



# Twin Tiers HR Times

## This month's program:

Thursday, March 10th  
11:45 a.m.—Networking  
12:00 p.m.—Lunch  
Tag's Restaurant Banquet Room

Jim Young, Partner,  
Sayles & Evans  
"Wage Theft Protection Act"  
See p.2 for more details.

Member Cost: \$10  
Student Members: \$5  
Non-members: \$12

Register with Teresa Haight by  
Tuesday, March 8th, 3 pm—  
teresa.haight@oclaro.com  
or 607-562-7102

March 1st, 2011

Volume 4, Issue 2

## President's Corner

By Stacie Van Skiver

The Human Resource Association of the Twin Tiers (HRATT) is a professional organization that exists to provide resources to HR professionals and to advance the HR profession in our community. As an affiliate of Society for Human Resource Management (SHRM) our chapter is committed to promoting the human resource profession as a strategic business partner with our members' respective organizations. For over 25 years, HRATT has provided a forum for HR professionals in the region to connect with each other and benefit from professional development opportunities.

While HRATT provides substantial resources to HR professionals on a local level, we also strongly encourage each of you to consider membership in SHRM. I have personally been a member of SHRM for over 10 years and continue to be impressed with the resources and tools SHRM offers to their members. I would like to use this forum to share with you just a few of the resources available to SHRM members:

- 2011 U.S. Employment Outlook
- SHRM Labor Market Outlook
- SHRM Connect (New social networking platform for HR professionals)
- Expert HR Advisors
- Supervisory Newsletter: *Managing Smart*
- HR Magazine
- SHRM's Legislative Outlook

(continued on p. 4...)

## Inside this issue:

March's Program	2
Upcoming Programs	2
Legislative Corner	3
Workforce Readiness	4
President's Corner continued	4
Diversity Updates	5
CCC HR Boot Camp	6
SHRM Foundation News	8
Sponsorship Opportunities	10
2011 HRATT Officers The Association	11

## Welcome New Members

Karen Wheeler, Catholic Charities  
Anita Mawhir, Southern Tier Logistics  
John Heil, Heil Enterprises  
Bonnie Cady, Cameron Manufacturing  
Muriel Parrotte, Hilliard Corporation  
David Sebastianelli, Brown & Brown, Inc.  
Jocelyn Birmingham, Chemung County  
Lori Gwin, Corning Community College  
Linda Tuttle, Corning Community College  
Troy Preston, Schuyler Hospital  
Brian Forrest, Arnot Ogden Medical Center  
Julie Barrett, PHR, Masco Cabinetry  
C. Douglas Johnson, GST Boces

Current members:	98
SHRM members:	41 (42%)
Certified members:	12 (12%)



## March's Program

**Wage Theft Protection Act** — This program will be of value to HR professionals who want to develop an understanding of requirements for the new Wage Theft Prevention Act (WTPA). The seminar will address: defining WTPA and why it exists, annual notification requirements, remedies for wage law violations, strengthening whistleblower protections, and overall implications to employers.

**Jim Young** — Jim Young was admitted to the New York Bar in 1971. Mr. Young received his BBA from St. Bonaventure in 1967 and his JD from Cornell Law School in 1970. Mr. Young is a member of the New York State Bar Association and concentrates in educational law, employment law, and litigation. Mr. Young is a Partner at the law firm, Sayles & Evans, located in Elmira, NY.

*What is the WTPA and what are the reporting requirements? This month's program will answer this and more.*

### MARK YOUR CALENDAR FOR NEXT MONTH'S HRATT PROGRAM

**Thursday, April 14th, Breakfast Buffet, 7:30 am - 12:00 pm**

**Location: Tags Meeting Room**

**Speakers: Dr. Them (Occ. Med) & Michelle Pedrich (HR Works)**

**Topic: Employment Law Summit 2011**

- **What Employers Should Know About Drug and Alcohol Testing**
  - **Employee Law**

### **"Building a Culture of Diversity and Inclusion"**

#### **NYSSHRM Diversity & Inclusion Leadership Conference**

April 5-6, 2011

The Saratoga Hilton, Saratoga Springs, NY

**Speakers:** Dr. Shirley Davis, Director of Global and Inclusion SHRM  
Grace Odums, Consultant Strategist

**Hot Topics:** Veterans Returning to the Workplace  
Closing the Gap Between Education and Employability  
Workplace Flexibility  
Case Studies.... And Much More!

