

*"You make a living by
what you get. You make
a life by what you give."*

- Winston Churchill

VTHRA

Vermont Human Resource Association

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www.VTHRA.org

#VTHRA

April 20, 2018

Visit the [Retreat Site](#) to register.



Lighting Up the Main Stage...

Catherine Carr

Doctors Without Borders - Albuquerque, New Mexico

Hear the story of a former HR leader, her five-year stint with this humanitarian group, and the conflicts between organizational culture and the culture of the people being served under the most trying of circumstances.

Tyler Gage

Founder of RUNA/Member of the Board of Directors for David's Tea - Bellingham, Washington

What inspired a young Brown University graduate to live in the Amazon with indigenous people from Ecuador and Peru? The result – an inspiring enterprise and product, and a story about HR and social responsibility.

Mita Mallik

Director of Diversity Outreach & Inclusion at Unilever - New York, NY

Charged with achieving gender balance at the manager level and above at her organization, Mita has gone above and beyond in championing inclusion efforts across the board.

Vijay Govindarajan

Professor at Dartmouth College - From Hanover, NH

Creator of the Three-Box Solution, Vijay expands on his groundbreaking strategy for leading innovation and pioneering the future.





Bandwidth: Just how far can you and your employees stretch?

DATE: Wednesday, May 16, 2018
TIME: 7:30 a.m.- 8:00 a.m. Registration
8:00 a.m.- 10:00 a.m. Program
PLACE: Hampton Inn, 42 Lower Mountain View Dr., Colchester, VT

*Do you ever wonder how (or if) everyone can get everything done?
What should you be considering for your organizations as you look at the tough challenges ahead?
Just how far can we stretch...and what are the consequences of stretching ourselves too thin to meet both long and short-term goals?*

Join us for an engaging conversation with Camille Preston from AIM Leadership. You may have read her books and articles addressing some of these very same questions from a fresh perspective. During our time together, we'll learn how to think differently about the topic of bandwidth and labor planning for your organization. This is the ultimate topic that impacts not only the likelihood of your organization being able to meet its goals but also the wellbeing of your employees as we look at topics like culture, stress, engagement, turnover, and burnout. Now more than ever, this is a topic and a speaker you won't want to miss.

About our Presenter



About Dr. Camille Preston, PCC, AIM Leadership: Camille teaches her clients to learn to lead—and live—better. In 2008, Camille identified the negative impact of technology and was on the front edge of the tech mindfulness movement with her book *Rewired: How to Work Smarter, Live Better, and Be Purposefully Productive in an Overwired World*. She cracked the code for understanding how to leverage technology, lead with agility, and create effective collaborations with people who you do not see face to face. Her latest book, *Create More Flow: Igniting Peak Performance in an Overwired World*, is designed to help people improve effectiveness at work – but invariably improves individuals' overall happiness and fulfillment in life.

A psychologist by training, Camille has over 20 years' experience in consulting, coaching and executive development. Camille is CEO of AIM Leadership, a Partner at Blackhorn Ventures, an adjunct faculty at the Center for Creative Leadership, and mother to two preschoolers.

This program has been submitted for certification credit hours.

Please register on-line via www.VTHRA.org



HR 101: Back to Basics

DATE: Wednesday, May 30, 2018
TIME: 7:30 a.m.- 8:00 a.m. Registration
8:00 a.m.- 4:15 pm Program

Please register at
www.VTHRA.org.

PLACE: Trader Dukes Hotel (Formerly the Double Tree)
1117 Williston Rd, So. Burlington, VT

Are you new to HR or simply just need a refresher? Are you a small business owner and not sure where to start when it comes to HR? Then this full-day seminar is for you! We've gathered some of Vermont's local experts to educate attendees on some essential HR topics. This day-long workshop is designed to target entry-level HR professionals to give them a thorough introduction into the world of HR. Seasoned HR professionals are also encouraged to attend, everyone could use a refresher, right?



