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

September 2021

SAVE THE DATES

September 21st -Unconscious Bias

October 5th - Annual HR Conference

Deadline 9/22

November 16th -Financial Wellness

North Country Human Resources Association
Board of Directors 2021

President
Anita Lyndaker, CP
Fort Drum Regional Health Planning Organization
315-755-2020
alyndaker@fdrhpo.org

Vice-President
Melissa Dennie, M.S.
Jefferson Community College
315-786-2407
mdennie@sunyjefferson.edu

Secretary
Heidi Lehmann, CP
Rutgers University
315-376-0136
heidi.lehmann@rutgers.edu.

Treasurer
Robert Killmer, CP
Lawman Heating & Cooling
315-646-2919
rkillmer@lawmanhc.com

Board Member
Trisha Seymour, SPHR, SCP
The Arc of Jefferson-St. Lawrence NY
315-836-1256
taseymour@jeffrehabcenter.org

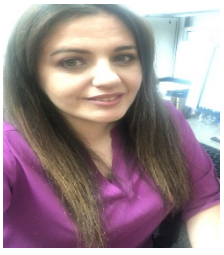
Board Member
Deborah Bogdan, CP
Watertown YMCA
315-782-3100
dbogdan@nnyymca.org

Board Member
Jamie McGuire, PHR
Runningboards Marketing
315-778-0069
ashevry@gmail.com

Board Member
Joanna Haberman
Onward to Opportunity
(020) Syracuse University
315-806-9688
jchaberm@syr.edu

Board Member
Jeanette L. Hardy, PHR, CP
Credo Community Center
315-788-1530
jeanetteh@credocc.com

Board Member
Danielle Holland, aPHR
Credo Community Center
315-788-1530 x106
danielleh@credocc.com



Board Member
Maria Dismuke, aPHR
Credo Community Center
315-788-1530 x 102
mariad@credocc.com

North Country Human Resources Association

AFFILIATE OF SHRM BETTER WORKPLACES BETTER WORLD™

Sept 21, 2021 Member's Meeting

Date: September 21, 2021

Location: Please use the link below to register for this meeting:
Register Here

Time: 8:30 am to 9:30 am
Please sign in early. Speaker will start at 8:30.

Cost: FREE

Speakers: Howard Ross, Diversity, Inclusion and Social Justice Advocate and Author, Founder of Udarta Consulting and Cook Ross, Inc **BETHESDA, MD USA**

Topic: **Creating Belongings at a Time of Separation**

Over the past 10 years, research has exploded into the diversity and inclusion field, built on breakthroughs in the neurocognitive sciences and hundreds of new studies. What insights do they provide into how we think and how that thinking shapes our workplace behavior? Are these insights being misunderstood or misused? And how can we examine the data—and our own biases—to prosper in an increasingly diverse and global workplace, society and competitive landscape?

In this game-changing presentation, based on years of neuro-cognitive and social science research and practical experience, Howard Ross shares proven strategies that both individuals and organizations can use to create more culturally competent and inclusive organizations. Revealing new research, case studies and practical applications that have diversity practitioners re-thinking old strategies, Ross shows how we can overcome unconscious bias to truly transform the way we work on both a personal and organizational level. This highly reflective and often inspiring presentation gives participants the opportunity to explore their own relationship with bias and its presence in their own organizations—beginning the journey toward self-discovery that is at the heart of inclusion.

RSVP: Registration will be closed on September 17th at noon.

SHRM & HRCI Credits available for this presentation-pending approval

North Country Human Resources Association

SHRM Affiliated Professional Chapter #0559

2021 Annual HR Conference

"Moving Forward Together"

Wednesday, October 6, 2021
7:30 am to 4:00 pm

7:30am-8:30am: Registration, Continental Breakfast, Social Networking and Vendor Networking
8:30am-4:00pm: Conference Speakers, Social Networking, Vendor Networking, Prize Drawings, and Plated Lunch

SPEAKERS AND PRESENTATIONS

- **Recruiting and Retention Strategies**
  Adrienne Schleigh, Director of Talent Acquisition Services at HR Works
- **New York HERO Act**
  Michael J. Sciotti, Esq. Partner Barclay Damon LLP
- **Workplace Investigations**
  Frank A. Cania, MSEmpL, AWI-CH, SPHR, SHRM-SCP, President
- **Healthy, Productive, Engaged: Leading with your Superpowers**
  Christie Andrus-Nakano, M.A. Human Factor Leadership
- **Adult-Use Marijuana Has Arrived: Employer Obligations and Compliance Issues**
  Michael J. Sciotti, Esq. Partner Barclay Damon LLP
  Christopher J. Harrigan, Esq. Barclay Damon LLP

SHRM & HRCI Credits available (pending approval)

Drawing Prizes Include:

- Multiple Gift Cards
- Free SHRM Membership
- Free NCHRA Memberships
- Vendor Gift Raffles
- Raffle to Benefit the SHRM Foundation

Plated Lunch Choice

Course 1:
Classic Caesar Salad

Course 2: (Choice of)

I. HERB MARINATED CHICKEN w/ roasted garlic cream sauce
II. SLICED ANGUS BEEF w/ sherry mushroom demi-glaze
III. VEGETARIAN UPON REQUEST

All entrees accompanied by: Mashed potatoes, Fresh sautéed green beans, Fresh baked rolls and butter. Iced tea, lemonade, soda or coffee.

