

WHRMA

WESTCHESTER HUMAN RESOURCE
MANAGEMENT ASSOCIATION



AFFILIATE OF
SHRMTM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

September 2011

A Message From Our President, Danielle Martin

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now is the time to ask more questions. We have a few positions whose terms have come due and we have opportunities for you.

The following positions are open: Treasurer, Secretary, and various Chairperson positions of our core Leadership Areas; Legislative, Hospitality, College relations, Communications, and Programs. Each of the positions is for a 2 year term limit. If taking on a position might be too big of a step, each of the core leadership

areas do have committees that you can join and grow into the leadership role. As any HR practitioner knows, the key to a continually successful organization is a succession plan. We are pleased to groom members to take on future roles.

For more information, please contact me at martin.danielle8@gmail.com. All nominations are due by October 1st.



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 Maria Boccardi: mboccardi@theosborn.org.

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

JACKSON LEWIS EMPLOYMENT ROUNDTABLE PROGRAMS:

Programs take place at the Offices of Jackson Lewis

And begin at 3pm

Wednesday, November 2, 2011—Legislative Update

Programs are free and offered to members only.

WHRMA; PO Box 1131, White Plains, NY 10602

Upcoming Diversity/Inclusion Programs—Submitted by Michelle Wood, WHRMA Diversity Chair

Greetings! Below are two **diversity & inclusion** events that you may be interested in attending. Both will take place in upstate New York. If you are interested in being a member of our WHRMA Diversity Committee, please contact me directly at michdenwood@aol.com.

Event One: Diversity 2011 Conference: The Power of Inclusion (sessions & workshops)

Dates: October 2-3, 2011 (early bird registration before Sept. 17th)

Location: Rochester Riverside Convention Center

For details see attached flyer at the back of this newsletter.

Event Two: "Little Rock Nine" presentation by Dr. Terrence Roberts

Date: October 21, 2011 (8am-10am)

Location: DoubleTree Hotel Syracuse (Carrier Circle)

For details go to: <http://www.cnyshrm.org/october-2011-little-rock-nine>

Protecting Your Reputation at Work

Source: **Work*Life*Excel, September 2011, Care Plus Solutions**

Your workplace reputation is a valuable asset, but it is not a "renewable resource". Once tarnished, it can take years to recoup. How you handle yourself emotionally at work is a key facet of your reputation that can overshadow your skills, abilities, and accomplishments. How do you handle anger, disappointments, conflicts, or even frustrations with management? Do you remain cool in the face of challenges? Most of us can't display the same emotions to coworkers and managers that we display at home with family members. If you blow up with coworkers, it's unlikely they'll simply think, "Oh, that's just Bob being Bob." To stay cool, consider whether you are sitting on anger or stuffing conflict. Plan a sit-down meeting with whomever you need to clear the air with. Your employee assistance professional or a good friend can help you plan it. Need coaching? Ask yourself: "Are my relationships at work uplifting or am I surrounded by others who are negative?" "Am I getting too negative in my communications?" "Am I getting careless about what I say or whom I say it to?" "Are my emails lacking common courtesies or am I sounding snappy?" Your reputation is a resource for both you and your employer. Protect its value and it will serve you well.

Your Board—Your WHRMA Resource

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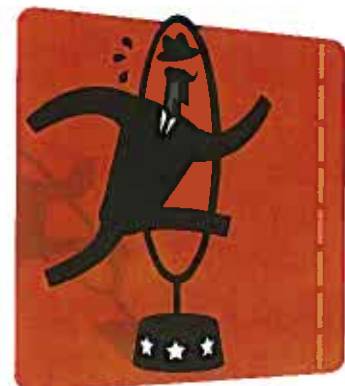
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Just a Reminder..

The registration deadline for our Tuesday Morning Breakfast meetings is the Friday prior to the meeting.



WHRMA: November Conference – Tuesday, November 15, 2011

Come join us!

WHRMA and the Business Council of Westchester are collaborating to present a dynamic HR event not to be missed!
“Millennial Management in a Baby Boomer World”

Mark your calendars! Join your HR colleagues and business community for an engaging program at the **Crowne Plaza**, White Plains this **November 15th**. Details are still in the works but we couldn't keep it under our hats any longer!

Look out for the registration to go live on our website, www.whrma.org.

Vendors and sponsors can phone or email Theresa DelGado, WHRMA Programs & Certification Chair at 914-381-6541, tedelgado@castle.us ahead of the mailing.

Looking forward to seeing you there!

NOTIFICATION OF EMPLOYEE RIGHTS UNDER THE NATIONAL LABOR RELATIONS ACT: A NEW NLRB RULE REQUIRES EMPLOYERS TO POST INFORMATION REGARDING EMPLOYEES' RIGHT TO ORGANIZE

By: Michael R. Hekle, Esq., Partner, Jackson Lewis LLP

On August 25, 2011, the National Labor Relations Board (“NLRB”) issued a new rule titled “Notification of Employee Rights Under the National Labor Relations Act.” The rule is a requirement for private sector employers that will have particular impact on union-free and partially-unionized employers. As published, it requires that all employers covered by the National Labor Relations Act post a notice informing employees of their right to organize and lists examples of unlawful employer conduct.

