



# Monthly Newsletter

A 1991 Pinnacle Award Chapter  
A 2009 Superior Merit Award Chapter  
SHRM Foundation - Chapter Champion

## FEBRUARY PROGRAM

February 2011

### Look What's Inside!

- Immigration Reform ..... 2
- Certification News ..... 2
- Legal Q&A ..... 3
- From the President ..... 4
- 2011 NYSSHRM Set for Saratoga ..... 5
- February Meeting Sponsor ..... 6
- Educational DVDs ..... 6
- Save the Dates ..... 6
- PR Committee Seeks Photographer ..... 7
- Welcome New Members ... 7
- CRHRA, CRRN Members Help Job Seekers ..... 8
- One-Day Conference & Marketplace ..... 8
- Social Networking Corner ..... 9
- Member in the Press ..... 9
- New Federal Funds Help Fill Training Needs .... 10
- Upcoming Events ..... 10
- Infinity Screening ..... 11

# Accounting and Finance Basics for HR Managers!

It is always helpful for HR professionals to be aware of the financial side of the business. This knowledge not only helps them to partner with all levels of management, it helps them to understand the financial impact of business decisions. So whether you are new to HR or a seasoned HR professional, this program will provide you with a beneficial overview of accounting and finance practices.

The February breakfast meeting will be presented by Jim Dyer, Principal of Metric Edge. During this meeting the following information will be covered:

- The basic principles of the dual entry accounting system
- The balance sheet and key information it provides
- Ratios from the balance sheet used by money managers within your firm, as well as investors and analysts, to make intelligent resource allocation decisions
- Financial decision rules including IRR, NPV and ROI, and how money managers within your firms use them to make purchase, hiring and investment decisions

This program has been submitted for 1.0 recertification credit hour toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI).

**When:** Wednesday, February 9

**Where:** Holiday Inn, Wolf Road, Albany, New York

#### Breakfast Program

**Registration:** 7:00-7:30 a.m.

**Breakfast:** 7:30-8:00 a.m.

**Meeting:** 8:00-9:00 a.m.

**Cost:** \$25.00 -- Members

\$30.00 -- Non-Members

\$15.00 -- Students

#### About Our Speaker

In his 25 year corporate career, Jim Dyer has served as National Strategic Pricing Manager at AT&T Corporation, Director of Major Market Sales at Frontier Communications of America, Vice President of Sales and Marketing at Viewpoint Data Management. He is currently the Principal at Metric Edge, a learning-focused firm that teaches business mechanics to employees in functional business roles, who have little formal business training. Jim holds an M.B.A. with concentrations in Statistics and Integrated Accounting and Finance from St. John Fisher College. He serves on the Board of Directors of The Penfield Economic Development Corporation and Meals on Wheels of Rochester. He lives in Fairport, NY with his wife Katelyn, daughter Riley and golden retriever "Irish".

*Commentary*

## Immigration Reform

By Mat Petrin, CRHRA Diversity Committee

With immigration reform being such a hot topic on Capitol Hill, it begs the question be asked... "does immigration policy have any impact on diversity?"

Thinking back to when our nation began, one can see that immigration has always played a significant part in our history. From the first indigenous people to European colonists settling on now U.S. soil, or to even more recent times through Ellis Island immigration — this country was built on immigrants and their ability to freely pass onto our land.



The reason for coming here? Religious and civil liberties, freedom from monarchical rule, potato famine and also for the simple chance at a better life. Whatever purpose an immigrant had, we prided ourselves on being an open nation accepting them and allowing them to live their lives as they see fit. I find it interesting that only a short two hundred years later the word "immigration" has taken on such a polarizing role in our politic landscape.

Both sides of the immigration argument have value. Those in favor of immigration reform urge change due to illegal immigration effects, national security fears, impacts to the labor market, and general societal change issues. Those opposed fear racial profiling of U.S. citizens, poor treatment of undocumented workers, and the closing of our open-door policy that in turn could limit U.S. economic growth.

Current immigration policies have allowed many individuals freedom on our soil that may have led to significant contributions to the world. Some of the most divergent thinking comes from well known immigrants who drastically shaped the world (i.e. Albert Einstein). Tragedies have also ensued due to these same immigration policies, suggesting that this current system does have its flaws (i.e. 9/11).

