



President's Message/by Ann Maynard

Welcome to the 2017 program year of the Genesee Valley Chapter of SHRM. As your incoming President, I look forward to serving you for the next two years. Along with the Board of Directors, I will be committed to providing a forum for the personal and professional development of all our members.

Our Programs Committee has planned an outstanding year of learning opportunities that will increase your expertise in the human resource profession while retaining your HR certifications. Check out our calendar of events on our website at www.gvcshrm.org.

Our Spring 2017 HR Certification Preparation Workshop is well under-

way as we stay committed to our goal of strengthening the knowledge and skills of the HR professionals in our region. Stay tuned later in the year for registration in our Fall 2017 workshop.

We will continue our advocacy efforts through our Legislative Affairs team, our student chapter outreach through our College Relations team, and prepare high school students to enter the work world through our Workforce Readiness programs and our Partnership with Junior Achievement. Check out their pages on our website.

Our Diversity Advisory Council works with local businesses to create a sustainable strategy that points the way for diversity and inclusion to add value to their business and

operational objectives. "Smart companies understand that yesterday's workforce can't lead them into tomorrow."

As always, we look forward to serving you and please let us hear from you with any comments, suggestions or concerns.

TRANSITION IN ACTION

Regional Happenings:

Job Fair at Wyoming County
YMCA/GCC Campus in Warsaw

Friday March 17th

10:00 a.m. to 2:00 p.m.

NYS DOL Releases Proposed Notice and Consent Forms for Direct Deposit and Payroll Debit Cards / by Kim Bruno

In October, we wrote about the new NYS DOL regulations for employers who use direct deposit and/or payroll debit cards to pay their employees. The regulations take effect on March 7, 2017 - just about a month from now - and they impose a host of new rules on employers, including the requirement to provide notice and obtain consent from employees who elect to receive wages by direct deposit or payroll debit card.

In connection with these new regulations, the NYS DOL had promised to post template notice and consent forms for

employers in advance of March 7 effective date. The NYS DOL has now released proposed templates and it is accepting public comments and feedback on the forms until February 10, 2017. Comments and feedback on the templates can be submitted by email at regulations@labor.ny.gov.

Once the forms are finalized, employers will not be required to use them, but they must be careful to ensure that any alternative utilized complies with the new regulations.

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2017 Upcoming Monthly

Programs:

- 4/12: *Group Dynamics and Leadership*
- 5/16: *Legislative Update*
- 6/21: *The Risks are Real...Online Safety for HR Professionals*
- 7/19: *Diversity Program*
- 8/10: *Innovative Training Approaches for Current HR Issues*
- 9/20: *The Nuts & Bolts of Global Mobility*
- 10/12: *HR CONFERENCE*
- 11/15: *Making Your Organization's Conversations Spoken*
- 12/13: *7 Strategies to Find and Keep the Best Employees*

Join more than 500 HR professionals from around the region who rely on GVCSSHRM for their HR solutions.

Workers' Compensation /by Monica Manske

Do I Really Need to Complete an Accident Investigation When an Employee Injury is Reported? The simple answer is YES. The After Accident Review (AAR) allows you to do three things: Ensure your employee has the needed medical treatment if required; provides your insurance carrier/TPA with information to assist them in determining eligibility for benefits; and finally, assists you the employer in identification and remediation of workplace hazards. How can we prevent that event from occurring again? The AAR is fact finding, not fault finding and is designed to have a 1:1 dialogue with the impacted employee. Key elements of an AAR:

1. Verify the details of the event that allegedly caused the injury.
2. Determine if there was an equipment malfunction or facilities need.

3. Identify if there is a gap in training.
4. Identify if the employee or employees demonstrate at risk behavior.
5. Determine if there were any "system" factors that may have contributed. A great example of this would be staffing levels.

Once you have completed the AAR, advise the carrier/TPA if needed and address any improvement opportunities internally. The AAR is reactive, but is a proactive approach to improving the culture of safety within your organization.



Joanne R. Schneider HR Scholarship Award

Applications are now being accepted for the Joanne R. Schneider HR Scholarship Award

Log into the website with your User ID and Password and the application is found under the Member heading.

Application Deadline:
May 31, 2017

Award Period:
1/1/18 -- 12/31/18

National Right-To Work Bill Given Best Chance Ever/by Paul Keneally

A national Right-To-Work bill now pending in Congress, allowing employees in union workplaces to opt out of the union and its dues, is being given its best chance ever of passage. President Trump has indicated his support for the bill, and Republican control of both houses of Congress helps the bill's odds. However, the Democrats still have the ability to filibuster the bill if they remain united, so Republicans are reaching across the aisle for defectors.

Losing the mandatory payment of dues at union employers would be a critical blow

to some unions. Employees who disagree with union positions or who want to attempt a "free ride" (benefit from a union contract without paying dues) would be able to opt out of paying dues. Some commentators believe that unions might act drastically in the short term to a Right-To-Work law, by striking in an attempt to retain members through emotion.

The Right-To-Work bill will be closely watched in the coming months.



2017 Fall HR Certification Prep Workshop/by Joanne Schneider

If you have been considering earning your HR Certification or increasing your HR knowledge, the *Genesee Valley Chapter SHRM* can help you achieve your goal. Our chapter is committed to providing our members and HR practitioners in the Rochester area with a quality certification preparation workshop to help you advance your career.

We offer a chapter study group to help you understand and apply the material tested on the following exams: **SHRM-CP, SHRM-SCP, aPHR, PHR & SPHR.**

Classes are from August 31st to December 8th, 6pm-9:30pm, Thursdays, No class Thanksgiving. Contact Joanne Schneider, GVCSSRM Certification Director.