Employment Law & Family Medical Leave Act (FMLA) VT Parental & Family Leave (VTPFL)

Kerin Stackpole, SPHR, Director at Paul Frank + Collins



Compensation & Fair Labor Standards Act (FLSA)

Brenda Sabin, CBP, SPHR, SHRM-SCP, CHRS

Director of HR Compliance & Payroll Solutions at Hickok & Boardman HR Intelligence



Safety & OSHA

Mary Beth Morrisseau

Safety Consultant, Green Mountain Safety Consulting



Benefits Administration

Michelle Lewis, MBA, SPHR, SHRM-SCP, CPB, CCP
HR Consultant, HR Delta, LLC



Talent Acquisition

Beth Gilpin, SHRM-SCP, SPHR
Principal, Beth Gilpin Consulting LLC



Early bird registration is \$99 for VTHRA members and \$149 for non-members. Register by May 1st! Prices will increase to \$129 for VTHRA members and \$179 for non-members after May 1st.

Register for the seminar ...
Having trouble viewing this email? [View it online.](#)



KNOWLEDGE

RESOURCES

ADVOCACY

CONNECTIONS

Northern New England Chapter Spring Seminar

Register for the CUPA-HR Northern New England Chapter Spring Seminar, to be held Monday, April 30 from 9:30 a.m. to 3:00 p.m. at Granite State College in Concord, New Hampshire.

The seminar theme is **Cultivating a Growth Mindset**. After the conference, you'll be able to:

- Recognize the difference between a growth and a fixed mindset and increase your understanding of how your brain works to manage change.
- Increase self-awareness of your mindset and the benefits of enhancing a growth mindset for yourself and those you influence.
- Identify and practice strategies to cultivate a growth mindset for yourself and others.
- Access resources and learn about commitments to sustain a growth mindset in the future.

Visit the **chapter website** to learn more about presenters **Nancy Ansheles** and **Princy Quadros Mennella, Ph.D.**, and our generous event sponsors.

Registration is \$49.99 and includes lunch.

Hotel accommodations have been made at the Residence Inn by Marriott Concord. The hotel rate is \$139 per night plus tax. Use the code **NNECUPA** when reserving your room. Contact the hotel at **603-226-0012**.

The seminar is pending approval for HRCI and SHRM credits.

Link to webpage: <https://cupahr.informz.net/informzdataservice/onlineversion/ind/bWFpbGluZ2luc3RhbmNlaWQ9NzUxOTcyMCZzdWJzY3JpYmVyaWQ9MTA2ODMxODMxOQ==>

Link to Register: <https://nnecupahr.wufoo.com/forms/nnecupahr-chapter-2018-spring-seminar/>

**Don't forget—next Wednesday, April 25th
is Administrative Professionals Day!**



SPRING SEMINAR

Thursday, May 10, 2018

11 AM – 2 PM

Trader Duke's Hotel (formerly Doubletree), 1117 Williston Rd., So. Burlington, VT 05403

Lunch Will Be Served

11:00 AM

WORKFORCE DEVELOPMENT

Working Together to Secure Vermont's Future

Data from Vermont Futures Project demonstrates a talent shortage in Vermont. Join our panel to learn how a number of key initiatives are addressing this crisis and what employers can do to impact positive change.

Panelists:



Kathy Lavoie
Executive Director
Franklin/Grand Isle Workforce
Investment Board



Heather Pelham
Chief Marketing Officer
The State of Vermont



Frank Sadowski
Partner,
Gallagher Flynn &
Company, LLP



Lori Smith
Bus Dev Partner
Vermont Futures Project

1:00 PM

SELF-FUNDING CONCEPTS for Healthcare

Self-funding a health plan allows for great flexibility in plan design and features, with the potential for saving money over time. Topics to be covered include Reference-Based Pricing and Prescription Drug negotiation tools.

Speakers:

Sena Meilleur, *Principal*, OneDigital, Nathan Pierce, *Manager Market Analysis*, OneDigital,
Jeff Torres, *Risk Mitigation Specialist*, Rogers Benefit Group

We go at it with
FRESH THINKING

We are
STRATEGIC

We are
INVESTED

[CLICK HERE TO REGISTER ONLINE](#)

Or RSVP to:

Marissa Landry | mlandry@onedigital.com | (802) 861-7580

JOB POSTING

Human Resources and Operations Associate



**United Way of
Northwest Vermont**

United Way of Northwest Vermont (UWNWVT) is a leading organization in Chittenden, Franklin and Grand Isle Counties that harnesses the power of nonprofits, government, businesses and thousands of volunteers to address the complex human care needs of our community members.

We believe that true social innovation comes from creative collaborations.