The impact of immigration reform on diversity and inclusion needs to be further understood before political outcry forces any action. The concepts of diversity and inclusion have always been to incorporate each individual into a greater whole. Consideration for this is necessary when forming your own opinion on this issue. Know the facts, form your opinion, and always remember diversity and inclusion.

## Certification News

Information and updates from the Certification Committee:

- We want your opinion! Should CRHRA offer additional study groups for certifications and training programs such as conflict resolution, six sigma, CEBS or other professional development opportunities? Complete a short 1 page member survey on the web site today!
- The spring 2011 Certification Study Group starting Wednesday, February 23 and held at St. Mary's Hospital in Troy has a few slots still available. Facilitated by CRHRA SPHR members, the classes help prepare HR professionals for the upcoming PHR/SPHR exams in May and June. It is a \$200 investment that is invaluable in preparation for the rigors of the exams and the significant professional achievement of certification. Check out the Certification Page of the web site for information and class enrollment.
- Companies can also be leaders in recognizing the importance of HR professional certification. Sponsor the study group and help continue the efforts of CRHRA in assisting members attain the PHR/SPHR designations. And there is much recognition for businesses that support the classes. Information is on the Certification Page of the web site of how your company can make a difference!
- Please plan to attend the February Breakfast Meeting and help congratulate your fellow CRHRA members who passed the PHR and SPHR exams during December and January. The recognition they deserve for their efforts on what may be the most demanding test in a HR's professional career cannot be overstated.



**Dennis M. Ryan, SPHR**  
Financial Advisor

28 Corporate Drive, Suite 100  
Clifton Park, NY 12065  
Tel (518) 688-2223  
Fax (518) 688-2698  
Cell (518) 225-0077

www.npafinancial.com  
dryan@npafinancial.com

## Legal Q&A...

Sarah Delaney Vero, Esq.

**Question:** Can an employer be held liable for “retaliation-by-association” under Title VII of the Civil Rights Act?

Answer: Yes, according to a recently-issued decision by the United States Supreme Court. See *Thompson v. North American Stainless LP*, Case No. 09-291 (Jan. 24, 2011). Title VII of the Civil Rights Act of 1964 prohibits retaliation against employees where the employee has opposed any practice that is an unlawful employment practice or has testified, assisted in or participated in an investigation, proceeding or hearing. In *Thompson*, plaintiff’s fiancé filed a sex discrimination



Sarah Delaney Vero

charge with the Equal Employment Opportunity Commission (“EEOC”) against her employer, North American Stainless LP (“NAS”). Shortly after filing this charge, NAS terminated plaintiff, who also worked at NAS, citing poor performance. Plaintiff filed his own EEOC charge and lawsuit under Title VII of the Civil Rights Act, claiming that NAS retaliated against him based on his fiancé’s EEOC charge. The District Court granted NAS summary judgment on the ground that Title VII did not recognize third party retaliation claims. The Sixth Circuit affirmed, ruling that plaintiff lacked standing to sue under Title VII of the Civil Rights Act because he did not personally oppose an unlawful employment practice or assist in an investigation.

In a unanimous decision, the Supreme Court reversed the Sixth Circuit’s decision, finding that plaintiff’s termination violated Title VII’s retaliation provision. In arriving at this conclusion, the Court looked to its 2006 ruling in *Burlington Northern & Santa Fe Railway Co. v. White*, which significantly expanded the scope of retaliation claims under Title VII. Specifically, the Supreme Court in *Burlington* held that a challenged action does not necessarily have to affect a term or condition of employee to be sufficient to state a claim under Title VII’s retaliation provision. Rather, a plaintiff must merely show that the complained-of-action “well might have dissuaded a reasonable worker from making or supporting a discrimination charge.”

Drawing upon this broad definition of retaliation, the Court in *Thompson* found that a reasonable worker may be dissuaded from engaging in protected activity if she knew that her fiancé would be fired. Furthermore, the Court found that plaintiff’s claims fell “within the zone of interests protected by Title VII,” which is to protect employees from their employers’ unlawful actions. As such, the Court held that plaintiff had standing to sue NAS under Title VII of the Civil Rights Act.

