



NORTH COUNTRY HUMAN RESOURCES ASSOCIATION

**SOCIETY FOR HUMAN RESOURCE MANAGEMENT
(SHRM) AFFILIATED PROFESSIONAL CHAPTER #0559
PO BOX 8302, WATERTOWN, NY 13601**

WEBSITE: [HTTP://NORTHCOUNTRYHRA.ORG](http://northcountryhra.org)

**DONT
FORGET**



*NCHRA Annual Conference
May 9, 2023
Hilton Garden Inn Watertown*

HERE'S WHAT'S UP!

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A MESSAGE FROM NCHRA PRESIDENT, MELISSA DENNIE

Happy May!

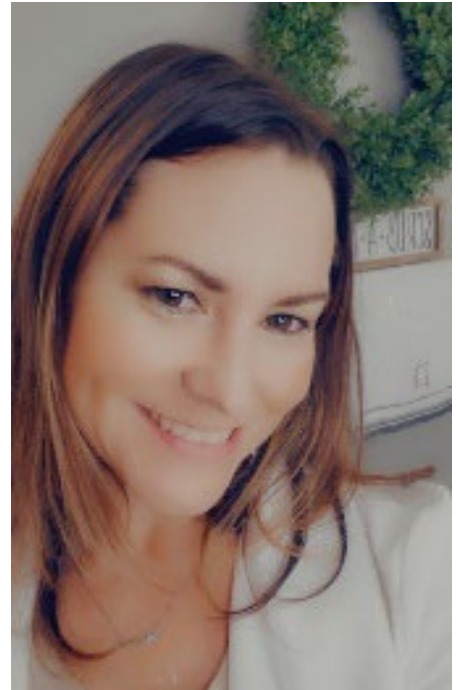
I'd like to thank all of our members and board members for their continued support of NCHRA. We are excited for our upcoming HR Conference on May 9, 2023 at the Hilton Garden Inn. Thank you to those who have registered. We still have some spots available for attendees. This is our last call, please register no later than May 3, 2023. To register: <https://forms.office.com/r/Cr0tP7KZp6>.

Some years back the Board wanted to figure out a way to give back to our membership, so we have been organizing a Dinner Meeting that is complimentary for all NCHRA members. This event will be in June, with a complimentary dinner and presentation! We will have details soon and we hope you join us!

Hope to see you IN PERSON at the Conference on
May 9th!

Respectfully,

Melissa Dennie
NCHRA President



TRAUMA INFORMED WORKPLACE

In April, Sandy Rivers graciously presented to NCHRA regarding Trauma Responsiveness. Trauma has become a huge topic in HR and the workplace in general. But what does it mean to become trauma informed and how can it help the workplace?

According to the National Council for Mental Wellbeing 70% of U.S. adults have experienced some type of traumatic event at least once in their lives. Trauma cannot be necessarily seen but it can present in a range of ways including an employee struggling with physical symptoms, absenteeism from work or even bad interviewing skills.

More and more organizations realize that trauma is a part of people which in turn makes it part of the workplace. Organizations are no longer able to ignore trauma, so they are making efforts to become more informed. The Substance Abuse and Mental Health Services Administration in the U.S. Department of Health and Human Services (SAMHSA) uses a four Rs rubric to describe trauma informed organizations, programs, or systems:

Realization about trauma and understanding how trauma can affect families, groups, organizations, communities, and individuals.

Recognize the signs of trauma.

Respond by applying the principles of a trauma-informed approach to all areas of functioning.

Resist Re-Traumatization by drawing attention to surroundings and stressful events that could potentially trigger painful memories or histories.

But even if you are not a part of an organization that is trauma informed you as an individual can help foster wellness in the workplace. A few simple things that you can do are to engage in honest interactions, allow vulnerability, practice empathy and listen attentively.

As HR practitioners we can start to become more informed and help foster a more comfortable work environment for everyone. A small and intentional act of kindness and compassion can go a long way.

