



President's Message/by Howard Cotton

The Genesee Valley Chapter of SHRM (GVC SHRM) is incredibly active. You will find some type of activity happening each month of the year. We regularly hold educational programs which provide content HR Professionals can put to use to help their organizations and clients. There are a number of major events held over the course of the year including a New York State legislative briefing, an annual HR conference, and a yearly legal update. When you affiliate with GVC SHRM and designate it as your primary chapter you are able to attend all of these offerings at a discount.

Chapter events provide a great experience that combines learning and professional networking. We strongly support pro-

fessional certifications through chapter provided certification preparation workshops. Additionally nearly all our programs are approved for recertification credits and professional development credits.

The GVC SHRM Board of Directors is an accessible leadership group that listens to and responds to the membership. This is a highly certified leadership group that understands the daily challenges of the HR professional because they themselves have many years of experience working within the various HR disciplines. The board is committed to the continued support, education, and enrichment of HR Professionals in the 9 county region the Chapter serves.

We truly believe that being an affiliated member with the chapter helps HR Practitioners continue to grow both personally and professionally. There is no cost to join GVC SHRM as a local member, you simply have to be a SHRM national member. You can affiliate by going to www.gvcshrm.org and filling out the chapter affiliation form.



Annual Legal Update on February 9, 2016/by Kim Bruno

Please join us for this signature event co-hosted by the Genesee Valley Chapter SHRM and the National Human Resource Association - Rochester Affiliate.

At this program, attendees will learn through presentations by a panel representing area employment law attorneys about the top legal issues that are affecting the HR community today. Topics will include recent and anticipated changes to federal and/or New York State labor law.

Cost:

- ◆ Members \$35.00
- ◆ Non-members \$50.00

- ◆ Students/In-Transition \$25.00

Pre-registration only – no at the door pricing

Location:

- ◆ Temple B'rith Kodesh
- ◆ 2131 Elmwood Avenue
- ◆ Rochester, NY 14618
- ◆ <http://www.tbk.org/>

Time:

- ◆ 7:30am to 8:15am - Registration & Networking.
- ◆ 8:15am to 12:00pm - Presentations.

For more information, visit our website at <http://www.gvcshrm.org>

2016 Upcoming Programs:

- 1/13-*The Five Behaviors of a Cohesive Team*
- 2/9-2016 *Legal Update*
- 3/16-*Recruitment 101-First in a Three Part Series*
- 4/20-*What's New in the World of Workers' Compensation*
- 5/18-*The HR Legislative Update*
- 6/15-*Recruitment 102-Second in a Three Part Series*
- 7/20-*Diversity Program*
- 8/10-*Annual HR Conference*
- 9/21-*Recruitment 103-Third in a Three Part Series*

Workers' Compensation Update/by Monica Manske

Since the 2007 workers' compensation reform the Workers' Compensation Board (WCB) has been making ongoing changes to benefits and how cases are adjudicated. These changes are too many to list, but our focus today is on timely notice. In 2014 the WCB created a system that tracks and monitors the WC systems key performance indicators. Through this process they created a Monitoring Unit. The Monitoring Unit's role is to monitor the data, audit filings and payment performance, identify system participants who are not complying with performance standards and issue penalties, if appropriate. And finally to help improve the overall performance of the WC system. One of the common complaints through the WCB's focus groups were that initial benefit payments were not timely.

How is the board is going to measure

timeliness of the First Report of Injury (FROI)? All employers should know there is an 18/10 Day Rule as defined in NYCRR Section 300.22. The rule is: On or before the 18th day after a disability event OR within 10 days after the employer has knowledge of a disability event, whichever is greater the carrier, self-insured employer or TPA must file the FROI with the board.

Penalty for Late FROI Filings: Under Section 25(3)(e) the board may impose a \$50 penalty per occurrence. The new system for monitoring timeliness is in place effective 10/1/15 and penalties will begin in the first quarter 2016. What this means to employers:

- ◆ That you will really need to enforce timely notice within your individual organizations.

- ◆ Review your organization's policies to determine if you have a policy on timely notice for an injury at work.
- ◆ You may not have as much time to perform your accident investigation before the claim submission. You may need to complete your investigation concurrently with the carrier/TPA performing theirs



The Membership Corner/by Abbey Greenway

Are you currently a member of GVC SHRM? To be part of our local chapter, you must already be a SHRM national member. There are many benefits to both joining SHRM and affiliating with the local chapter. It is FREE to affiliate with the chapter once you are a SHRM Member! Some of the many benefits are:

- ◆ Tons of HR information at your fingertips
- ◆ Programming/Workshops at a reduced rate;
- ◆ Certification Credits for SHRM-CP, SHRM SCP, PHR, and SPHR, as well as our prep classes;

- ◆ Professional Networking/Local Community Support;
- ◆ Job Postings in the local HR market;
- ◆ Legal Information; and
- ◆ Volunteer Opportunities.



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

Email membership@gvcshrm.org for questions on how to affiliate.

2016 Spring 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, PHR & SPHR.

Contact Joanne Schneider, GVC SRM Certification Director at 585-641-2528 or email at joanne_schneider@ajg.com.