This is *the* conference to attend if you want to

- Hear from our "Distinguished Diversity Expert Panel" and other progressive diversity and inclusion thought leaders
- Make the most of great networking opportunities with diversity practitioners AND executive stakeholders
- Participate in concurrent sessions covering best practices, leadership skill development, capacity-building strategies, and much, much more!
- Receive recertification credit for your PHR, SPHR, and GPHR certification

**REGISTER NOW AT:** [http://nysshrm.org/div\\_conf2.php](http://nysshrm.org/div_conf2.php)

**SPONSORSHIPS:** [http://nysshrm.org/diversity\\_conference\\_vendors.php](http://nysshrm.org/diversity_conference_vendors.php)

**For more information, contact:** [fglover@earlycareandlearning.org](mailto:fglover@earlycareandlearning.org)

# Legislative Corner

By Christopher Kaczmarek (This article appears in its entirety at [www.shrm.org/LegalIssues/StateandLocalResources/Pages/ReportingTimePay.aspx](http://www.shrm.org/LegalIssues/StateandLocalResources/Pages/ReportingTimePay.aspx))

## Reporting Time Pay: A Wage and Hour Winter Wonderland

As demonstrated by the recent storms that stranded travelers across the country, winter has arrived. In dealing with disruptions caused by heavy rain, sleet and snow, employers also should prepare themselves to handle payroll issues that result from winter storms. Indeed, although federal law has no such requirements, some states have “reporting time pay” laws that require nonexempt employees be paid a minimum amount whenever the employee reports to work as required or requested by the employer, even if no work is performed. The following is a general discussion of such reporting time pay laws, along with illustrative hypotheticals, to help employers weather the storm.

**Reporting Time Pay** - A wage obligation may exist under a state reporting time pay law of a wage agreement, discussed further below. The good news for employers is that the vast majority of states do *not* have reporting time pay laws. The jurisdictions that *do* have reporting time pay laws are California, Connecticut, the District of Columbia, Massachusetts, New Hampshire, New Jersey, New York, Oregon (minors only) and Rhode Island. Once an employer determines that a reporting time pay law exists, the following must be considered:

- Does the law apply to all nonexempt employees or only to those scheduled to work a specific number of hours?
- If the law is applicable, how much must the employee be paid?

**Scheduled Hours** - Although reporting time pay laws vary from state to state, the majority of such laws require that an employee be scheduled to work a specific number of hours to be eligible for reporting time pay. Some state laws apply if an employee is scheduled to work at least four hours, but other states have lower thresholds. In addition, different standards may apply in different industries. Some states also have separate standards for adult and minor employees. As a general matter, employees who are not scheduled to work the applicable threshold number of hours are not eligible to receive reporting time pay.

**Hours Owed** - When a reporting time pay law exists and an employee who is scheduled for the requisite number of hours reports to work, the employer must next determine both: (a) how many hours of compensation that individual is owed; and (b) the rate at which those hours must be paid. Again, requirements vary from state to state. Some reporting time pay laws require that an employee receive compensation at his or her regular rate of pay, whereas other states only require payment of at least the minimum hourly wage. Moreover, the amount owed may vary depending on how many hours, if any, an employee works.

**Exceptions** - Exceptions vary by state. For instance, some states do not require employers to provide reporting time pay if:

- An employer makes a good-faith effort to notify an employee not to report to work.
- The interruption of work is caused by an “Act of God” or other cause not within the employer’s control.
- The employer previously provided enough hours during the week to meet any minimum number of hours agreed to between the employer and employee.

**Overtime** - It is important for employers to determine how the states in which they operate treat reporting time pay for purposes of state overtime law. First, the employer must determine whether reporting time pay counts as “hours worked” for purposes of the state overtime law. Second, if reporting time pay does constitute hours worked, the employer should determine whether such pay must be factored into the employee’s regular rate for that week. Many reporting time pay laws are silent on these issues, thereby requiring employers to look for guidance elsewhere (e.g. the state wage and hour laws or the state labor department).

**Wage Agreements** - Although a state may not have a reporting time pay law, certain employers have wage agreements that provide employees with a guaranteed minimum number of work hours and/or pay. In these situations, employers must abide by the agreement’s terms and conditions.

**What Employers Should Do** - Employers should consult with knowledgeable employment law counsel to determine whether a reporting time pay law exists in the jurisdictions where they operate. Multi-state and national employers, whose odds of operating in states with reporting pay laws are greater, must recognize the differences between the state reporting time pay laws and develop state-specific strategies to ensure compliance in each jurisdiction.

