

2017 HRATT Current members:	107
SHRM members:	56 (52%)
Certified members:	25 (23%)



President's Report

Happy Summer! I hope that in your quest for work/life balance that you will take the opportunity to enjoy what the outdoors has to offer and spend time with family and friends.

As human resource professionals, we have so much impacting us in regard to change (“the only thing consistent in HR is change!”). With the NYS Family Leave still pending approval, we continue to prepare our organizations for the imminent adjustments.

We presented programs recently relating to *NY family leave update* with Michael Sciotti (Barclay Damon, LLP) and received some very informative tips from Dan Mori (Employment Solutions) regarding *attracting talent*. Our upcoming programs will focus on *unspoken conversations* with Ross Blake and an *employment law update* with Conrad Wolan in July. This will be an afternoon program with our summer social and we hope you will join us! We thank you for attending, participating and hopefully gaining information that assists you and your organizations.

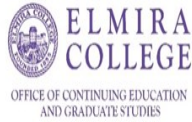
Jenine Cleary, Past President and Conference Chairperson, continues to work diligently with the committee on our full day **HR Conference** that will take place on **Thursday, October 12**, on the Corning Community College campus. Please save the date for this event as it is looking to be a very good day of dynamic speakers and informative breakout sessions. Details of the event will be soon forthcoming.

Our Membership Chair, Joe Pavlik, and I attended the First Annual Non-Profit Expo at Elmira Country Club on May 11. It was a great opportunity to showcase HRATT to the community and those in attendance. We realized that we need to continue to market our chapter to the local businesses in our area. We provided meeting dates and gave away a basket of goodies to an attendee, Nancy Hendrickson (Image Packaging).

As we strive to provide our members with great programs, opportunities to network and reach out to other human resource professionals, we encourage you to assist us with feedback to help us make this organization an active and beneficial local SHRM chapter. Always feel free to reach out to any board member listed in this newsletter. If you know anyone, an HR professional or business owner that may benefit from our organization, we encourage you to invite them to join us for a meeting or to become a member. I am happy to speak with you or prospective members anytime!

May you prosper and continue to grow...
Sharon L. Swartz, PHR SHRM-CP
HRATT President

The President's Report	1
SHRM Prep Class	2
Sponsorship Opportunities	3
Employment Law Briefs	5
HRATT Officers	6



Upcoming Fall 2017 Certification Exam Prep Course

Elmira College SHRM Certification Exam Prep Course:

Elmira College in partnership with SHRM is in the process of scheduling a Fall 2017 12-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.

Next Course Offering:

Tuesday and Thursday's: September 12 – November 16, 2017

6:30PM – 8:30PM

Greater Valley Chamber of Commerce Office, 109 Chemung Street, Waverly, NY

\$1295 / \$1195 for SHRM Members

More information can be found on the website:

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

Or by contacting, Joann Kowalski, Director of Continuing Education, by calling (607)735-1825 or e-mail to jkowalski@elmira.edu.

To register for the upcoming 2017 class:

<https://www.eventbrite.com/e/shrm-certification-exam-prep-course-fall-2017-tickets-33150987496>

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

SAVE THE DATE:

JULY 13th – EMPLOYMENT LAW

3:30 pm – 6:00 pm at Tag's

Speaker: *Conrad R. Wolan, Esq.*

Partner, Sayles & Evans

HRCI & SHRM Credits: 1.5 General Credits

SUMMER SOCIAL FOLLOWING PROGRAM

Hearty appetizers and non-alcoholic beverages on us!

AUGUST – NO PROGRAM



HRATT

Human Resources Association of the Twin Tiers

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

Thank you to all of the businesses and volunteers who donated their time and shared their expertise to support students throughout our region in numerous Career Development Council programs and events this 2016-2017 school year. Your time provided valuable career awareness and career exploration to our future workforce.

We look forward to collaborating with you in the upcoming 2017-2018 school year. To find out more, please contact us at (607) 795-5320 and follow us on LinkedIn.



Career Development Council



DEFINE YOURSELF AS AN HR LEADER WITH SHRM CERTIFICATION

Ensure you're prepared with the Elmira College Office of Continuing Education and Graduate Studies' SHRM Certified Professional Exam Prep Course.

Registration Deadline: September 1

Next Course Begins September 12!
8:30 - 8:30 p.m. | Tuesdays and Thursdays,
September 12 - November 16, 2017
Greater Valley Chamber of Commerce

Visit www.elmira.edu/ce for complete details and registration.