Additionally, the rule requires that “[w]here 20 percent or more of an employer’s workforce is not proficient in English and speaks a language other than English, the employer must provide notice...in the language the employees speak. If an employer’s workforce includes two or more groups constituting at least 20 percent of the workforce who speak different languages, the employer must provide the notice in the [largest minority] language [as well as English].”

Failure to post the notice is an unfair labor practice and may be considered as evidence of unlawful motive in certain proceedings before the NLRB. Non-posting may also extend the statute of limitations period for filing an unfair labor practices against an employer where the violation is allegedly committed during the period in which the employer has failed to post. These penalties, and the possibility that the notice may trigger union organizing, can have serious consequences on unprepared employers. The notice must be posted by November 14, 2011.

Copies will be available at NLRB offices and are available on the NLRB website (www.nlr.gov/poster). Employers should speak with labor counsel for further information on this rule and how it may impact your workforce.

For additional information regarding this article, please contact Michael Hekle at (914) 328-0404 or heklem@jacksonlewis.com.

Welcome to Our New Members!!!!

Joseph DiCarlo, Director of HR, WestMed
 Gabriella Ramundo, HR Recruiter, Maximum Management
 Leona Peiffer, President, College Nannies and Tutors
 Jinja Cuevas, Director, Creative Lifestyles
 Laura Simonelli, Director, ADP
 Steve Caccavo, President, Constructive Business Solutions



Maximize Your Own Workflow, Jason W. Womack, Med, MA Source: Training Magazine, July/August 2011

When you first walk into your office and sit down at your desk, you begin a series of workplace “moves” that you’ve designed and practiced over time. If you’re going to work differently (manage time more efficiently, use your systems more effectively, communicate with your coworkers differently, etc.), you’re going to have to do something differently. Now, before you try to incorporate some new workflow methodology you’ve read about online or heard from a co-worker, spend a week or so keeping track of some of your own “moves” of work.

- How do you interrupt (and how often) your co-workers?
- What tools or technologies do you rely on to get your work done?
- When you need time to think and plan, how do you create those blocks during the day?

After a week of this semi-focused observation, you may come up with some ideas of how you can change some of those behaviors to become more efficient through the workday and through project management processes. Meet with a co-worker, peer or mentor over a cup of coffee and brainstorm ways you can let go of poor habits and implement strong, productive, and beneficial workflow practices.

SHRM National

Strategy Conference

October 5—7, 2011

Chicago, IL

Diversity & Inclusion Conference & Exposition

October 24—26, 2011

Washington, DC

Don't forget that we are beginning to plan our “slate” for our November elections. The following positions are up for their term limit:

Secretary

Treasurer

Hospitality

College Relations

Legislative

Communications

To that end, if you are interested in becoming a volunteer and/or member of the Board, please contact Danielle Martin, WHRMA President. She can be reached at: A&E Television Networks, 203-353-7285, Danielle.martin@aetn.com

Some Quotes:

Service to others is the payment you make for your space here on earth.

Mohammed Ali

Volunteers are the only human beings on the face of the earth who reflect this nation's compassion, unselfish caring, patience, and just plain love for one another.

Erma Bombeck

2011 Chapter Meeting Dates

All are Breakfast Meetings unless otherwise noted

Tuesday, September 20, 2011

Tuesday, October 18, 2011

Tuesday, November 15, 2011—This will be a longer conference that will take us through lunch, so plan!

Go online for more details: www.whrma.org

Our Purpose:

1. To provide a forum for educational presentations and the discussion of topics relative to the HR profession.
2. To encourage and support members in their pursuit of professional certification.
3. To provide a clearing house of human resource information to the business community.
4. To cooperate with other human resource organizations in meeting the needs of the HR professional.
5. To provide information and services to serve the professional and advance the profession.

UPCOMING MEETING DATES:

International SIG Dates

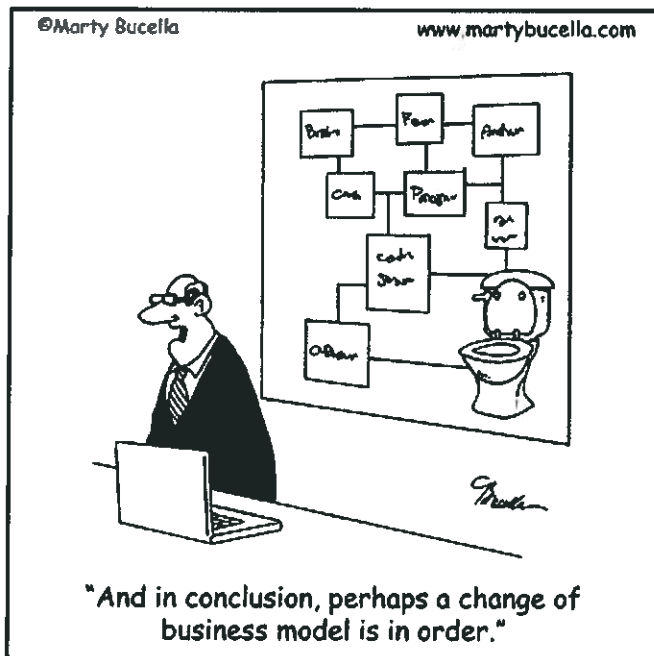
**October 4, 2011
December 6, 2011**

Comp/ER SIG Dates

**November 10, 2011
February 2, 2012
May 3, 2012**

**Coaching/OD SIG Dates
TBD**

A few chuckles...



Our Advertisers

Your Ad Could Be here...

Our prices are:

1/4 page ad: \$100 per issue

1/2 page ad: \$150 per issue

Full Page ad: \$200 per issue

If you are interested in advertising in our newsletter, contact Elizabeth Rossi, Communications Chair at erossi@theosborn.org.

Are you an HR service provider? Why not consider sponsoring a meeting or advertising on WHRMA's website? Here are our rates:

Meeting Sponsor—\$650

- Acknowledgement in meeting announcements
- Introduction at meeting and a 10 minute speaking opportunity
- Skirted display table for materials
- Contact list of attendees

Vendor Display Table—\$150/meeting

- Exhibit literature, provide handouts, promote your services and products to meeting attendees.

Website Advertising

- 6 months = \$300
- 12 months = \$500

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OCTOBER 2-3, 2011

Diversity2011 Conference: The Power of Inclusion

**Rochester Riverside
Convention Center**
1 ½ Days

Early Registration Discounts.
Register Online Today!

**Workforce Diversity Network
(WDN) members save 20%.**

See the agenda, speaker and
session details and register online at
www.workforcediversitynetwork.com

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Workforce Diversity Network

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education and networking on
workforce diversity. We are
dedicated to creating a learning
community in the business world
to help your organization address
diversity and its benefits.

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**20+ Engaging
Keynotes and
Sessions to
Maximize the
Power of
Your People**

Keynotes

Above, left to right

Laraine Kaminsky Leveraging Cultural Competence for Inclusion in a Rapidly Changing World
Robert Wendover The Power of Inclusion Celebrating Age Diversity in Today's Workplace
Cathy Bao Bean Bridging Cultures with Good Humor: Identities and Laughter
Joe Gerstandt RESET!

Sessions

- Workplace Micro-Aggressions: Demoralizing and Corrosive
- Resilient Leadership: Making the Most of Nonstop Change in Diverse Organizational Cultures
- Bridging Cultures with Good Humor: Identities and Laughter
- Gay Days Daze - A Cultural Competency Case Study
- Understanding the Powers of Bias
- Succession Planning for Diversity in Tough Economic Times
- New Tools, New Rules: Putting Social Technology to Work for Diversity and Inclusion
- Moving the Pendulum on D&I Education
- Diversity Training ROI: How to Measure the Return on Investment of Training Initiatives
- To Affinity and Beyond: Strategic Career Management for Employee Resource Group members
- The World Is Flat - Implications for Business, Ethics and Human Resources
- Embedding Diversity and Inclusion in Your Organization
- Getting To An Inclusive Culture - One Company's Journey
- Multi-Dimensional Mentoring
- Why Diversity Training and Related Efforts Have To Change
- Successful Workplace Collaborations Supporting Employees with Disabilities is Everybody's Business
- The Respect Factor: the key to the collaborative workplace
- Common Sense by Friday: Introducing Critical Thinking to the Menu Driven Generation
- Moving Inclusion Forward: Diffusing Resistance and Conflict

Plus

A Senior Leadership Panel

Join this lively discussion on lessons learned while establishing and sustaining a diversity and inclusion initiative. Panelists: United Way of Greater Rochester President Peter Carpino, Xerox Chief Diversity Officer William Castle, The College at Brockport President John Halstead, and City of Rochester Deputy Mayor Leonard Redon.

Diversity 2011 Marketplace

Exhibits showcasing helpful services and products

Fees

before September 17, 2011

- Full Conference - \$250 WDN Members, \$315 Non-members
- Oct. 2 only - \$70 Members, \$90 Non-members
- Oct. 3 only - \$200 Members, \$250 Non-members

after September 17, 2011

- Full Conference - \$275 WDN Members, \$350 Non-members
- Oct. 2 only - \$75 Members, \$100 Non-members
- Oct. 3 only - \$225 Members, \$275 Non-members

www.workforcediversitynetwork.com