Sources & More Information:

SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach

7 Trauma-Informed Workplace Wellness Practices to Strengthen Your Team

How Trauma-Informed-Communication Improves Workplace Culture

A-Trauma-Informed-Approach-to-Workforce



NCHRA PROFESSIONAL MEMBERSHIP BENEFIT GUIDELINES

1

Reimbursement for 1/2 the SHRM-CP course for 1 professional member per year

2

Reimbursement for 1/2 the exam fee for SHRM-CP Exam for 1 professional member per year*

3

NYS SHRM HR conference registration & hotel paid for 1 professional member per year

4

Reimbursement for 1/2 the cost of a SHRM Membership - 1 member per month

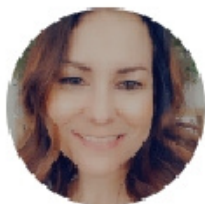
5

Other: Funding for HR related seminars, one-day conference, professional development, and training events



See full details here:
[ProfessionalMemberBenefitGuidelines.pdf](#)
(northcountryghra.org)

2023 BOARD OF DIRECTORS



Melissa Dennie, M.S.
President



Joanna Habermann
Vice President



Heidi Lehman, CP
Secretary



Robert Kilmer, CP
Treasurer



Regina Rybka-
Lagattuta, SPHR.SCP
Board Member



Jeanette Hardy, PHR, CP
Board Member



Trisha Seymour,
SPHR.SCP
Board Member



Danielle Holland, aPHR
Board Member



Anita Lyndaker, CP
Board Member



Jan H. Macaulay
Board Member



Lisa McCarty PHR,
SHRM-CP
Board Member



Corinne Barber
Board Member

Conference Agenda

NCHRA HR Conference 2023

North Country Human Resources Association, Inc.

Agenda – May 9, 2023

7:30- 8:00	Registration & Breakfast
8:00 - 8:10	Welcome & NCHRA Brief Update
8:10 - 9:40	<i>The Age of Alignment</i> , Barb Stone, Build Your Path LLC
9:40 –9:55	Vendor networking, Professional/Social networking, giveaways
10:00- 11:00	<i>Sexual Harassment Prevention Update</i> , Christopher Harrigan, Barclay Damon, LLP
11:00- 11:15	Vendor networking, Professional/Social networking, giveaways
11:20- 12:05	<i>Plan Sponsor Attitudes</i> , Mike Manosh, CIMA®, CRPS® Senior Vice President, Fidelity Investments
12:05- 1:05	Lunch Buffet and Networking
1:10 - 2:40	<i>Change is Coming Faster Than Ever, Forever</i> , Charles A. Rumschlag, PMP and Founder and Owner of The Professional Journey LLC & Hyde-Stone Mechanical Contractors, Inc as the Operations Manager
2:40- 2:55	Vendor networking, Professional/Social networking, giveaways
3:00 - 4:30	<i>2023 Labor and Employment Law Update</i> , Michael Sciotti, Barclay Damon LLP
4:30	Closing & Give-Aways



North Country Human Resources Association

HR Conference 2023 Speaker Highlight

Michael Sciotti
Barclay Damon LLC

Michael is a trusted advisor, trainer, and litigator to hundreds of employers on labor and employment matters. His practice includes defending employers, owners, and members of management in all types of discrimination, harassment, whistleblower, and retaliation claims brought under Title VII, ADEA, ADA, FMLA, GINA, NYS Human Rights Law, and Labor Law. Michael also defends wage-and-hour actions and claims, including class-action lawsuits, brought under federal and state law. He has tried nearly two dozen cases to verdict in federal and state court and before the NYS Division of Human Rights.

Michael also provides day-to-day counseling for employers on all aspects of labor and employment law and conducts internal investigations; audits; and supervisory and employee training, including sexual harassment-prevention training, on a regular basis. He has given over 700 labor and employment presentations to organizations that include the Society for Human Resource Management, the American Payroll Association, the American Corporate Counsel Association, the New York State Society of Certified Public Accountants, the Northern District of New York Federal Bar Association, the New York State Bar Association, and Lorman Education Services.