This decision leaves open several questions for employer to beware of. The most obvious question that comes to mind is: are employers now at risk for firing any employee who happens to have a connection to a different employee who files a charge of discrimination? The only guidance offered by the Court was “that firing a close family member will almost always meet the *Burlington* standard, and inflicting a milder reprisal on a mere acquaintance will almost never do so.” Certainly, there are many classes of relationships and employer actions between these two extremes. However, the Court refused to identify the particular relationships that would give rise to a retaliation-by-association claim.

As a result of the Court’s ruling in *Thompson*, employers must exercise caution when considering adverse employment action against a third party who is a family member or is otherwise associated with an employee who has filed a discrimination complaint. Although the scope of retaliation-by-association liability remains to be seen, one thing is clear: the Court’s ruling in *Thompson* will inevitably lead to even more retaliation claims against employers.

*The information contained in this column is not intended to be a substitute for professional counseling or advice.*

*Sarah Delaney Vero counsels and represents employers in a variety of labor and employment related contexts and is associated with Bond, Schoeneck & King’s Albany office. If you have a question you would like to submit, you are encouraged to do so by email ([svero@bsk.com](mailto:svero@bsk.com)), phone (518-533-3210), or fax (518-533-3299).*

## Your Officers & Board of Directors 2010-11

**President**

**TRACY SPARGO, PHR**  
Pitney Bowes Business Insight

**Vice President**

**HARRY HAYES, JD, PHR**  
New Visions

**Secretary**

**MIRIAM DUSHANE, PHR**  
Linium Staffing

**Treasurer**

**THOMAS McKENNA**  
McKenna & Associates/OI Partners, Inc.

**Past President**

**MICHELE WILKES-HAWKINS, PHR**  
Tailwind Associates

**DIRECTORS**

**MARJORIE A. ADAMS, PHR**  
Women's Employment & Resource Center

**DEBRA ANTONELLI, SPHR**  
Delark HR Solutions

**KELLY CONROY, PHR**  
GE Global Research

**MELISSA DUNN, PHR**  
First Group America

**MOIRA FITZGERALD, PHR**  
Capital District Physicians' Health Plan

**MARTIN PATRICK, SPHR**  
Pinnacle Recruiting & HR Solutions

**CHRIS PATRIE**  
Janitronics, Inc.

**MARIO PECORARO**  
Alliance Worldwide Investigative Group, Inc.

**MAT PETRIN, PHR**  
Price Chopper Supermarkets

**PEG PORPEGLIA, PHR**  
Price Chopper Supermarkets

**DENNIS RYAN, SPHR**  
NPA Financial, Inc.

**SARAH DELANEY VERO**  
Bond, Schoeneck & King, PLLC

**CHRIS WESSELL, PHR**  
Pinnacle Recruiting & HR Solutions

**CHAPTER ADMINISTRATOR**

**CARLA KRZYKOWSKI**  
1450 Western Avenue, Suite 101  
Albany, NY 12203  
(518) 463-8687

## From the President... *Tracy Spargo, PHR*

**en-gage-ment:** According to Merriam – Webster’s dictionary, the definition is *a:* the act of engaging; the state of being engaged *b:* emotional involvement or commitment. Walk-ing through the aisles of Barnes and Noble or p e r u s i n g Amazon.com, you will find thousands of books on the subject of engage-ment. People often see human re-sources professionals as the experts on employee engagement and we can be expected to know everything there is to know about changing the culture of an organization. Some people may even see the HR professional’s role as it relates to en-gagement as the “sports coach” ral-lying the team for the big game or EAP administrators helping employ-ees deal with personal problems. Re-gardless, HR is the force that drives engagement which is critical to as-sisting the leaders of an organiza-tion in retaining key talent and keep-ing critical positions filled. However, the task of keeping employees en-gaged is becoming more and more challenging for even the most sea-soned HR professional. The em-ployee–employer relationship is un-doubtedly more strained in recent years.



*Tracy Spargo*

If your organization is one of the many affected by the economic downturn, the employees you support are not likely to feel loyalty to an organization that has laid off their friends and colleagues, or failed to give raises in over two years. A dis-connect becomes clear when, follow-ing a layoff, the employer seeks out the perfect employee to absorb more

responsibility with no complaints, despite already having too much on their plate. The employer inevitably discovers this employee rarely exists.