### What Employers Should Do:

1. Ensure that employee contact information is current.
2. Obtain multiple forms of contact information if possible (home phone, mobile phone, email address, etc.)
3. Ensure that staff who are responsible for notifying other employees of closures or delayed openings have ready access to employees’ contact information.
4. Make certain open lines of communication exist between decision-making employees and supervisory staff to guarantee that adequate notice is provided if and when operations will stop due to weather conditions.
5. Develop a protocol for providing notice, and designate primary and secondary staff charged with providing notice.
6. Train payroll staff on if, when and how much reporting time pay is due to employees, and ensure that timekeeping records can and do accurately reflect the difference between regularly worked and reporting time pay hours for overtime purposes.

## Workforce Readiness

By Nancy E. Blake

### Educators Step Outside the Classroom

#### Working Worlds 2011

Working Worlds is an educator in-service program coordinated by Career Development Council staff to expose teachers to information about local businesses. The host site provides an overview of their business, the range of employment opportunities, educational requirements for employees, and the skills the company looks for when hiring new workers.

*“Working Worlds is an educator in-service program coordinated by Career Development Council staff to expose teachers to information about local businesses.”*

This five-week workshop provides instructors with information about businesses in the six career pathways of Arts and Humanities; Business and Information Systems; Engineering and Technologies; Health, Human, and Public Services; and Natural & Agricultural Sciences. The information presented by the businesses allows the teachers to make the connection to the **New York State Learning Standards or Career Development and Occupational Studies (CDOS)**. This year’s group of 25 educators comes from multiple school districts within Chemung, Schuyler, and Steuben counties.

Host sites for 2011 include:

Cameron Manufacturing and Design, Inc., Horseheads  
Simmons-Rockwell, Big Flats  
Wegman’s, Elmira  
Able 2, Horseheads  
YMCA, Corning.

If you have any questions or would like to host a workforce readiness activity, please feel free to contact me at [nblake@gstbooces.org](mailto:nblake@gstbooces.org) or 795-5320.

Thanks so much for your support,

*Nancy*

## President’s Corner continued

- HR Jobs/Careers Portal
- SHRM Webcasts and other HRCI recertification opportunities
- World Class Conferences
- HR Talk (Chat room for HR professionals)

For information on joining SHRM visit their website at [www.shrm.org](http://www.shrm.org) or link through our website at [www.hratt.org](http://www.hratt.org).

Thank you for designating HRATT as your SHRM chapter, and for continuing to attend and participate in HRATT programs and initiatives. There are many ways to become involved with HRATT, including serving on committees or joining us on special projects. If you would like to be more involved in HRATT or have questions, please feel welcome to contact me directly at (607) 271-2603 or [vanskiver.stacie@synthes.com](mailto:vanskiver.stacie@synthes.com).

# Diversity Updates

Submitted by Debra Carson

## Review of SHRM and Cornell University's Poll for Recruitment of Veterans for the Workplace

During November 2010, SHRM and the ILR—Employment and Disability Institute at Cornell University conducted a poll pertaining to the recruitment of veterans with disabilities. The sampling consisted of 1,083 HR professionals who were randomly selected from SHRM's membership. The return rate was 14%, yielding a +/-3% margin of error.

Some of the key findings from the results are as follows:

- a. Many of the employers that responded to the poll are not aware of the resources that are available to help find veterans with disabilities. SHRM recommends that the HR professionals seek information and use resources like: Tip of the Arrow Foundation, the VetSuccess Program, and Wounded Warrior Program to aid in finding qualified job applicants who are veterans with disabilities.
- b. Many of the HR professionals believe the following: accommodating employees with disabilities is a worthwhile return on investment for their company, veterans with disabilities perform on the job as well as any other employee, having veterans with disabilities in their workforce will improve their customer image, and hiring veterans with disabilities will benefit the organization.
- c. The HR professionals, for the most part, believe that accommodating workers with disabilities (like post-traumatic stress disorder (PTSD)) requires more effort for their employer, but post-traumatic stress workers have a right to an accommodation in the workplace. They also agree with the statement that workers with disabilities take the same amount of a manager's time as any other employee.
- d. The poll reveals that most of the HR professionals need to become more informed about the various resources and/or other key information pertaining to veterans with disabilities. For example, 52% of the respondents stated that they did not know if it is costly to accommodate workers with disabilities such as PTSD or Traumatic Brain Injury (TBI); 70% of the respondents were not sure if most workers with TBI will need assistance with work tasks that involve reading, and 53% did not know if the workers with PTSD were more likely than others to commit acts of violence in the workplace.
- e. A large percentage of organizations have hired a veteran in the last year and have included veterans in their diversity plans/policies. However, 52% of the organizations do not know if they plan to hire a veteran in the next 12 months, but 44% of the organizations will include veterans in their diversity plans/policies for the upcoming year.
- f. Approximately 38% of HR professionals reported that their organizations have employee assistance programs (EAP) with expertise in veterans' issues.
- g. An open-ended question was asked pertaining to recommendations to improve the hiring of veterans with disabilities. Some of the responses included:
  - i. Educate employers on the benefits of hiring veterans with disabilities.
  - ii. Advertise success stories in national and local media.
  - iii. Make employers/veterans aware of existing resources.
  - iv. Train veterans to use general career job sites.