2023 LABOR & EMPLOYMENT LAW UPDATE

- New York State Wage Transparency Law
- New York Department of Labor Wage Updates
- Veterans' Employment Poster
- Electronic Employment Posters
- Amendment to New York State Labor Law §215
- Expansion of New York State Paid Family Leave Act

NCHRA HR CONFERENCE 2023

MAY 9, 2023
8:00AM-4:30PM
HILTON GARDEN INN, WATERTOWN

TO REGISTER:





North Country Human Resources Association

HR Conference 2023 Speaker Highlight

Charles Rumschlag The Professional Journey LLC.

I am from Fostoria, Ohio but currently reside in Black River, NY. I am an Organizational Developmental Practitioner by trade. After graduating from Saint Wendelin High School, I attended South Carolina State University and studied music performance on the trombone. Later, I attended the University of Toledo where I studied Elementary Education. I grew tired of Academia and sought adventure. I joined the United States Army in 2000 as a 19D Cavalry Scout. In the Army, I found myself and served a 20-year career, retiring in 2020. My last 8 years of service brought me to Fort Drum where my family and I put our roots down in Black River, NY. I earned a Bachelor of Science from the University of Louisville in Organizational Leadership and Learning in 2019, I am a certified Project Management Professional (PMP) and I currently work at Hyde-Stone Mechanical Contractors, Inc as the Operations Manager. I also teach night school online for working professionals who are working to earn their PMP as well. I've been happily married to my wife Melanie for nearly 21 years and have three sons: James, who attends Saint Bonaventure University; Christopher, a senior at Carthage High School and an enlistee in the Marines; and Nathan, a 4th grader at Augustinian Academy. I enjoy college football, WWE & politics (one in the same really), fishing, and assisting young leaders to find their true potential.

My focus of expertise is in Leadership, Training, Organizational Development, and Talent Acquisition.



CHANGE IS COMING FASTER THAN EVER, FOREVER

Our presentation opens with the quote "Change is coming, faster than ever, forever." We will discuss events that changed your life personally and professionally.

We will look at the North Country historically and highlight the total and working age populations. We will then highlight both strengths and weaknesses of this region. Of the working population, we begin with some interaction with the audience. It's time to see where all the Baby Boomers, Gen X, Gen Y, and Gen Z attendees are! This portion of the presentation will go into the different work psychologies of each generation. Where it comes from and why it's relevant to understand these differences, how a failure to recognize these differences can result in bad recruiting and retainage practices, and we will begin our next transition with "Change is coming, Faster than ever, forever...." We end this part with some hard truths about how Gen Y and Gen Z are portrayed.

Finally, we will have a 3 part group interaction to discuss how their current organizations adapt to change. We'll gather answers from each table live and put it on the board and discuss a little Pareto Lesson and look at some companies that couldn't change, including a lesson on the natural life cycle of a business. The focus of part 3 is, "are we focusing our efforts exclusively on now largest work force-the Gen Y?" Are we willing to adapt to meet their needs? Is it a good idea to adapt? How does this understanding coincide, holistically, with a business's natural life cycle? Then we will learn the story of Hyde-Stone Mechanical Contractors and how recognition of the world around them, the job seekers market, the need for deliberate professional development, and the investment needed to change. Topics to be discussed here: Rediscovering their "why?", how the "why" becomes your recruiting tool, and destroying the "Hyde-Stone lie."

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North Country Human Resources Association

HR Conference 2023 Speaker Highlight

Barb Stone Build Your Path LLC

Barb is a certified ICF coach (CPCC, PCC) and a certified Organization and Relationship Systems coach (ORSCC). Additionally, she works with the WISE Women's Business Center as a business counselor impacting the community by helping women put their great work out in the world. Barb teaches different programs in leadership and business. At every opportunity, Barb trains and speaks to organizations to help individuals move their lives forward. Most recently, she has been accepted to speak at a TEDx talk as her message is so important.



THE AGE OF ALIGNMENT

As we all know, our world has changed and is changing at a pace that is alarming, exhausting and overwhelming. This is what many of us are experiencing.

This interactive workshop is offering the perspective that what is really going on is that we are aligning; coming back to what matters to us as human beings; defining what life really is all about. We will look at some large core questions about life. I call this the age of alignment.

The 3 elements of values, perspectives and emotions are the doorway into actually experiencing a more aligned and integrated life and workplace.

