



October 2016
Twin Tiers
HR Times

HRATT Current members:	113
SHRM members:	61 (54%)
Certified members:	22 (19%)

President's Report

Hello Everyone! Happy autumn and I hope you are enjoying the spectacular show of leaves in our beautiful region!

Last month I had the opportunity to attend the NYS SHRM Conference in Lake Placid. What a great opportunity to choose breakout sessions geared to your interests, network with other human resource professionals and enjoy the conference host site in the Adirondacks. There was much to learn and I have come back feeling revived and with some great ideas for our organization. I would encourage you to consider attending next year in Albany.

I also attended our NYS SHRM Board meeting just prior to the conference and was able to share our accomplishments and opportunities as a local SHRM chapter. **Accomplishments** - HRATT successfully provided monthly programs in July and September with great attendance by our members; we attained the 2016 SHRM Learning System Champion status in providing a SHRM Certification prep course in conjunction with Elmira College; and our fundraising efforts for the SHRM Foundation with headshots for our HRATT members at our July meeting was a great success (we are going to exceed our 2015 donation to the SHRM Foundation). **Opportunities:** HRATT has open board positions for which we have successfully filled two of the seats but look to enter 2017 with a full board; and an opportunity to increase our sponsor relationships. We are one of 14 local SHRM chapters in New York State and one of the smallest chapters. However, it comes with great pride that I am able to speak so highly of our accomplishments and look to other local chapters for ideas to make our SHRM chapter even better.

We have high aspirations as we enter 2017 and have set a date for our **Full Day Conference – Thursday, October 12, 2017 at Corning Community College**. Please save the date and consider being part of the planning committee as we work to secure vendors and speakers; work out the logistics of food and meeting spaces; and make the conference a great event for our members. Please feel free to contact me or Jenine Cleary (Past President) if you are willing to assist.

Thank you to our October monthly meeting attendees that donated professional clothing to be used by women being assisted for domestic violence through the Net Domestic Violence Shelter. We appreciate your involvement and stepping up to assist our community.

We look to you, our members, to be part of our organization as an active member by attending events, responding to surveys, being engaged in presentations, and most importantly – providing feedback to our board on how we may be a better local SHRM chapter. Please feel free to reach out to any board member listed in this newsletter.

May you prosper and continue to grow...

Sharon L. Swartz, PHR SHRM-CP

HRATT President



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Volunteer Opportunities for HRATT Members

A new school year has started and Career Development Council is planning a variety of career exploration events for students in grades K-12 across the Southern Tier. Heartfelt thanks to all HRATT members who have volunteered for the CDC Mock Interviews at Horseheads Middle School on October 26, 2016. Currently, all slots are full but please keep us in mind as we will be re-recruiting for Mock Interviews again in the spring!!

There are many opportunities, through the course of a school year, to volunteer your time supporting Workforce Readiness which is considered a core leadership area of the Society of Human Resources Management (SHRM). The time commitment can be as little as 1 hour of your time to influence our future workforce! Share your career knowledge with students; talk about your background, schooling and experience at Mock Interviews, a Career Day, on a Career Panel or through a business visit/career-related field trip. Shape students' knowledge of soft skills, work expectations, interview skills and help them develop their work ethic. Your efforts would be in keeping with the values of SHRM and your local chapter, HRATT. It would also help HRATT achieve its SHRM goals for the year and CDC would welcome your participation!

Career Development Council is an educational not-for-profit affiliated with GST BOCES. We rely heavily on the generosity of time and expertise of our local business community to provide career awareness and career exploration opportunities for students across our region and we thank you for your support.

If you would like to volunteer your time and/or share your expertise, please contact the CDC office at 607-975-5320 or e-mail me, Diane Vang, at dvang@gstboces.org.

Diane Vang
Executive Director, Career Development Council
Workforce Readiness Chair, HRATT



We're looking for **volunteers** to serve on our Human Resources Committee!

This committee meets 6 times per year,
Fridays at noon for 1 hour.

Interested in learning more?
Contact Joanne Conley-Pease at
PeaseJC@arcofchemung.org
or (607) 442-4414.



