

Westchester Human Resource Management Association



WHRMA News

November 2009

AFFILIATE OF
SHRMTM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

A Message from The President—Edwin Bowman

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I am pleased to report that WHRMA remains strong in its continuing mission to advance the profession of human resource management. The chapter has been an organic organization, adjusting to the ever changing business climate by focusing on the challenges that HR professionals face. Programs that highlighted member interest in international HR, financial literacy, workplace diversity, workforce readiness, compensation trends, and many others have been offered to keep our HR community current on issues with which we play an ever increasing strategic role.

It is, therefore, not surprising that our chapter, through leadership initiatives has made earnest attempts to align its activities with the increasing shift from operations to strategic focus in the conduct of human resource management.

One topic that seems to be emerging as a strategic

imperative is that of *talent management*. Characterized by the linkage of 1) workforce planning, 2) recruitment, retention, and rewards, 3) succession management and talent development, and, 4) development and measurement of performance, the subject of Talent Management appears to be intensifying on the HR professionals' radar screen. WHRMA will continue to monitor "best practices" and be a facilitator of information exchange for members through its programs and initiatives in 2010.

Another focus area for HR professionals appears to be aligned with the classical management theory that links "efficiency" and "effectiveness" as they specifically relate to choosing the *right* interventions for addressing human resources issues in ways that meet corporate goals and objectives. As an example, SHRM recently announced its plans to make significant changes in the criteria for awarding the various levels of

affiliate chapter merit recognition. Its objective is to "replace many *operational* items with strategic objectives designed to increase the visibility and *effectiveness* of chapters & state councils while promoting SHRM and the HR profession overall.

I and other affiliate chapter leaders interpret this as a charge for us in the affiliate chapters to ensure that the quality and relevance of chapter initiatives that engage the interests and professional needs of our members outweigh the quantity of programs and events. We want to provide useful information and insight that members can take back to their respective organizations.

To that end, I hope that in the context of addressing WHRMA's sustainability that we will redouble our efforts to satisfy the professional needs and interests of our WHRMA members, our local HR community and the organizations they represent in the coming year.

I wish all the best as we come into the holiday season and 2010.

HR JOBS:

Visit our website www.whrma.org for HR openings in our area. We'll be happy to list any openings you may have as well! You can also post your resume on the site if you are interested. Any questions? Send an email to Angela Bellizzi: anbellizzi@aol.com.

For those interested, we now have the local Whine and Dine Schedule on the Networking page of our website.

JACKSON LEWIS EMPLOYMENT ROUNDTABLE PROGRAMS:

A big Thank You to Jackson Lewis for their quarterly programs. They were informative and helpful to all who attended. We'll be planning the 2010 series, so stay tuned for details!

Expansion of FMLA Coverage for Military Families *Compliments of Jackson Lewis*

On October 28, 2009, the President signed the 2010 National Defense Authorization Act (NDAA) that included provisions expanding Family and Medical Leave Act military family leave benefits. The 2010 NDAA extends FMLA exigency leave coverage to family members of active duty members of the Armed Forces. It also expands the potential period during which FMLA caregiver leave might be provided. Now, eligible employees may take FMLA caregiver leave for up to five years after the veteran ends active duty. The expanded FMLA rights are effective immediately. Employers should amend their FMLA policies to reflect these expanded military family leave rights.

FMLA coverage for military families was first extended in 2008. Under the 2008 expansion of the FMLA, family members of members of the Reserves or National Guard called to active duty were entitled to leave for qualifying exigencies. Qualifying exigencies were further defined in regulations from the Department of Labor that became effective earlier this year. The DOL defined this term to include the following eight situations:

1. short-notice deployment,
2. military events and related activities,
3. childcare and school activities,
4. financial and legal arrangements,
5. counseling,
6. rest and recuperation,
7. post-deployment activities, and
8. additional activities to address other events which arise out of the covered military member's active duty or call to active duty status, provided the employer and employee agree that such leave shall qualify as an exigency, and agree to both the timing and duration of such leave.

Under the 2010 NDAA, family members of active duty members of the Armed Forces would be entitled to FMLA exigency leave under the same circumstances as family members of members of the Reserves or National Guard.

In the 2008 FMLA Amendments, covered family members were eligible for 26 weeks leave to care for injured service members. As a practical matter, those amendments failed to address employees' need to take leave to care for a veteran whose service-connected injury or illness first manifested itself after the service member became a veteran. Covered family members are now eligible for 26 weeks of leave to care for veterans who are undergoing medical treatment, recuperation or therapy for a serious injury or illness and who were members of the Armed Forces (including members of the National Guard or Reserves) at any time during the five years preceding the date of treatment, recuperation or therapy.

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Most Annoying Phrases—Excerpted from HR Executive, July 2009

Researchers at the University of Oxford compiled a list of the top 10 "most irritating expressions in the English language," using a database they use to keep track of "linguistic mangling and overused buzz words." The most overused, tiresome phrases, which were compiled for a recent book, *Damp Squid: The English Language Laid Bare*, are:

- ◆ At the end of the day,
 - ◆ Fairly unique,
 - ◆ I personally,
 - ◆ At this moment in time,
 - ◆ With all due respect,
 - ◆ Absolutely,
 - ◆ It's a nightmare,
 - ◆ Shouldn't of,
 - ◆ 24/7, and
 - ◆ It's not rocket science.
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A Very Happy Thanksgiving to our WHRMA members and their families. May your holiday be happy, healthy and bountiful!