Many people are actively seeking new opportunities in hopes the work environment will be better somewhere else. Meanwhile, orga-nizations suffer as these same em-ployees become more and more dis-engaged as they search for some-thing better. Is it that employees are truly not engaged, or do they sim-ply need a change from their mun-dane routine? Whatever the reason, if employers are going to retain top talent, they need to quickly identify and address the reasons their em-ployees regularly check the help wanted section.

We all probably know someone who has become disengaged in their cur-rent work environment and those of us in HR need to realize that these unsatisfied employees are looking for their next opportunity. Let’s face it, it can be difficult to feel engaged when surrounded by disgruntled colleagues and maybe even dissat-isfied yourself. Too often people are pulled in different directions by added workloads absorbed from separated coworkers and their de-sire for a productive work environ-ment with a healthy work-life bal-ance.

It is essential that HR professionals work to improve engagement in our workplaces to reduce cost, improve customer service, reduce turnover and to help one another thrive. As HR professionals, we play a key role in assisting the organization to im-prove employee engagement. One way we can do this is by creating

*(Continued on Page 5)*

## PRESIDENT *(Continued from Page 4)*

and promoting recognition and rewards programs. Encourage managers to create unique ways to reward employees. Managers need to realize that the employees that are producing more work than ever before are human and recognition for a job well done is an inherent need. If managers have difficulty with creative solutions, offer some help. Let them borrow one of your "1,001 ways" books by Dr. Bob Nelson. Ask them to reflect on recognitions and rewards that incited them to work hard to get where they are now. This will help them understand the power of recognition and the impact it can have on employee motivation.

The role of HR also needs to evolve as the employee-employer relationship continues to change. It has become the HR professional's role to guide their organizational leaders strategically through this post-recession period toward a more engaged environment. It is this type of environment that leads to higher productivity and happier employees. Although the need for engagement has not changed, how we engage our workforce has, and we need to stay one step ahead of that curve to remain competitive in today's mar-

ket. HR needs to help foster a culture of engagement so employees will remain loyal through these fast changing times.

At CRHRA, it is the board of directors who must drive member engagement. Admittedly, it is a difficult feat. We recognize that volunteering may not be the escape people are craving after a long day of work. But with the hope that together we can support each other get through these challenging times, we are making every effort to bring more people to the organization and get our membership more involved in our initiatives. An expanded network of HR professionals provides us with diverse backgrounds and rich experience from which we can all draw upon and benefit. Please encourage your human resources business associates and colleagues to join CRHRA if they are not already members, attend meetings or volunteer with one of our many committees. HR professionals need to stick together as there is no greater educator than shared experience, and we need to motivate each other.



### 2011 NYSSHRM Set for Saratoga in July

You are invited to submit a proposal to share your experience and expertise with human resource management professionals at the 2011 NYS SHRM® State Conference. Others will benefit from your experience while you make a valuable contribution to the profession's field of knowledge.

The conference will be held July 10, 11 and 12, 2011 in Saratoga Springs, NY. Call for Presentations must be submitted no later than February 15, 2011. Click here to submit a proposal: <http://NYSSHRM.questionpro.com>

Thank you for your interest. Please email [nysshrmconference@gmail.com](mailto:nysshrmconference@gmail.com) with any questions.

## AGENDA

### Wednesday, Feb. 9 Breakfast Meeting

*Holiday Inn, Wolf Road, Albany*

Registration ..... 7:00 a.m.  
Breakfast ..... 7:30 a.m.  
Program ..... 8:00 a.m.

#### Menu:

- Breakfast Buffet

#### Cost:

- \$25.00 - Members
- \$30.00 - Non-Members
- \$15.00 - Students

*(12 credits or more)*

Please make your reservation online ([www.crhra.org](http://www.crhra.org)) or by mail (CRHRA, 1450 Western Avenue, Suite 101, Albany, New York 12203), or fax (518-463-8656). You may pay with an online credit card payment, by mail or at the door. Also, please be sure to check-in when you arrive.

**RESERVATIONS** and cancellations are required by noon on **FRIDAY** prior to the meeting. Reservations made and not kept will be billed to you. Please call CRHRA at (518) 463-8687.

