education, by calling (607)735-1825 or e-mail to jkowalski@elmira.edu.

To register for the upcoming 2017 class:

<https://www.eventbrite.com/e/shrm-certification-exam-prep-course-spring-2017-tickets-22286642949>

-Matthew W. Burr, SPHR, SHRM-SCP
HRATT President Elect



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Classes Start Soon. Registration Deadline is February 24, 2017.

Dates: Mondays & Wednesdays, March 6 - May 17, 2017
Time: 8:30 - 8:30 p.m.
Location: Elmira College

Visit elmira.edu/ce for complete details and registration.



ELMIRA
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AND GRADUATE STUDIES



See sponsorship opportunities outlined below-

Level	Description	Sponsorship
Platinum	<p>Exclusive sponsorship of our most popular event – the membership recognition luncheon held in December. This sponsorship level entitles you to:</p> <p>Acknowledgement at the start of the meeting by HRATT Board Member.</p> <p>Five (5) minute engagement of membership audience.</p> <p>Distribution of materials to attendees (must be provided and approved in advance by HRATT)</p> <p>Logo recognition in email blasts to membership.</p> <p>A display table available to attendees.</p>	\$500
Gold	<p>A featured sponsor for a monthly meeting will receive:</p> <p>Acknowledgement at the start of the meeting by HRATT Board Member.</p> <p>Five (5) minute engagement of membership audience.</p> <p>Logo recognition in email blasts to membership.</p> <p>A display table available to attendees.</p>	\$300
Silver	<p>Reach more members through newsletter and website sponsorship. This sponsorship level entitles you to:</p> <p>A half page of space in our bi-monthly newsletter for three (3) consecutive publications.</p> <p>Recognition of sponsorship (logo display) with link to sponsor's chosen web portal association website for six (6) months.</p>	\$250
Bronze	<p>Sponsor a monthly meeting to increase exposure of your product or service to our membership. This sponsorship level will entitle you to:</p> <p>Acknowledgement at the start of the meeting by HRATT Board Member.</p> <p>A display table available to attendees.</p>	\$200



Megan Cole, HRATT Marketing Chair for more information at a.colemacx@gmail.com

**The Human Resource
Association of the Twin
Tiers**

**P.O. Box 904
Elmira, New York
14902**



**VISIT US ON THE
WEB:
WWW.HRATT.ORG**



2017 HRATT Officers

President	Sharon Swartz	sswartz@aomc.org
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College Relations	Chelsea Gavin	gavinc@able-2.org

The Association

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