Many of these recommendations have been implemented by ACCESS-VR (Adult Career Continuing Education Services, formerly VESID)

To read the survey in its entirety, please refer to the [SHRM website](#).

*“Many of the HR professionals believe: accommodating employees with disabilities is a worthwhile return on investment for their company, veterans with disabilities perform on the job as well as any other employee, having veterans with disabilities in their workforce will improve their customer image, and hiring veterans with disabilities will benefit the organization.”*



# corning community college

State University of New York

Workforce Development and Community Education

## HR BOOT CAMP 2011

### MANAGING TIME AWAY FROM WORK

March 08, 2011

### HEALTH & WELLNESS

March 15, 2011

### HR LEGAL COMPLIANCE

March 22, 2011

All sessions are held at the Business Development Center, 24 Denison Parkway West in Corning from 9:00AM to Noon. Tuition is \$75 per module. **Registration is required – Please call (607) 937-6857**

### MANAGING TIME AWAY FROM WORK

This module is designed to help participants be prepared to respond to and manage any instance of an employee being absent from work due to a “leave” within the context of state and federal regulation. Instructors: Molly Bailey and John Simonds

- To describe the Family and Medical Leave Act legislation and when and how it is applied to leave situations.
- To describe Military Family Leave and how it is applied to leave situations.
- To help participants understand the interplay between Family and Medical Leave, Statutory Disability Leave, and Worker’s Compensation Leave.
- To describe the employer’s obligations to provide leave in certain circumstances under the Americans with Disabilities Act.
- To outline “Return to Work” or “Fitness for Duty” forms and discuss their usage.
- To discuss how Human Resources manages other types of leave.

### HEALTH & WELLNESS

This module will help you understand the role you can play in promoting a healthy workplace. Employees are a company’s most valuable resource. Promoting wellness can be done by addressing the physical, mental, and occupational health of employees. Some small, inexpensive changes in an organization can dramatically improve employee attitudes, behaviors, loyalty, and lifestyles for the better. Instructor: Jenine Cleary. Topics Include:

- What’s an EAP?
- Workplace Hazards – keeping employees safe
- Wellness Programs – ideas to get you started
- Volunteering – people helping people

### LEGAL COMPLIANCE IN HUMAN RESOURCES

This module will assist participants in sorting out the acronyms in the alphabet soup of laws affecting Human Resources. From the ADA to WIA, this module will attempt to cover the state and federal laws that affect you most and provide resources for obtaining information when you need it fast. Instructor: Jenine Cleary. Topics Include:

Fair Labor Standards Act—exempt or non-exempt?  
Wage and Hour Law—to break or not to break?  
Equal Employment Opportunity  
New York Human Rights Law

## Is your HR staff **overworked** and **overwhelmed**?



**Protect your company and simplify your life.**

**HR Works' experts can help you with as much or as little as you need.**

Founded in 1991, HR Works has set the standard as a leading provider of human resources and benefits process outsourcing. HR Works delivers a suite of scalable services that includes:

### **EEO/Affirmative Action Plan Development**

- AAP development
- EEO/AA training
- OFCCP audits
- Applicant tracking
- Year-round guidance and support

### **Web-based HRIS and Self-Service Technology**

- Integrated HR, Benefits and Employee Self-Service application
- Payroll integration and carrier connectivity
- Fully scalable and customizable

### **Benefits Administration**

- Friendly benefits team for your employees
- Benefits compliance
- Carrier invoice reconciliation
- FMLA, COBRA, HIPAA, Medicare Part D
- Leave administration
- Employee orientations