SAVE THE DATE

November 10th | **Organizational Misbehavior**

Speaker: Matt Burr

11:45a – 2:00p @ Tags - Lunch Included - 50/50 Raffle

HRCI Credit: 1.5 HR General Credits

SHRM Credit: 1.5 General Credits

December 8th | **Member Appreciation Lunch**

11:45a – 2:00p @ Tags

**Free to 2015 members and those joining for 2016

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

Employment Law Briefs

Conrad R. Wolan, Esq.

Governor Creates Task Force on Misclassification and Exploitation

The Governor of New York signed an executive order in July establishing a permanent “Joint Task Force on Employee Misclassification and Worker Exploitation.” This new Task Force absorbs the work of the preexisting Joint Enforcement Task Force, Nail Salon Industry and Enforcement Task Force, and Exploited Workers’ Task Force, creating a more general approach to these issues. The Task Force will address concerns about workers being exploited through unfair labor practices, including wage theft, retaliation, unsafe working conditions, unstable hours, and illegal deductions. Also of concern is the misclassification of employees as “independent contractors.”

The Joint Task Force is made up of representatives from several state departments, including the Department of Labor, the Division of Human Rights, the Workers’ Compensation Board, and the Department of Taxation and Finance. The Joint Task Force was vested with the power to facilitate sharing of information, establish protocols for inter-agency referrals, establish procedures for referring cases to prosecuting authorities, assess and improve existing methods of investigation and enforcement, work with interested groups to detect and deter exploitation and misclassification, and review existing legal mechanisms to improve enforcement.

Initially, the Task Force is targeting specific industries based on, among other things, high violation rates. Those targeted industries include the following: nail salons, farming, childcare, cleaning, home health care, laundry, restaurants, retail, construction, landscaping, car washes, supermarkets, janitorial services, and truck/waste disposal drivers.

These enforcement goals are not necessarily new in the labor community. What’s new is the focus on increasing the efficiency of enforcement, particularly through inter-agency referrals. Whenever an employer is faced with an investigation from one particular agency, it will be important to remember that other agencies might easily be alerted to issues that fall outside the jurisdiction of the initial investigators.

EEOC Looking at Big Data

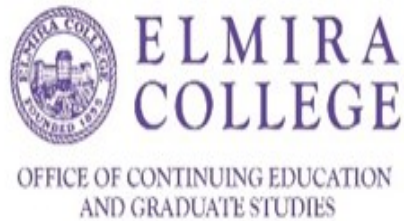
The phrase “Big Data” loosely refers to our relatively newfound ability to take electronic data from many sources and, through the use of targeted algorithms, look for correlations and even causal relationships that might otherwise escape notice. This use of Big Data can be applied to many industries and is already being used to make hiring and other employment decisions. Big Data makes it possible to derive a set of characteristics from analyzing the experiences and successes of large groups of workers and to use those profiles to compare the potential of specific individuals, such as candidates for employment or promotion.

The EEOC held a public meeting on October 13 to discuss the pros and cons of Big Data in the workplace. In theory, this quantitative look at successful characteristics could lead the employment world away from discriminatory biases arising out of generalizations held by decision-makers, whether conscious or unconscious.

However, Big Data is at risk of its own unconscious biases. For example, a computer-generated profile of workers more at risk of absenteeism might have created that profile, unintentionally, from a group of individuals with disabilities. This risk profile might then lead to subsequent, albeit unintentional, discrimination on account of disability.

The EEOC took testimony from a wide array of experts and interested parties. Biographies, statements, and a video can be found at www.EEOC.gov. The EEOC was also taking comments from the public through October 28, 2016.

The world of Big Data still has many bugs to work out. Employers should expect to be increasingly approached by vendors for Big Data services. One key step in the process will be for employers to expressly ask how profiles are created before using such services.



2016 SHRM Learning System Champion and Spring 2017 Certification Exam Prep Course

On September 8, 2016 HRATT was recognized as a 2016 SHRM Learning System Champion at the national level. The SHRM Learning System Champion status is a recognition of our chapter's hard work to elevate the HR profession through professional development and HR knowledge among members, gained from SHRM certification.

