

2018 HRATT Current members:	107
SHRM members:	48 (45%)
Certified members:	28 (26%)

President's Report

Happy fall everyone! The changing season is upon us, bringing cooler temperatures and open enrollments.

We had great attendance at the September event, thank you to all those who attended and a special thanks to Dan Mori for a great session, with valuable information. In October we have a great diversity upcoming on 10/18 and we look forward to seeing all of you there. We also have the SHRM Foundation sip and paint fundraiser on 10/11. For more information contact Rick Shay our Foundation Chair. More information to come on the November workforce readiness program and the December membership appreciation lunch. We are tentatively co-sponsoring an event on 11/6 with SHRM Tompkins County. The event will be hosted at Elmira College and consist of a panel discussion with local HR professionals and networking event with college students, HR majors and non-HR majors interested in a career in human resources. We have invited students from Elmira College, Cornell University, Ithaca College and Mansfield University. If you are interested in participating on the panel or networking event, contact Laurel Eschbauch or I. More information to come on the event.

As we look forward to 2019, we are planning a conference in October 2019 and currently seeking volunteers to help on the conference planning committee. If you are interested in volunteer for the planning committee, please let me know.

As a reminder, the SHRM foundation has many scholarships available for undergraduate, graduate, certification prep and conference attendance. I invite all of you to apply for a scholarship, if you are interested.

I look forward to seeing all of you at the remaining HRATT events we have scheduled in 2018 and in early 2019, we will be publishing an events calendar later in the year for 2019.

Matthew W. Burr

HRATT President



Employment Law Briefs

Conrad R. Wolan, Esq.

Sexual Harassment Policy and Training

On October 1, 2018, New York State finalized its model sexual harassment policy and model training program. The deadline for adopting a compliant policy was October 9, 2018.

For those employers who have not yet done so, you should promptly go to the website for the New York State Department of Labor and follow the link to the materials and guidance on the new sexual harassment prevention laws. For those employers who do not yet have any policy or who are not concerned with a customized policy, you can simply download the model policy and make a few edits to personalize it for your company. For those employers who do have customized policies, you will want to compare the content of the model policy against your customized policy and add provisions as necessary.

The calendar for implementing the newly-mandated staff training began on October 9, 2018. The State has noted that “All employees must complete the model training or a comparable training that meets the minimum standards by Oct. 9, 2019.”

These training requirements apply to all employers, regardless of size. The training must meet or exceed all substantive requirements, but there is no explicit number of training hours. The trainings must be interactive, which means the following: If web-based, there can be questions at the end of a section with the employee selecting the correct answers.

The employee should also be given the option to submit a question online and receive a nearly-immediate answer. For an in-person or live broadcast training, the presenter should ask the employees questions and give employees time throughout the presentation to ask questions. Any training program where the employee merely watches a video or reads a document will not count as interactive.

For the moment, there are no particular certifications for the individuals who conduct trainings or the companies who produce programs. The content is prescribed by the State, so anyone could theoretically make the presentation. However, an experienced presenter in the topic is likely to provide a higher quality interactive experience.

Both having and thoroughly implementing a solid sexual harassment prevention program will allow an employer to better defend against sexual harassment claims, but only if, upon receipt of a sexual harassment complaint, the employer promptly takes meaningful steps to address the situation. Merely having a policy and/or providing training will not fully insulate an employer from liability. The substantive requirements of the policy must be followed for every complaint.



Workforce Readiness and the Critical Need for Future Employees

Raising awareness of the multiple, attainable, lucrative, and diverse career opportunities available is often the first step in building the applicant pool in our region. The need for employees now is apparent, and yet this need will continue to grow in the years ahead. Helping students, our upcoming employees, to move from grappling with questions, *“What are my strengths and abilities? What jobs/careers are there? How can I use this knowledge to make my career decision? How will what I am learning today be used in a career/life?”* – to a clearer sense of direction, will lead each one to be a potential, knowledgeable-about-the-field, work ready employee in the very near future. In helping local youth become aware of employment prospects right here in our region, a sense of pride and connection deepens for many youth who may choose to stay here for the years ahead.

Our workforce community seeks innovative ways to find new employees. In the 2017-2018 school year, collaborations with local business volunteers and Career Development Council provided 1,252 students (10th, 11th & 12th grade) the opportunity to attend career panels related to critical need fields including Advanced Manufacturing, Construction, Education, Healthcare, and Professional Services (Business Careers). Career job shadows in these same categories reached 588 students, with 341 shadows in other regional career fields. Including classroom speakers, mock interviews, site visits, and more, there were over 36,000 student and educator career experiences provided in a single school year. HRATT members support many of these workforce readiness opportunities by collaborating to be/and find volunteers.

Career Development Council strives to be a “career catalyst”, increasing opportunities to educate youth on the world of work and the various career pathways open to them. We leverage the resources of employers, educational entities, and the community to engage students to become productive, contributing members of our community. Career Development Council relies 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.