We regret that we are unable to honor walk-ins on the day of the meeting. Casual attire is acceptable.

## February Meeting Sponsor: *HR Services by ADP*

If you're thinking payroll, *think again!*

ADP is uniquely positioned to help organizations accelerate results around strategic HR and achieve a greater return on their most important asset – human capital. ADP Workforce Now HR Services provides clients with a dedicated team of experts across the HR spectrum that focus on supporting you with compliance and everyday administrative issues as well as a comprehensive employee and manager support center to relieve your team of the administrative burden related to benefits, self service and payroll – ultimately allowing you to focus on the strategic HR initiatives that will drive results for your organization. All of this support is layered on top of industry leading HRMS technology for a single sign on experience for employees, management and administration – engaging your entire workforce.



ADP's Workforce Now HR Services is the most comprehensive workforce management solution in the market today. To receive a complementary brochure detailing this single source solution, please call Jon Pipas at 518.690.0192 or email [Jon.Pipas@adp.com](mailto:Jon.Pipas@adp.com).

## Save the Dates

The Programs Committee has an exciting 2011 CRHRA program year planned. Save the following dates so you don't miss out!

Wednesday, February 9 .. *Business Finance for the HR Professional* Breakfast Meeting

Thursday, March 24 ..... Annual One Day Conference

Wednesday, April 13 ..... *CEO Panel* Dinner Meeting

Wednesday, May 11 ..... *Hiring Trends in the Capital Region* Breakfast Meeting

Wednesday, June 15 ..... Volunteer Recognition Event

All meetings are to be held at the Holiday Inn, Wolf Road in Albany.

## *SHRM Foundation News* **Educational DVDs**

*By Michele Wilkes-Hawkins*

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).



*Michele  
Wilkes-Hawkins*

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.

### **Charitable Donations:**

Our January raffle benefited the SHRM Foundation and The Northeast Parent and Child Society. Congratulations to Terri Ann Montanye our raffle winner & thank you all those members who donated to our charities.

## Public Relations Committee Seeks Photographer

CRHRA is seeking a photographer to join the Public Relations Committee to help with events and mixers. The photographer would provide services pro-bono, however, an exchange for advertising opportunities will be considered. Photos will be displayed on our redesigned web site (expecting an April release date), various social networking and media outlets, and the newsletter. We need YOU to meet our 2011 goal of greater exposure!

If you are interested in advancing our visibility both within our membership and throughout the community, please submit your email of interest to Debra Antonelli, Public Relations Committee Chair at [dantonelli@delarkhr.com](mailto:dantonelli@delarkhr.com).

## Welcome New Members!

Welcome to the new CRHRA members who have joined our organization as of January 2011!

Lindsay Baker ..... GSNENY

Richard Burroughs . Alliance Worldwide Investigative Group, Inc.

Lauren Cataldo ..... Deily, Mooney & Glastetter, LLP

Ann DeVost ..... Sealy, Inc

Kelly Gargano ..... Saratoga Hospital

Kathleen Lant ..... Halsted Communications

Zack Mian ..... IEM Corporation

Brooke Osgood ..... Mechanical Dynamics & Analysis, Ltd.

Katie Pustolka ..... YOH HR Solutions for GE Energy

Cara Rucinski

Doreen Rupinski ..... CDPHP

Lynda Weismantel .. The Capital District Child Care Council

| retire the status quo™ |

**Advice can be hard to take.  
Especially when your 401(k)  
provider can't offer it.<sup>1</sup>**

The old way of thinking about retirement planning is over.

**Brad F. Wagner, CFP®**

**26 Century Hill Drive, Latham, NY 12110**

**(518) 782-4091 <http://fa.ml.com/brad.f.wagner>**

**Bank of America**  
**Merrill Lynch**



<sup>1</sup>Investment advice is provided to participants enrolled in plans serviced by Bank of America Merrill Lynch solely through Advice Access service.