The Human Resources and Operations Associate is a front line, internal staff member whose primary focus is to help create a welcoming and dynamic workplace culture through the support of systems that enable employees to be successful at work. They will provide office management oversight including office machinery and supplies, facility maintenance support, and other administrative tasks related to the functionality of the organization and its people. Duties will also include assisting with administration and coordination of employee benefits including payroll, employee relations, benefit, and the process of hiring, recruiting, and training. This position is integral to ensuring that through our practices we attract, hire, and retain the best candidates for all positions while also creating and maintaining a culture of respect, accountability, confidentiality and appropriate relationships.

Demonstrated initiative and desire to grow in professional role.

Minimum of 3 years in an office setting, nonprofit experience preferred.

Associate Degree or 2-year certificate required, Bachelor's degree preferred.

HR experience related to HR practices, policies and procedures preferred.

Exceptional communication and organizational skills.

Demonstrated skills in use of MS Office products. CRM database knowledge a plus.

UWNWVT is an Equal Opportunity Employer. We are looking for candidates who will contribute to the diversity and excellence of the organization. Interested candidates may visit www.unitedwaynwt.org to download the full job description, experience / position requirements and application directions.

For confidential consideration, candidates should send via e-mail a resume and cover letter by May 7, 2018 to: searchcommittee@unitedwaynwt.org.

No phone calls, please.

**SHRM Vermont State Council
Legislative Advocacy Update
April 20, 2018**



State of VT Update

The bill receiving the most press over the last month relates to gun control, S.55. To summarize, this legislation as signed by Governor Scott does the following:

- Expands background checks to private sales

- Raises the age to purchase a firearm to 21, with exceptions for law enforcement and military personnel as well as those under 21 who complete a hunter safety course

- Limits magazine size for handguns to 15 rounds and 10 for rifles

- Bans bump stocks (devices that speed up the firing ability of a gun)

H.196, An Act Relating to Paid Family Leave

A public hearing was held on Tuesday, April 10 at the State House before the Senate Committee on Economic Development, Housing & General Affairs. Approximately 30 people provided testimony, mostly in favor of paid family leave, telling their personal stories and stating that paid family leave would have had a large impact on their experience.

The paid family leave legislation as drafted currently would create a fund into which all Vermont workers filing a W2 would pay 0.141% of their covered wages. An employee could take up to six weeks of paid leave every 12 months, at a rate of 80% of their weekly pay, for a maximum of \$1042 per week.

<https://legislature.vermont.gov/bill/status/2018/H.196>

Drug Impairment Legislation

H. 237 An act relating to saliva testing

This bill proposes to allow law enforcement to use saliva testing on operators of motor vehicles reasonably suspected to be drug-impaired.

Last week the Senate Judiciary Committee heard testimony from the Department of Public Safety, Department of State's Attorneys and Sheriffs, a defense Attorney who represents accused impaired drivers, the Chief of the Newport Police Department and an agent of North American Products.

A form of the bill will likely be voted out of the Judiciary Committee for debate on the Senate floor.

<https://legislature.vermont.gov/bill/status/2018/H.237>

H.333 An act related to identification of gender-free restrooms

This bill was passed out of the House in 2017 and just passed unanimously on April 19 on the Senate Floor. The purpose of the bill is to require any single-user toilet in any public building or place of public accommodation be identified as gender-free.

Language specifies:

- single-user toilet facility in a public building or place of public accommodation shall be available for use by persons of any gender and designated for use by not more than one occupant at a time or for family or assisted use
- The sign marks the facility as a restroom - no specific gender
- The Commissioner of Public Safety may inspect for compliance

No separate male or female facility is required if the total number of required plumbing fixtures is provided by toilet facilities designated for use by person of any gender

<https://legislature.vermont.gov/bill/status/2018/H.333>

S. 40 An act relating to increasing the minimum wage

Testimony continues in the House Committee on General, Housing & Military Affairs on increasing the minimum wage in a stepped fashion to \$15 per hour by 2024.

<https://legislature.vermont.gov/bill/status/2018/S.40>

Do you have an opinion about the proposed increase to minimum wage? Please send your thoughts to shelley.sayward@casella.com

For more information about the SHRM Vermont State Council Legislative Employment Law and Legislative Advocacy Update, please contact Shelley Sayward at 802-772-2215 or shelley.sayward@casella.com.