Sponsored by:

BARCLAY DAMON LLP

***Member—Registration ..... $ 100**

Non-Member—Registration ..... $ 150

** Member includes SHRM, NCHRA, and affiliated SHRM Chapters*

No refunds are possible after September 22, 2021

AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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North Country
Human Resources Association

2021 Annual HR Conference Registration Form

For your convenience, NCHRA offers two payment options, either Check or PayPal.
(If you would like to pay online using PayPal, there is a nominal surcharge).

To pay by Check, please return registration form and check payable to:

NCHRA
PO Box 8302
Watertown, NY 13601

To pay by PayPal, please visit our website: http://www.northcountryhra.org/ and click on Meetings and Events. Please be sure to complete payment AND the online registration form.

For questions about registration, please contact Anita Lyndaker:
Phone: 315-755-2020 x 15 Fax: 315-755-2022
E-mail: alyndaker@fdrhpo.org

Name _____ Title _____

Organization _____

Address _____

Email _____ Phone _____

****Lunch Choice (circle one): I. Chicken II. Beef III. Vegetarian**

October 6, 2021

7:30 am to 4:00pm

7:30am-8:30am: Registration, Continental Breakfast, Social Networking and Vendor Networking

8:30am-4:00pm: Conference Speakers, Social Networking, Vendor Networking, Prize Drawings and Plated Lunch

Hilton Garden Inn
1290 Arsenal Street Watertown, NY 13601

Make Selection Below:

Member*—Registration **$100** ☐
☐ PayPal ☐ Check

Please select appropriate membership
Member : ☐ SHRM ☐ NCHRA ☐ Affiliated SHRM Chapter
If registering as a SHRM member you must enter you ID # to get member rate: _____

Non-Member—Registration **$150** ☐
☐ PayPal ☐ Check

Please note:
NO REFUNDS AFTER 9/22/2021

Sponsored by: BARCLAY DAMON LLP

BARCLAY DAMON LLP

IS A PROUD SUPPORTER OF THE

North Country Human Resources Association

AND ITS 2021 ANNUAL HR CONFERENCE

Featuring:

Michael Sciotti, Partner
msciotti@barclaydamon.com
315.425.2774

Chris Harrigan, Partner
charrigan@barclaydamon.com
315.425.2772

On Wednesday, October 6, 2021, our partners Michael Sciotti and Chris Harrigan will be presenting "Adult-Use Marijuana Has Arrived: Employer Obligations and Compliance Issues." Michael will also present "New York HERO Act."

Learn more about our Labor & Employment Practice Area at

BARCLAYDAMON.COM

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ROCHESTER SYRACUSE WASHINGTON DC TORONTO

125 East Jefferson Street, Syracuse, NY 13202 | 315.425.2700

North Country
Human Resources Association
ANNUAL
HR CONFERENCE
VENDORS
WANTED
HILTON GARDEN INN-- WATERTOWN, NY
10.6.2021
For more information email: nchraHRconference@outlook.com
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To All NCHRA Professional Members:

We would love to give you the opportunity to be part of a dynamic team. Yes, that's right, the NCHRA Board of Directors. We are seeking (4) members to fill the vacant board seats to begin in January 2021. Please consider taking on this wonderful opportunity to participate with exceptional professionals in enhancing the NCHRA membership.

By becoming a Board member, you will embark in a tremendous opportunity to give back to our community. You will help by keeping area businesses well-informed of HR changes and providing resources to help our community businesses navigate through the legislative environment.

Details about Board membership:

- Members of the NCHRA Board commit to a two-year term. They may "re-run" for a successive term based on the guidelines explained in the by-laws
- NCHRA has monthly general member meetings for approximately one hour, eight times a year
- An annual day-long HR conference
- In-Person and virtual board meetings are held monthly from 8:00 to 9:00 am. (Pending NYS Pandemic Guidelines)
- A day-long planning session is held in the summer

Board members are strongly encouraged to attend as many of these functions as feasible and asked to participate on a committee or hold an officer's position.

We have an open Officers position for V. President that will be filled by a current board member running for this position.

If you are interested in running for one of our (4) board positions, please respond back to Danielle Holland (danielleh@credocc.com) or Anita Lyndaker (alyndaker@fdrhpo.org **no later than September 30th.**

Please consider this amazing opportunity.

Note: The voting ballots will go out by October 15th and will be due by October 29th

Sincerely,
The 2020 NCHRA Nominating Committee

NCHRA has taken the Pledge to promote diverse, equitable and inclusive workplaces for people with disabilities. This commitment to fostering innovative and inclusive workplaces for people with disabilities is yet another example of how HR Professionals are leading the way to create better workplaces and a better world.

We are here to support the community to promote inclusive workplaces.

Learn more here: https://employingabilities.org/workplace-prep/

Announcements:

- Welcome new member: Rebecca St. Croix from Aubertine and Currier Architects

Congratulations

Meghan Fountain

for passing her SHRM CP Certification Test