Bank of America Merrill Lynch is a marketing name for the Retirement & Philanthropic Services (RPS) businesses of Bank of America Corporation. Banking and fiduciary activities are performed globally by banking affiliates of Bank of America Corporation, including Bank of America, N.A., Member FDIC. Brokerage services are performed globally by brokerage affiliates of Bank of America Corporation, including Merrill Lynch, Pierce, Fenner & Smith Incorporated (MLPF&S). MLPF&S is a registered broker-dealer, Member SIPC and a wholly owned subsidiary of Bank of America Corporation.

Investment products: **Are Not FDIC Insured** | **Are Not Bank Guaranteed** | **May Lose Value** © 2010 Bank of America Corporation. All rights reserved.

# CRHRA, CRRN Members Help 120 Job Seekers

By Debra Antonelli, SPHR, Public Relations Chair

Capital Region Human Resource Association members in partnership with Capital Region Recruiters' Network members volunteered to provide professional resume critique services at the January 17, 2011 Times Union Job Fair held at the Albany Marriott. There was a huge turnout of job seekers and our volunteers provided free services to over 120 participants.

A special thanks to Marj Adams, Valerie Andreoli, Nora Gross, Tracy Spargo, Miriam Dushane, Jennifer Stonehouse, Chris Wessell, Martin Patrick, Christine Krueger, Susan Lundberg, Max Rausch, and Carolyn Santiago for your support of the human resource profession and volunteering your time to help job seekers get back into the workforce.

The CRHRA Public Relations committee will be at each of the Times Union Job Fairs in 2011 providing free resume critique services for job seekers. If you are interested in volunteering, please contact Debra Antonelli at [dantonelli@delarkhr.com](mailto:dantonelli@delarkhr.com)

## Mark Your Calendar for March!

Mark your calendar now for the CRHRA One Day Conference & Marketplace to be held on March 24th, 2011.

### Participants: Please Stay Tuned...

Full conference program and participant information will be available soon!

**Vendors:** Take advantage of the wonderful opportunities offered to present and promote your products and services to the finest HR Professionals across the greater Capital-Saratoga Region! [Click here](#) for Online Vendor Registration Form.

Or for more information, [click here](#).

# GOLD SPONSOR

L I N I U M S T A F F I N G

*Linium is pleased to announce its Gold Sponsorship with The Capital Region Human Resource Association! Linium is proud to be a part of the growth & success of the Human Resource Profession!*

*Linium continues to be a leader in providing top notch talent through a full suite of staffing services. You can count on Linium. Our reputation is built on adhering to the highest standards of recruitment ethics and our unique ability to find the "missing piece".*

Temporary/Contract Placement for Supplemental/Project needs  
Temporary/Contract to Permanent Placement  
Direct Hire Placement

### RECRUITMENT SPECIALTIES:

- Information Technology
- Executive & Management
- Administrative Services
- Accounting/Finance
- Light Industrial/Production
- Engineering/Scientific
- Human Resources

Ask about our Source Plus Program – breaking the barriers on traditional recruiting! Source Plus will save you time and money guaranteeing the exposure and candidates you seek to fill your open role. Please contact:

Miriam Dushane,  
PHR, Branch Manager,  
518-689-3138  
[miriam.dushane@linium.com](mailto:miriam.dushane@linium.com)

Staci Grandy,  
Business Development Manager,  
518-689-3147  
[staci.grandy@linium.com](mailto:staci.grandy@linium.com)



WWW.LINIUMSTAFFING.COM

## Social Networking Corner

# Let Me Check My Calendar...

By Christy Krueger, Public Relations Committee

In a world dependent upon the existence of the internet to simplify and create efficiencies, there's yet one more reason to gravitate to the World Wide Web: online scheduling. Sites such as GoToMeeting, Mikogo, and Elluminate have existed for some time now enabling users to meet virtually and share a desktop presentation, conversing via chat features or via conference call. However, you still needed to agree upon a set date and time for such meetings and that's where an online scheduling tool such as Doodle or MeetingWizard comes into play. The nice thing about both of these sites is there is no software to download to your PC and both offer free versions of their service.