Isn't that what we all want in our lives? As trainers, speakers, coaches and leaders, we need to help align and guide individuals to a life that matters; a life they want to live! This will impact the workplace!

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North Country Human Resources Association

HR Conference 2023 Speaker Highlight

Christopher Harrigan
Barclay Damon LLP



Chris counsels and represents employers in labor and employment-related matters, including in employment litigation in federal and state courts and before the US Equal Employment Opportunity Commission and the NYS Division of Human Rights. From Fortune 500 companies to small family-owned businesses, Chris has extensive experience counseling clients and litigating claims regarding workplace discrimination and the enforcement of noncompetition agreements.

Chris additionally advises clients on business issues that include collective-bargaining negotiations, labor arbitrations, union-organizing campaigns, executive-employment agreements, wage-and-hour-law investigations, employee theft, severance agreements, the development of employment policies, and the preparation of restrictive covenants and noncompetition agreements. In addition, Chris represents higher education institutions, charter schools, and public school districts in employment-law issues and education-law matters, including student disciplinary issues.

Chris also provides counseling and training to executives, supervisors, managers, and employees on topics such as positive employer-employee relations, anti-harassment compliance, wage-and-hour issues, workplace-misconduct investigations, documentation and performance reviews, and avoiding workplace violence.

In addition to his labor and employment practice, Chris serves as the firm's co-marketing partner.

NYS SEXUAL HARASSMENT PREVENTION UPDATE

New York State recently updated their Model Sexual Harassment Prevention Policy and training requirements. This presentation will be review those changes to allow employers to easily implement the changes.

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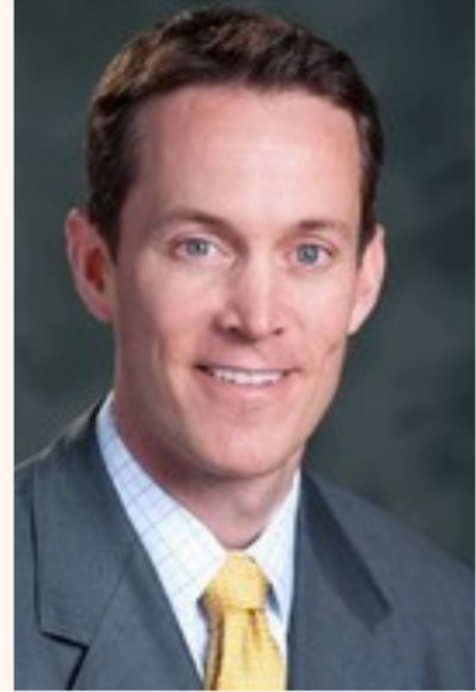




North Country Human Resources Association

HR Conference 2023 Speaker Highlight

Mike Manosh
Fidelity Institutional



Mike Manosh is a senior vice president at Fidelity Institutional Asset Management (FIAM), Fidelity Investments' distribution and client service organization dedicated to meeting the needs of consultants and institutional investors, such as defined benefit and defined contribution plans, endowments, and financial advisors.

Mr. Manosh earned his bachelor's degree in business management from Providence College and his master of business administration degree in finance from Bryant University. He holds the Certified Investment Management Analyst (CIMA), Certified 401(k) Professional (C(k)P), Chartered Retirement Plans Specialist (CRPS), and Chartered Retirement Planning Counselor (CRPC) designations. Additionally, Mr. Manosh holds the Financial Industry Regulatory Authority (FINRA) Series 6, 7, 24, and 63 licenses, as well as his insurance license.

PLAN SPONSOR ATTITUDES

Research we've been doing annually since 2008 and always includes good insight that comes directly from plan sponsors. Last year's survey included 1,285 plan sponsors across the HR, Finance and Owner/President/CEO roles and the majority of respondents were primary decision makers on their company's retirement plans.