HRATT will be recognized as a SHRM Learning System Champion at the SHRM Volunteer Leaders' Summit in November, 2016. Congratulations to the HRATT board and members on being recognized as a 2016 SHRM Learning System Champion.

Elmira College in partnership with SHRM has scheduled 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. The Spring 2016 class was a great success and we look forward to working with a new group of students in 2017.

Next Course Offering:

Mondays & Wednesdays, March 6- May 17, 2017

6:30 – 8:30pm

Elmira College Campus

\$1295/\$1195 for SHRM Members

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

For more information, contact Joann Kowalski, Director of Continuing Education, by calling (607)735-1825 or e-mail to jkowalski@elmira.edu. For more information on the course visit, <http://www.elmira.edu/ce> or for complete details about SHRM's credentials, visit www.shrmcertification.org.

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



Domestic Violence Awareness Month

While domestic violence is not one of the six main areas of diversity, I feel compelled to discuss Domestic Violence as October is Domestic Violence Awareness Month.

I knew a woman who appeared to all to be happy and successful by society's standards. She was married with three children; she was a supervisor at her place of employment, college educated, and well liked. This woman however, had a secret. She was a victim of domestic violence for over 7 years. She tried at first to tell her family and friends, but no one believed her, not even her parents. She felt helpless, however her children gave her the strength she needed to get herself and them out of the abusing household. The domestic violence did not stop; it in fact escalated into the workplace. As her employer became aware of the situation, they provided her with the resources and time she needed to protect herself and her family. Overtime she got stronger and smarter. She "recovered" and removed herself and her children from the situation. She suffers from PTSD – Post Traumatic Stress Disorder as a result of years of abuse, but she functions seemingly well in the workplace. In fact, she is an HR professional and part of your HRATT group. She asked me to share her story to educate others.

The story I described is not uncommon. Domestic violence does not discriminate. Domestic violence can happen with any race, socioeconomic status, gender identity, sex, sexual orientation, ethnicity, age, religious beliefs, education, or social status.

Someone is battered every 15 seconds in the United States according to NYS Office of Prevention of Domestic Violence (NYSOPDV). The NYSOPD also states that 22.1% of women are assaulted by their intimate partner. This means that if you work in an office with five women, statistically speaking, one of them is a victim of domestic violence. A victim can be anyone, there is not stereotypical profile and it is not all women who are victims. As a Human Resource Professional, I have seen an increase number of people coming forward as victims of domestic violence.

As you know, **it is an unlawful discriminatory practice for** an employer to refuse to hire or employ or to discharge from employment or to discriminate against a victim of domestic violence.

New York State Coalition Against Domestic Violence (NYSCADV) defines domestic violence as a pattern of coercive behavior or tactics that is *culturally learned* and *socially condoned*.

How can you help? Do not condone domestic violence. Have a workplace domestic violence plan in place. Be educated on the resource available in our community for domestic violence victims. Be aware of your legal liability as an employer. The Chemung County Human Relations Commission is available for employer or individual resources.

Joanne Conley-Pease
Diversity Chair



2015 HRATT Officers

President	Sharon Swartz	sswartz@aomc.org
President-Elect	Matthew Burr	matthew@burrconsultingllc.com
Past President	Jenine Cleary	jenine.cleary@hardinge.com
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Webmaster	Angela Wood	awood@ebi.edu
Legislative Chair	Conrad Wolan	cwolan@saylesevans.com
Certification Chair	Open	Your Name Could Go Here
Marketing Director	Megan Cole	a.colemacx@gmail.com
Newsletter Director	Sue Ann Kirkum	skirkum@lawny.org
Diversity Director	Joanne Conley-Pease	PeaseJC@arcofchemung.org
WF Readiness Advocate	Diane Vang	dvang@gstboces.org
Registration Chair	Sue Dunn	Sue@twintierstraining.com
SHRM Foundation Director	Open	Your Name Could Go Here
College Relations	Chelsea Gavin	gavinc@able-2.org

The Human Resource
Association of the Twin Tiers

P.O. Box 904
Elmira, New York 14902

VISIT US ON THE WEB:
WWW.HRATT.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