Doodle, for instance, is a simple four step process. From their main page you click on "schedule an event." In the next screen you enter some brief details about the event along with your email address and click "next." The next step provides a calendar for you to select dates from and subsequent times associated. Lastly, you can choose to email your meeting attendees through your own email account with a hyperlink provided by Doodle or you can have Doodle email them directly by connecting to your Outlook or Google address book. Your meeting attendee will then have the option to respond to what dates and times are best for them allowing you to reach a consensus on meeting times much quicker and in one fell swoop. No more telephone and email tag. Better yet, you can do this from your mobile phone since Doodle is now supported by Android, iPhone, the iGoogle widget and other mobile apps.

MeetingWizard is just as simple to use as Doodle, however offers a little more detail in the specifications section of your meeting set up. For instance there is a drop down box by which you can specify if the meeting you are trying to schedule is to be a face-to-face, online chat, web conference etc. You

can also propose a meeting location and choose to be alerted via email every time an attendee responds or only when all attendees have responded. You can specify whether participants can see all invitations and responses, just invitations, or none of the above. You can also choose to have a reminder sent to your participants prior to the scheduled event. MeetingWizard will send the scheduling request on your behalf and allows importing of your email addresses and calendar. The only real difference between Doodle and MeetingWizard is that MeetingWizard has you create a username and password for their free service. This is still not a bad deal.

Do yourself a favor: if you want to schedule anything in the upcoming week, give online scheduling a try. Whichever site you choose, it's sure to make the dreaded task of scheduling meeting easy and enjoyable.

## Member in the Press

Recently CRHRA member Mario Pecoraro, CEO and founder of Alliance Worldwide Investigative Group Inc., was highlighted in the *Bloomberg Businessweek* article "Hooky Detectives" featuring a popular new trend among employers: hiring private investigators to check up on their "sick" employees. Since Mario's feature in *Bloomberg Businessweek* he has been a guest on Fox News. Congratulations Mario on your national recognition!

To read the full article, follow the link: [http://www.businessweek.com/magazine/content/10\\_50/b4207093635068.htm](http://www.businessweek.com/magazine/content/10_50/b4207093635068.htm)

The Public Relations committee often receives calls and requests from media outlets for expertise on human resource related topics. Any members interested in providing commentary or interviews can join our SEP panel by contacting Nora Gross at [nora.gross@adeccona.com](mailto:nora.gross@adeccona.com).

On-the-Job Training/National Emergency Grant

# New Federal Funds to Help Your Business Fill Training Needs

*By Kerry Douglas-Duffy, PHR  
Workforce Readiness Committee*

The New York State Department of Labor (NYS DOL) has received \$3.4 million in federal funds to offer businesses training support under the OJT/NEG program. This program is designed to encourage hiring of long-term unemployed dislocated workers and help offset the cost of training these new hires.

The OJT/NEG program is for:

- Businesses located in New York State
- Full-time work (35 hours or more per week).
- Hires that are employees of the business – not independent contractors or contract employees.
- A business that is in good standing



*Kerry Douglas-Duffy*

**What help is available?**

Business Service Teams will work with interested businesses to fully develop the qualifications of the worker(s) you want to hire, then, offer you a list of candidates from our pool of dislocated workers.

**How much am I eligible to receive?**

Businesses can receive between 50 – 90 percent of the worker's wages paid during training. Your local Business Service Team members can provide more specifics.

**What does the OJT/NEG program cover?**

This program is meant to advance the hiring of long term unemployed dislocated workers. This means persons who:

- Have enrolled in the WIA Dislocated Worker Program
- Have a dislocation date of January 1, 2008 or later
- Have been unemployed for 27 weeks or more
- Have had a skills assessment through JobZone/ O\*Net

**How do I apply for the NEG/OJT program?**

Contact Brian Suedkamp at (518) 457-1504, or [brian.suedkamp@labor.ny.gov](mailto:brian.suedkamp@labor.ny.gov).