NCHRA HR CONFERENCE 2023

**MAY 9, 2023
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HILTON GARDEN INN, WATERTOWN**

TO REGISTER:





2023 Member Meetings

JANUARY

MENTORING PROGRAM

FEBRUARY

APPRENTICESHIP

MARCH

LEGAL UPDATE

APRIL

ROUNDTABLE
DISCUSSION

MAY

ANNUAL
HR CONFERENCE

JUNE

C-SUITE
CONVERSATION

JULY & AUGUST

HAVE A GREAT
SUMMER

SEPTEMBER

BUILDING THE
EMPLOYER BRAND
&
EMPLOYER OF CHOICE

OCTOBER

ETHICS IN THE
WORKPLACE


NOVEMBER

HOW TO BE AN ALY
IN THE OFFICE
&
METRICS


DECEMBER

HAVE A GREAT HOLIDAY!

ASK NCHRA



SUBMIT QUESTIONS TO
PRESIDENT@NORTHCOUNTRYHRA.ORG.
QUESTIONS WILL BE POSTED ON THE
MONTHLY NEWSLETTER AS WELL AS
SENT TO THE NCHRA GROUP EMAIL.



OPEN HR POSITIONS IN THE AREA:

**SEND OPEN HR POSITION TO
PRESIDENT@NORTHCOUNTRYHRA.ORG
TO BE FEATURED IN OUR EMAIL AND
NEWSLETTER**



New Members!

Dawn Cole, CEO

United Way of Northern New York, Inc.

Lucille Brown, Compliance & Quality Assurance Mgr

Planned Parenthood of the North Country New York, Inc.

Katherine Fidler, HR Consultant

HR Works

Victoria Peck, Regional HR Manager

The Arc Jefferson-St. Lawrence



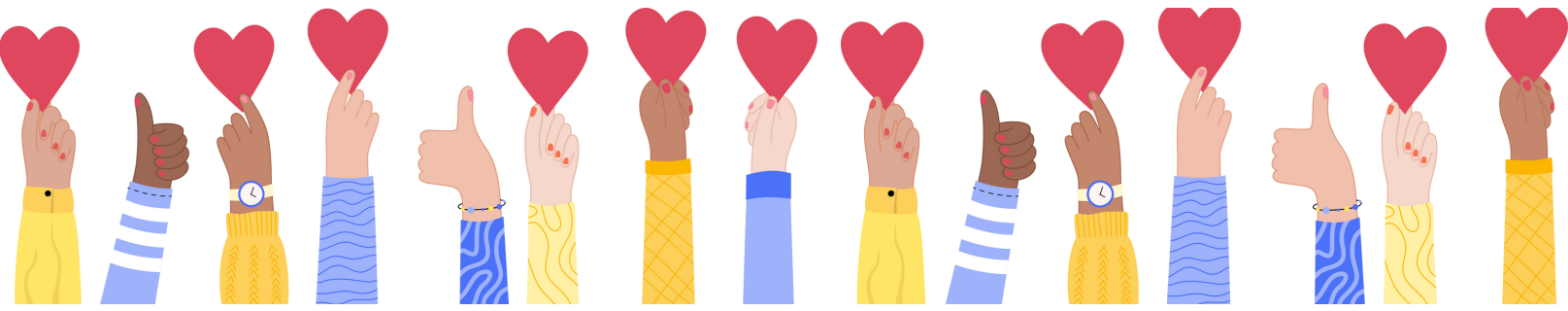
**Celebrating 75 Years of
Driving Workplace Change.**

THE ACTIONS YOU TAKE AS AN #HRPROFESSIONAL HAVE THE POWER TO DRIVE IMPACTFUL CHANGE WITHIN YOUR ORGANIZATION, THE #WORKPLACE, AND THE WORLD. GET THE TOOLS AND RESOURCES YOU NEED TO MEET #EMPLOYEES WHERE THEY ARE. DRIVE CHANGE (SHRM.ORG) #SHRM75 #HR

JOIN OR RENEW YOUR SHRM MEMBERSHIP TODAY!

[SHRM MEMBERSHIP GUIDE](#)

[LEARN MORE](#)



North Country
Human Resources Association

Committees & Volunteer Opportunities

Volunteer with NCHRA – a great way to connect to the North Country area Human Resources community, grow your skills, and have a lot of fun with others committed to supporting the professional growth of HR practitioners. Volunteers on all committees must be current members of the NCHRA chapter. You will be contacted by a member of our Board of Directors.

