



HRATT

Human Resources Association of the Twin Tiers

December
2018
Twin Tiers
HR Times

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

President's Report

As we slowly or rapidly move towards the end of 2018, I want to thank the HRATT board. The HRATT board has done a tremendous job throughout the year moving forward on our 2018-chapter goals and moving the chapter forward. The sip and paint event in October was a tremendous success, the October Diversity virtual session went very well, the HRATT hosted event with local college students at Elmira College was enjoyed by all, the growth in HRATT Sponsorship and the HRATT web-site has been revamped and updated. We also want to thank the HRATT membership for attending events and participating in the SHRM foundation fundraisers and the local events.

During the Volunteer Leader Conference November I learned that SHRM recently rolled out a Veterans at Work Certification. The free certification was rolled out on November 14, 2018. As you work through the material, you can earn 10 continuing education credits. For more information visit the link below:

<https://www.shrm.org/foundation/ourwork/initiatives/engaging-and-integrating-military-veterans/Pages/VeteransatWorkCertificateProgram.aspx>

As a reminder, the SHRM Foundation has scholarships available to members for attendance at conferences, returning students both undergraduate and graduate school and SHRM certification exam prep material. Visit the SHRM Foundation website for additional information. I encourage all to apply for these scholarships.

HRATT volunteers needed. We are currently looking for a President Elect on the HRATT board, to step into the President roll in January 2020. These positions are great opportunities for career and leadership growth, while working with a great board and HR chapter. If you are interested in the volunteer position, contact Pam Burns or me. 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, contact Pam Burns or me.

I look forward to seeing all of you at the 2019 meetings. Cathy Murray, the HRATT Program Chair has done a great job coordinating and setting a great lineup for 2019.

Congratulations for HRATT turning 35 this year and happy holidays to all!

Matthew W. Burr

HRATT President

SHRM
EXCEL
2017



2019 MONTHLY MEETINGS

JANUARY 17TH – Diversity / Leadership

Speaker: Maina Dhital

**11:45 am – 2:00 pm at Tag's
Lunch Included**

HRCI & SHRM Credits: 1.5 General Credits

FEBRUARY 14TH – Financial

Speaker: Ryken Ruuspakka

**11:45 am – 2:00 pm at Tag's
Lunch Included**

HRCI & SHRM Credits: 1.5 General Credits

MARCH 14TH – Compensation or Foreign Ee's/Immigration Laws

Speaker:

**1:45 am – 2:00 pm at Tag's
Lunch Included**

HRCI & SHRM Credits: 1.5 General Credits

APRIL 11TH – Law Update (Marijuana in the workplace)

Speaker: Michael Scloft, Esq.

**11:45 am – 2:00 pm at Tag's
Lunch Included**

Partner at Barclay Damon, LLP

HRCI & SHRM Credits: 1.5 General Credits

MAY 9TH – Understanding & Responding Effectively to Workplace Conflict

Speaker: Franci Saunders

CDRC

**11:45 am – 2:00 pm at Tag's
Lunch Included**

HRCI & SHRM Credits: 1.5 General Credits

JUNE 13th – Sexual Harassment and NYS Training Requirements

Speaker: Sarah Marche

Leadership Logic

**11:45 am – 2:00 pm at Tag's
Lunch Included**

HRCI & SHRM Credits: 1.5 General Credits

JULY 11th – Employment Law

Speaker: Conrad R. Wolan, Esq.

Partner, Sayles & Evans

**3:30 pm – 6:00 pm at Tag's
Hearty appetizers and non-alcoholic
beverages on us!**

HRCI & SHRM Credits: 1.5 General Credits

*****SUMMER SOCIAL FOLLOWING PROGRAM*****

AUGUST – NO PROGRAM

SEPTEMBER 12th – Recruiting/Retention

Speaker: Dan Mori

**1:45 am – 2:00 pm at Tag's
Lunch Included**

HRCI & SHRM Credits: 1.5 General Credits

OCTOBER 10th – Diversity / Leadership

Speaker: *Judith Rowe*

11:45 am – 2:00 pm at Tag's
Lunch Included

HRCI & SHRM Credits: Undetermined at this time

NOVEMBER 7th – Preparing for NYS Increases to Minimum Wage, Salary Threshold and Pay Compression.

Speaker: *Betty Richardson*
HRCI & SHRM Credits:

11:45 am – 2:00 pm at Tag's
Lunch Included

DECEMBER 12th – Member Appreciation Lunch

Free to members joining for 2020

11:45 am – 1:00 pm at Tag's
Lunch Included

BOARD MEETINGS – 4:00 pm – 6:00 pm

January 7
February 4
March 4

April 1
May 6
June 3

July 8
September 9
October 7

November 4
December 2

Annual Dues:

Membership Plus - \$215 – Pay one price, attend meetings all year.
Regular Membership - \$55
Retired Life Membership - \$50
Full Time Student Membership - \$25

Monthly Meeting Fees:

Members - \$25
Non-Members - \$30
Students - \$15

RSVP to Megan.Fewkes@adeconna.com

***No shows (without cancelling) will be charged the monthly meeting fee.

Our Mission: *HRATT is an organization for human resource professionals from the private and public sectors who deal with personnel matters, wage and salary administration, labor relations and other aspects of human resource management. HRATT serves the Twin Tiers in the counties of Chemung, Steuben and Schuyler in New York, and Bradford and Tioga counties in Pennsylvania. We welcome diversity in our chapter.*

Goals:

Provide members a means to exchange information on HR practices and challenges.
Further each member's professional development and education.
Enhance the area's labor relations image.

HRATT is an affiliated chapter of the Society of Human Resource Management (SHRM).



Thank you to all of our amazing, speakers, sponsors and attendees of the 2018 NYS SHRM Conference. We had an amazing 3 days in Albany!

Don't miss out on next year's conference- we'll be focusing on "Stepping Into the Future" with even more content, sessions, vendors and networking from September 22-24. As this is the budget time of the year for most of us, it's the perfect time to give yourself the gift of knowledge by setting aside funds to attend in 2019!



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> <p>A display table available to attendees.</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**

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Pay one price, attend meetings
all year.

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**Full Time Student Member -
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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	OPEN	
Certification Chair	Catherine Murray	cmurray2@stny.rr.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.