## Upcoming Events

ASTD: Even HR Plays a Role in Production:  
An introduction to Lean, Toyota Production and Root Cause Analysis  
Day of Event Walk-in's charged an additional \$5.  
Date: Friday, February 18, 2011  
Time: 8:00 am  
Location: Sunmark FCU Training Room, 1187 Troy Schenectady Rd., Latham, NY  
Cost: ASTD Members: \$30  
Not-Yet-Members: \$40  
Full Time Students: \$20

Project Management For Trainers:  
Day of Event Walk-in's charged an additional \$5.  
Date: Friday, March 18, 2011  
Time: 8:00 am  
Location: Sunmark FCU Training Room, 1187 Troy Schenectady Rd., Latham, NY  
Cost: ASTD Members: \$30  
Not-Yet-Members: \$40  
Full Time Students: \$20

16th Annual ASTD Workplace Learning and Performance Conference will be held Friday, April 1, 2011 at The Marriott on Wolf Road in Albany. This conference draws interest from Syracuse to New York City and showcases top training, learning, performance and organizational development colleagues in the Northeast. Go to <http://www.hudsonmohawkastd.org/annualconference.php> for schedule of events, sponsorship and registration information

Saratoga Job Fair  
Date: Wednesday, April 6, 2011  
Time: 10am – 4pm  
Location: Saratoga Springs City Center  
Cost: \$250 per employer / FREE & Open to the public  
Visit: [SaratogaJobFair.org](http://SaratogaJobFair.org)

***Online Registration for the One-Day Conference and Marketplace will open soon!***

# Infinity Screening: Why Is It Important?

*Q & A with Mario Pecoraro, CEO of Alliance Worldwide Investigative Group, Inc.  
www.allianceinvestigative.com*

**Q: What is infinity screening?**

A: Infinity Screening or continuous screening is a post-hire background investigation that continuously investigates an employee's background at various intervals post-hire, throughout the employee's time with the company. This service allows an organization to gather up to date information concerning their employees and assist organizations in their decision making processes regarding promotions, transfers etc. Organizations can better manage their employees, human resources issues, as well as a candidate's potential impact on the organization much easier with the assistance of infinity screening. Infinity screening also gives an organization legal recourse if the employee attempts to defraud or manipulate the company.

**Q: Why are post-hire employment background investigations critical to organizations?**

A: Post hire employment background investigations are invaluable to the hiring process for all types of organizations. Most candidates are screened prior to being hired and typically never screened again throughout the course of employment. According to The National Institute for the Prevention of Workplace Violence, this can be problematic for organizations seeking to reduce incidents of Workplace Violence. An employee could lose their driver's license, professional license or even commit a crime without the employer finding out. An employee is viewed as an extension of the organization, so organizations should know more about each employee. Post-hire background investigations are meant to protect the organization and minimize the negative impact an employee's actions could have on the organization. Infinity screening is a routine screening process that could potentially save your organization in legal fees, lost productivity and costs associated with selection/retention of a new employee.

**Q: What are some of the statistics associated with Workplace Violence as they relate to post-hire situations in organizations?**

A: The National Institute for the Prevention of Workplace Violence released Ten Key Lessons from Recent

Workplace Violence Incidents. According to the study, too many organizations fall prey to the belief that once a pre-employment assessment/background investigation is satisfactorily passed that an employees' behavior will remain good over the lifetime of their employment. This belief is nullified by the fact that 64% of fraud incidents are perpetrated by employees, and incidents of employees stealing identities, information and property are rampant. Employees are responsible for more than 60% of losses due to fraud, information and property thefts.



**Q: What can organizations do to protect themselves?**

A: Organizations must be proactive to combat fraud by conducting infinity screening to identify problems and weed them out before serious damage is done. Many organizations make many assumptions when hiring an applicant. Organizations typically assume that if an employee begins employment with a clean record that the employee will continue to stay out of trouble while employed. Organizations should continuously monitor their employees to protect their organization from violence, theft or even homicide. Organizations must protect themselves by collecting information on their employees. Employees who have higher levels of responsibility should go through more intense and more frequent screening. Once an organization hires an employee, that employee becomes a trusted, intrinsic part of the organization whose criminal actions could negatively impact the organization. It is extremely important that an organization fully understands their employees backgrounds throughout the course of employment.

For more information about INFINITY SCREENING or implementing a process for your organization, contact us at [sales@allianceinvestigative.com](mailto:sales@allianceinvestigative.com).

To read more about infinity screening: <http://www.sfgate.com/cgi-bin/article.cgi?f=/g/a/2010/10/26/prwebprweb4683334.DTL#ixzz13wYnmvyy>

*This is a paid advertorial. If you are interested in a similar marketing opportunity for your organization, please contact [marketing@crhra.org](mailto:marketing@crhra.org).*