Complete the volunteer interest form here:
<https://forms.office.com/r/r1y9SzL020>



Diversity, Equity & Inclusion

Contact: Jeanette Hardy,
jeanetteh@credocc.com



Government Affairs

Contact: Robert Killmer,
rkillmer@lawmanhc.com



SHRM Certification/Professional Development

Contact: Trisha Seymour
taseymour@twcny.rr.com



Membership

Melissa Dennie,
president@northcountryhra.org
Anita Lyndaker,
atwin1028@gmail.com



SHRM Foundation

Contact: Heidi Lehmann,
Heidi@grandslamsafety.com



Workforce Readiness

Contact: Joanna Habermann,
jhabermann@sunyjefferson.edu

Join Us!

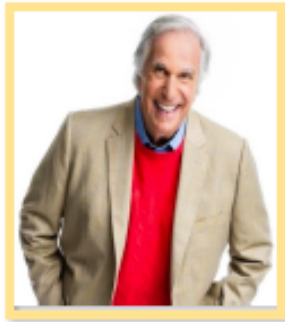
Keynote Speakers



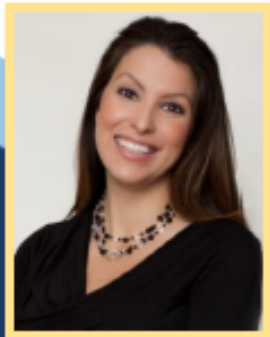
John Bagyi



Karen Williams



Henry Winkler



JJ DiGeronimo



Reasons to Attend:

- Credit Hours
- Professional Growth
- Networking
- Raffle Prizes
- Vendor Resources



**Turning Stone
Resort &
Casino**

Verona, NY

September 10-12, 2023

\$615 – SHRM National and/or local affiliate chapter members

\$670 – Non-Members

NOTE: The early bird special lasts through the end of March 2023.

2023 NYS SHRM Conference | <https://cvent.me/LZdDXm>



Ready to Register?

\$ 100 Deposit to secure your HR Conference Cruise Registration

Early Bird registration pricing
through October 31st
\$599

Registration goes up to \$699
after November 1, 2022.

Use PROMO CODE:

NYSHRM2023

to reduce your \$100 deposit
by \$50 AND earn an additional
\$50 in On Board Credit!



SPEAKERS



HRCRUISE.COM



Michael Levin



Jill Kopanis



Julie Doyle



Tom Darrow



LaFern Batie



Matt Kutz



Jonathan Bowman



Michael Sciotti



2023 HR CONFERENCE VENDORS

In-Person Vendors

- Advanced Business Systems
- Advocate Health Advisors
- Aetna Medicare Solutions
- AmeriCu
- Brown & Brown
- Cobra Allies
- Crown Risk Management
- Metrodata Services
- Morgia Retirement Services
- OneDigital
- Paycor
- Pivot
- Retirement Consulting Group
- UKG
- United Healthcare Community Plan
- United Professional Benefits

Gold Sponsor



Bronze Vendor

- Citec

May 9, 2023

8:00am-4:30pm

Hilton Garden Inn, Watertown

www.northcountryhra.org

TAKE A LOOK AT THIS SCHOLARSHIP OPPORTUNITY FOR
THE NYS SHRM CONFERENCE, SEPTEMBER 10-13, 2023!
DON'T DELAY, APPLY TODAY!

TO APPLY:

[HTTPS://WWW.EMAILFORM.COM/BUILDER/FORM/K110DF37
FZFAN](https://www.emailform.com/builder/form/k110df37fzf)



Applications are now being accepted for the annual Dennis Ryan Memorial Volunteer Award. Any individual who is actively employed in the field of Human Resources who resides

in, or works in, the state of New York may apply for the scholarship.

The winner will receive:

- One full NYS Annual Conference registration
- Lodging expenses for Sunday and Monday evening
- Transportation reimbursement (if necessary),
- Meals covered for Sunday-Tuesday.

APPLY BY JUNE 15, 2023

NARCAN TRAINING

Reverse & Prevent
Opioid Overdose



Save a Life

Free!!!



Refills available once
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Easy to use
5-10 minutes to train



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for Caitlin to schedule
trainings