This fall, there are many opportunities for you to make an impact and empower youth in our community with knowledge for their career decisions. As a HRATT and Career Development Council volunteer, you will motivate students, keep students engaged in learning, and you truly become a catalyst to action.

To volunteer for a workforce readiness opportunity this fall, contact the Career Development Council (CDC) office at 607-795-5320 or e-mail cdc@gstboces.org and let us help you find a good-fit volunteer opportunity for you and for our youth. A heartfelt thank you to all the HRATT individuals and businesses who have already joined in volunteering this September and October. You motivate us all!



Career Development Council

October is Nation Disability Employment Awareness Month.

~Meredith Dessoye, Disability Chair



What can we do as leaders in our organizations to help support activities to promote inclusive thinking and create an inclusive culture and employment opportunities for potential candidates with special needs?

First, I challenge you to come to our October HRATT meeting and listen to Janine M. Rowe, MEd., NCC, a career counselor and Assistant Director of Disability & Career Services at Rochester Institute of Technology in Rochester. She will be talking to us about "Thinking Differently: The Neurodiverse Workforce & Implications for HR Professionals". There is a large untapped talent pool of candidates whose talents are being underutilized due to their challenges with the "traditional" interviewing and recruitment experience. What a loss for our organizations if we cannot pivot and create a workable solution to work with these folks. I would challenge each of us to change our perceptions of our traditional recruiting model and processes. When we are being faced with record low unemployment rates and a scarcity of qualified applicants, there is a strong business case for changing the way we source qualified candidates.

I would encourage you to review your workplace policies to ensure your culture of inclusion conveys the message and commitment you want to be sending to your candidates and your employees. Have you reviewed your career site? Where is your commitment to inclusion displayed? Training your supervisors is another way to support this culture and awareness. Refreshers on reasonable accommodations, etc. can show your employees your commitment to supporting special needs.

As with any culture shift, workplace discussions or workshops to educate your employee population around appreciating differences helps support your inclusion efforts.

Be creative! Have some fun creating displays or using social media to show your prospective employees and customers your commitment to diverse candidates.

There are many places to get help and resources to help support you in the month of October. I would encourage you to work this way all year long.

<https://www.dol.gov/odep/topics/Employers.htm>

Office of Disability Employment Policy

<https://www.whatcanyoudocampaign.org/where-to-learn-more/resources-for-employers/>

The Campaign for Disability Employment

<https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/disability-employment-resource-page.aspx>

SHRM's Disability Employment Resource Page

<https://askjan.org/>

The Job Accommodation Network

DEFINE YOURSELF AS AN HR LEADER WITH SHRM CERTIFICATION



SHRM's competency-based certifications-- SHRM Certified Professional (SHRM-CP®) and SHRM Senior Certified Professional (SHRM-SCP®) can give your team of HR professionals the competencies and knowledge to help your organization excel.

Next Course Begins 2019!

Tuesdays & Thursdays, starting March 12 - May 16, 2019 | 6:00 - 8:00 p.m.
Elmira College, Campus Center, Benjamin Room. One Park Place, Elmira NY 14901

Visit <https://shrmprep.eventbrite.com> for course details, payment options and registration information.

Save \$300 on SHRM Certification Exam Prep Course with Early Registration



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> <p>A half-page of space in our bi-monthly newsletter for three (3) consecutive publications.</p> <p>One free annual membership to HRATT.</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> <p>50% off of one annual membership to HRATT.</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> <p>25% off of one annual membership to HRATT.</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>	\$200

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

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



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

Annual Dues:

Membership Plus - \$215 -
Pay one price, attend meetings
all year.

Regular Membership - \$55

Retired Life Membership - \$50

**Full Time Student Member -
ship \$25**

Monthly Meeting Fees:

Members - \$25

Non-Members - \$30

Students - \$15

RSVP to:

Megan.Fewkes@adeconacona.com

*****No shows (without cancelling)
will be charged the monthly meet-
ing fee.**

2018 HRATT Officers

President	Matthew Burr	matthew@burrconsultingllc.com
President-Elect	OPEN	
Past President	Sharon Swartz	sswartz@ah.arnohealth.org
Membership Director	Sarah Hammer	sarahjanehammer@gmail.com
Treasurer	Pamela Burns	pburns@chemungcanal.com
Secretary /Newsletter	Sue Ann Kirkum	skirkum@lawny.org
Webmaster	Michael McCormick	mmccormick@elmira.edu
Government Affairs Chair	Conrad Wolan	cwolan@saylesevans.com
Certification Chair	Catherine Murray	catherine.murray@macom.com
Marketing Director	Sean Lukasik	sean@laborlove.com
Diversity Director	Meredith Dessoie	mdessoie@travelers.com
WF Readiness Advocate	Susan Pawlak	supawlak@gstbores.org
Registration Chair	Megan Fewkes	megan.fewkes@adeconacona.com
SHRM Foundation Director	Rick Shay	rshay@stny.rr.com
College Relations	Laurel Eschbach	leschbach@marketstreettrust.com

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.