### **Management/Supervisory Compliance Training**

- HR Academy
- Supervisor Academy
- Leadership Academy
- Harassment Prevention
- Custom training at your worksite or via webinar

**HR Professionals On-Site**  
**HR Helpline · HR Audits**  
**Employee Handbooks/Supervisory Procedure Manuals**  
**Merger and Acquisition Support**  
**Direct Hire and Interim Staffing**

*View our affirmative action movie premiere at [www.hrworks-inc.com/aa-movie](http://www.hrworks-inc.com/aa-movie) to receive a free year of EEO-1/VETS-100 reporting!*

## SHRM Foundation News

“The SHRM Foundation supports researchers who bring us a greater understanding of the complexities of HR... [and] is also committed to creating materials that explain how practitioners can capitalize on the new knowledge that research provides...free through the website...made possible by tax deductible contributions to the Foundation.”

### Key Findings from SHRM Foundation-Funded Studies

The SHRM Foundation supports researchers who bring us greater understanding of the complexities of HR. During the past three years, the Foundation has funded more than \$1.6 million in research grants for studies that advance the knowledge base of the profession.

The SHRM Foundation is also committed to creating materials that explain how practitioners can capitalize on the new knowledge that research provides.

The [HR Research Results](#) brochure presents the results of recent SHRM Foundation-funded projects in an actionable way, so HR professionals can apply this knowledge in their organizations. The topic areas are: *Is There a Business Case for Work-Family Programs?*; *Promoting Effective Engagement and Retention of the Aging American Workforce*; *Keeping the Most Experienced Employees by Deferring Retirement and Building Team Resilience: Lessons Learned from College Sports Coaches*. Contact the SHRM Foundation at 703-535-6020 to request a printed copy, or [download a .pdf](#) free from the SHRM Foundation website.

### Educational DVDs

The SHRM Foundation has created a series of educational DVDs that feature real-world case studies of successful companies that align HR strategy with corporate business objectives. The DVDs are distributed free of charge to SHRM chapters, educators and businesses. The SHRM Foundation also offers a discussion guide and powerpoint presentation for use in SHRM chapter programming, staff trainings, or executive education sessions. The HR Certification Institute has approved many of the DVDs for one hour of credit, when used with the companion materials as part of a 1-hour educational session (see the Foundation website for details).

The Foundation's newest DVD, *Once the Deal is Done: Making Mergers Work* is an inside look at the successful merger of Bupa Australia, now the nation's largest privately managed health care health insurance group.

Other DVDs include World Economic Forum: *Creating Global Leaders*, *Seeing Forward*, which focuses on succession planning at 3M; *Trust Travels: The Starbucks Story*; *Ethics: The Fabric of Business* (profiling Lockheed Martin); *Fueling the Talent Engine: Finding and Keeping High Performers* (profiling Yahoo!); and *HR in Alignment: The Link to Business Results* (profiling Sysco Food Services Company). The DVDs are available for [viewing online](#).

For more information about the DVDs, visit the “[SHRM Foundation Products](#)” section of the SHRM Foundation's website at [www.shrm.org/foundation](http://www.shrm.org/foundation). The DVD series is made possible by your tax deductible contributions to the SHRM Foundation.

### Advertise in the Twin Tiers HR Times

**Get a half page of advertising in the HRATT newsletter, reaching over 100 HR and other business professionals in the 5 counties of the Twin Tiers for one year (10 issues)**

- Pay just \$500 for 9 issues, get the 10th ad free
- Pay just \$900 for 17 issues, get the 18th & 19th ads free

**Run a full page ad for one year for \$750, two years for \$1400.**

Ready to get your message out to business professionals in the Twin Tiers?

**Contact Eric Hosey 607-735-4227**  
[eric.hosey@emhartglass.com](mailto:eric.hosey@emhartglass.com)

# Do it right. Do it now. Enroll Part-time at Elmira College!



## Master's Degree Programs in Management

Performance-oriented  
curricula for jobs  
in demand!

- Emergency-Disaster Preparedness Management
- Health Services Management
- General Management
- Information Technology Management

Collaborative | Integrated | Synergistic  
Practical | Relevant | In Demand



Call us about our  
other part-time  
bachelor degree  
programs!