**PLEASE share your companies awards,
new HR hires, best practices, etc!
That is one of the benefits of being a
VTHRA member is having access to
what other organizations are doing!**

PLEASE SHARE!

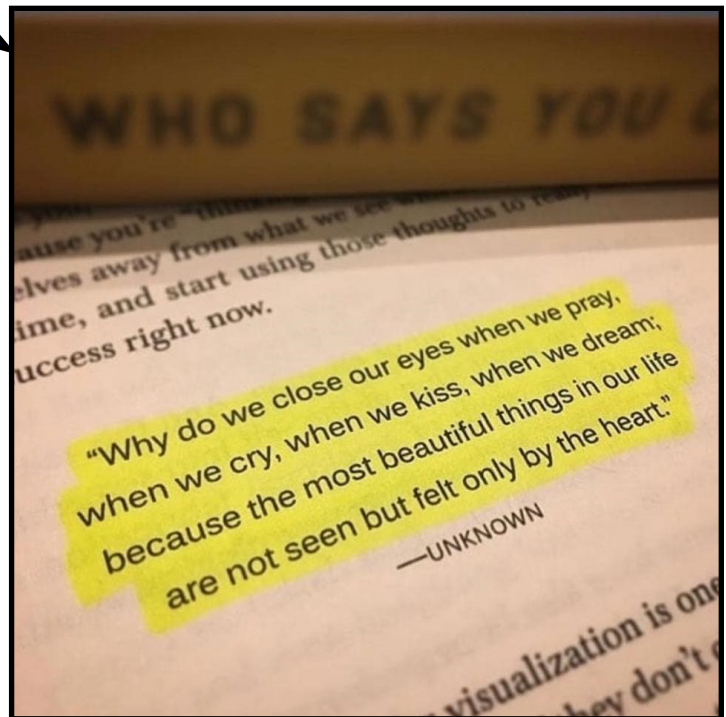
Submit to news@vthra.org.

Submitting a Job AD: VTHRA is happy to help spread the word of any HR /Benefits/Payroll related job ad to over 300 members in our weekly newsletter! To submit, please send to news@vthra.org. Please keep the following in mind when submitting:

- *Please include your contact info of where to send a resume*
- *Please include your company logo*
- *Maximum length is ONE PAGE!*
- *There is no charge for this, however, we do ask that you encourage your new hire to become a VTHRA member if they aren't already!*

After it runs in the newsletter it will be moved to this back page Job Board until it's filled. Please be sure to let us know so we can take it off. Thanks!

**VTHRA Scholarships
Available!
www.vthra.org**



RECENT JOB POSTINGS

Addison County Home Health 3/29/2018	Human Resources Director	Please email resume and cover letter to Kristen Smith at hr@achhh.org
PC Construction 3/29/2018	Retirement Plan Administrator	Please apply here
University of VT 3/29/2018	HR Customer Service Specialist	Please apply w/ cover letter, references and resume at www.uvmjobs.com posting #S1507PO
University of VT/ Porter Medical Ctr 3/29/2018	HR Generalist	Interested individuals can apply online via this link .
Vermont Creamery 3/16/2018	Human Resources Manager	Contact Eliza Giroux egiroux@vermontcreamery.com
Resonance 3/2/2018	Human Resources Generlist	Apply to: Jobs@resonanceglobal.com
Food Science Corporation 3/2/2018	Human Resources Director	Email your credentials to HR@FoodScienceCorp.com
Tetra Tek 3/2/2018	HR Staffing Specialist	to apply on line please go to http://bit.ly/2GRcPg4
Twincraft 2/15/2018	People Center Associate	Please send a resume to jobs@twincraft.com to apply! A full job description can be found on our website, www.twincraft.com
Howard Center 12/2/2017	Diversity and Inclusion Manager	please visit www.howardcentercareers.org and enter search term "Diversity"

Upcoming SHRM/HR Events

SHRM Learning System VTC, Williston Campus	Fall 2018	Register at: https://events.vtc.edu/Register/2018SHRMCertPrep
Scholarships	On-going	Www.vthra.org Www.vtshrm.shrm.org
SHRM VT STATE CONFERENCE	September 26-27th, 2018 Hotel Burlington, Burlington	

"It takes nothing to join the crowd. It takes everything to stand alone". - Hans F. Hansen