**ELMIRA
COLLEGE**
CONTINUING EDUCATION
AND GRADUATE STUDIES



Employment Law Briefs

Conrad R. Wolan, Esq.

NY Federal Court Adds to the Discussion About Workplace Bans on Audio-Visual Recordings.

Many employers maintain, for a variety of reasons, bans on audio-visual recordings in the workplace. The origin of such bans is frequently nothing more complicated than the simple fact that people often feel uncomfortable when being recorded. Additionally, many employers want their “business” kept private for competitive reasons. Nevertheless, labor law enforces other goals that can be at odds with these otherwise valid concerns.

The Second Circuit Court of Appeals, the mid-level federal court with jurisdiction over New York, ruled by summary order on June 1 that the National Labor Relations Board (NLRB) could enforce its determination that a complete ban on workplace audio-video recording by Whole Foods violated the National Labor Relations Act (NLRA). This order does not break new ground, but it is a very recent reminder that complete bans on workplace recordings are subject to challenge in workplaces (unionized or not) covered by the NLRA.

The court ran through the relevant legal standards. First, Section 7 of the NLRA guarantees employees the right “to engage in ... concerted activities for the purpose of collective bargaining or other mutual aid or protection.” Employers may not “interfere with, restrain, or coerce employees in the exercise of [Section 7] rights.” The workplace rule at issue (i.e., no recording) was not an explicit ban on concerted activities. However, such a ban has been treated by the NLRB as having the *effect* of interfering with concerted activities.

The NLRB’s approach in such cases is to examine “whether the rules would reasonably tend to chill employees in the exercise of their Section 7 rights.” The NLRB looks for one (or more) of three outcomes to decide if such a workplace policy is an unfair labor practice. First, would employees reasonably construe the language to prohibit protected activity. Second, was the rule created in response to union activity. Third, has the rule been applied to restrict protected rights.

The Whole Foods case turned on the first of the three tests. The policy banned all recordings without management approval. The NLRB determined that employees could reasonably construe that language to prohibit protected activity (e.g., recording unsafe working conditions). The court upheld the NLRB’s decision as being consistent with the law.

The court specifically noted, however, that it is possible to “craft a policy that places some limits on recording audio and video in the work place that does not [also] violate the Act.” A ban on recording in the workplace “can be accommodated simply by ... narrowing the policies’ scope.” Examples where recordings might be restricted include patient areas of medical facilities and research labs in technology companies. The key idea is that the ban on recording should be tied to what needs protecting rather than being a broad ban on all recording. Your workplace policies on recording, and generally, should always be evaluated as to whether they are more broad than they need to be to accomplish your goals.

New Yorkers May Not Notice the “Repeal” of the Affordable Care Act.

While Congress will be making some changes to the healthcare system, New York might be retaining many of the old requirements for health plans. On June 5, New York’s governor announced that the State would be requiring health insurance providers to maintain many of the standards put into place by the Affordable Care Act. The press release stated that “Governor Andrew M. Cuomo today directed the New York State Department of Financial Services to promulgate new emergency regulations mandating health insurance providers do not discriminate against New Yorkers with preexisting conditions or based on age or gender, in addition to safeguarding the 10 categories of protections guaranteed by the Affordable Care Act.”

Undoubtedly, more to come.

The Human Resource
Association of the Twin
Tiers

P.O. Box 904
Elmira, New York
14902



2017 HRATT Officers

President	Sharon Swartz	sswartz@ah.arnohealth.org
President-Elect	Matthew Burr	matthew@burrconsultingllc.com
Past President	Jenine Cleary	jenine.cleary@hardinge.com
Membership Director	Joseph Pavlik	jpavlik@nescoresource.com
Treasurer	Pamela Burns	pburns@chemungcanal.com
Secretary	Sue Ann Kirkum	skirkum@lawny.org
Webmaster	Angela Wood	awood@ebi.edu
Legislative Chair	Conrad Wolan	cwolan@saylesevans.com
Certification Chair	Catherine Murray	Catherine.murray@macom.com
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	Susan Pawlak	supawlak@gstbores.org
Registration Chair	Sue Dunn	Sue@twintierstraining.com
SHRM Foundation Director	Rick Shay	rshay@stny.rr.com
College Relations	OPEN	

The Association

VISIT US ON THE
WEB:
WWW.HRATT.ORG

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