## Part-time Undergraduate Degree Programs

### ASSOCIATE DEGREES

Business  
General Studies  
Human Services

### BACCALAUREATE DEGREES

Accounting  
Business Administration  
Childhood Education  
Adolescent Education  
Human Services  
Nursing

## Management Training for Results!

Elmira College Offers  
American Management  
Association Courses  
in cooperation with  
Southern Tier Economic  
Growth (STEG)



- Certificate of Course Completion after completing each course.
- Gain widely recognized credentials from AMA - the nation's most recognized name in management training!
- Elmira College will be offering additional courses on an on-going basis. Complete six courses within two years and receive a certificate jointly signed by AMA, Elmira College and STEG.
- These are not credit-bearing course which lead to a degree.

Professional Development | Management Solutions  
Measurable | Cost-Effective | Efficient

Evening and weekend courses



Affordable, competitive tuition

Do it right.  
Do it now.

**ELMIRA COLLEGE**  
Continuing Education & Graduate Studies  
Distinctive | Convenient | Affordable

Enroll Part-time at  
Elmira College!

Call for more information: 607-735-1825 • Email: [continuinged@elmira.edu](mailto:continuinged@elmira.edu) • [www.elmira.edu/continuinged](http://www.elmira.edu/continuinged)

## Sponsorship Opportunities

By Ann Baxter

It's time to spread the word HR Professionals...cost effective opportunities are still available to sponsor HRATT events! 2011 brings many creative and affordable options for sponsorship\* that includes, but of course is not limited to:

- Sponsor the HRATT monthly meeting. Sponsor is afforded: (A.) Five (5) minutes to discuss/promote their product or service; (B.) A display table to provide materials to HRATT members; (C.) Advance promotional advertising to HRATT membership; and (D.) one (1) free lunch at the monthly meeting.
- Sponsor an individual HRATT core programming session held throughout the year. Sponsor is afforded: (A.) One (1) full-page ad in next issue of *Twin Tiers HR Times*; (B.) Ten (10) minutes to discuss/promote their product or service; (C.) Advance promotional advertising to HRATT membership; and (D.) A display table to provide materials to HRATT members.
- Get creative! Pitch an idea that works for your organization! The HRATT Board welcomes your creativity and will take all suggestions under consideration.
- Recommend a company or organization that may be interested in economical advertising/sponsorship opportunities that reach the counties of Chemung, Steuben and Schuyler in New York, and Bradford and Tioga counties in Pennsylvania. Wow, what coverage!
- Advertise in the *Twin Tiers HR Times* and/or HRATT web site ([www.HRATT.org](http://www.HRATT.org)).

\*Sponsorship fee schedule is determined by HRATT Board of Directors based upon scope of sponsorship. Sponsorship fee is non-refundable. HRATT Board of Directors reserves the right to modify sponsorship opportunities from time to time.

Remember, our target audience is YOU! Go ahead, pitch your ideas!

Kindly contact Ann Baxter (Sponsorship Chair) at [ann\\_baxter48@yahoo.com](mailto:ann_baxter48@yahoo.com) or Stacie Van Skiver (HRATT President) at [vanskiver.stacie@synthes.com](mailto:vanskiver.stacie@synthes.com).





The Human Resources Association of the Twin Tiers

P.O. Box 904  
Elmira, NY 14902

Serving the Professional and Advancing the Profession Since 1983.

VISIT US ON THE WEB:  
WWW.HRATT.ORG



## 2011 HRATT Officers

Volume 4, Issue 2

President	Stacie VanSkiver	vanskiver.stacie@synthes.com
President-Elect	Debby Truitt	dtruitt@marketstreettrust.com
Past President	Dot Marinaccio	dmarinac@mail.nysed.gov
Membership Director	Penny Crawford	plc@howellpkg.com
Treasurer	Pamela Burns	pburns@chemungcanal.com
Secretary/Webmaster	Jennifer Mong	mongjm@chemungarc.org
Legislative Chair	Jim Young	jyoung@saylesevans.com
Program Director	Karry Drake	drakek@bethany-village.org
Marketing Director	Eric Hosey	eric.hosey@emhartglass.com
Newsletter Director	Barbara McLean	bamclean@stny.rr.com
Diversity Director	Debra Carson	dcarson@mail.nysed.gov
WF Readiness Advocate	Nancy Blake	nblake@gstbores.org
Registration Chair	Teresa Haight	teresa.haight@oclaro.com
SHRM Foundation Director	Sue Ann Kirkum	skirkum@lawny.org
Sponsorship Chair	Ann Baxter	ann_baxter48@yahoo.com
Student Chapter Liaison	Nogaye Ka	nka1@corning-cc.edu

## The Association

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