LEGAL ALERT *Continued from Page 2*

The DOL recently released the form that employers need to use for all new hires notifying them of the appropriate pay rate, applicable overtime rates and pay dates, etc. Please remember that even if you use this form, Jackson Lewis still suggests companies continue to use offer letters since this form makes no mention of the "at will" employment status and any other provisions offer letters may currently include.

The following excerpt was obtained from the NYS Department of Labor website:

Albany, NY (October 29, 2009) - Employers must now give newly-hired workers written notice of the rate at which they will be paid and their regular payday, under Section 195.1 of New York's Labor Law. The notice must be provided on a form available from the New York State Department of Labor, and must be given to new employees before they do any work.

The written notice must also include the

employee's overtime rate of pay, if they qualify for overtime. Most employees must receive overtime pay at one-and-a-half times their regular rate of pay for all hours they work over 40 in a given week. Very few occupations are not covered by the overtime provisions of the labor law, such as farm workers and professionals.

Labor law requires that a regular payday must be at least weekly for manual workers, twice a month for clerical and other workers, and monthly for commissioned salespeople.

"This new law will help to avoid misunderstandings between workers and their employers over rates of pay and paydays," said Commissioner M. Patricia Smith. "Written notice helps to prevent disputes, and also helps to resolve them when they occur."

The employer must have a new employee sign a statement saying that the employee has received the written notice. The signed

statement must be kept on file by the employer for six years.

Employers can see the new guidelines and download the required form on the [Wage & Hour Law](#) section of the Department of Labor's web site (link shown below).

Form **LS-52** Hyperlink: http://www.labor.state.ny.us/workerprotection/laborstandards/PDFs/LS_52_Hourly_Rate_Plus_Overtime.pdf

Hyperlink for additional information about this new law: <http://www.labor.state.ny.us/workerprotection/laborstandards/workprot/lshmpg.shtm>

WEATHERING THE STORM: By Omayra Wheeler, Workforce Readiness Chair

2009 has been plagued by high unemployment rates, job freezes and families at risk for losing their homes. In the midst of turmoil, citizens scramble to make ends meet and to learn new skills that will help them keep their jobs or land a new one. WHRMA has been at the core of helping others gain those skills necessary for success in the workplace through its Workforce Readiness Committee (WRC).

We started by spearheading the Inspired to Succeed (ITS) Work Readiness Club at Westchester Community College's Educational Opportunity Center (EOC). The Club's goal is to supplement the vocational skills learned at the EOC with the "soft" skills necessary for success in the workplace. Members are required to participate in a 6-week program comprised of a series of workshops in the areas of communication, professional etiquette, teamwork, interviewing skills and conflict resolution. Sessions

are facilitated by professionals from various industries. The first cohort consisted of 15 members, 13 of which completed the program on June 22 and 1/3 have subsequently found gainful employment. Cohort #2 begins on November 9th.

WRC has also partnered with Junior Achievement, a non-profit committed to teaching students key concepts of work readiness, entrepreneurship and financial literacy. WRC volunteered at Mamaroneck Elementary School where volunteers used hands-on activities to introduce students to the critical skills necessary for future success.

In their Public Service Announcement, First and Second Ladies Michelle Obama and Dr. Jill Biden implore us to serve the military in their statement, "Let's honor their service by volunteering ours." WHRMA has responded

to and embraced their plea. WRC has put its heart into serving the military families who are in desperate need of our support. We volunteered our time at the Yellow Ribbon Career Fair in April by assisting soldiers returning from the Middle East with career coaching and resume reviews; and in August WRC conducted mock interviews and resume reviews for 80 soldiers of the Army National Guard. What a heartwarming endeavor!

In order to meet the increasing needs of the workforce, WRC will be creating a subcommittees in 2010. We are calling for WHRMA members to volunteer their time and talents. Join us as we strive to strengthen our workforce, one person at a time!

Welcome to Our New Members!!!!

Robert Ruotolo	Lockton
Blair Gillette	IBM
Diane Prohaska	Pernod Ricard
Sue Zankel	Pace University
Joseph Scozzafava	In Transition
Lena Vladsky	In Transition
Renee Crumpley	Columbia University Medical Center
Jennifer Hayes	Fed Ex Ground



*WHRMA's Annual Holiday & Installation Dinner
Is Scheduled for Wednesday, December 9th
At The Traveller's Rest*

Details will be available on our website.

Please join us for an evening of good food and friendship to celebrate the holidays!

SHRM Seminar News for 2010

SHRM Employment Law & Legislative Conference

March 17—19 2010
Washington DC

SHRM Staffing Management Conference & Exposition

April 26—28 2010
Orlando Florida

62nd Annual Conference & Exposition

June 27—30
San Diego, California
SHRM Strategy Conference
October 6—8 2010
San Antonio, Texas

For more details or information,
log onto the SHRM website:

www.shrm.org



