



Cape Cod Human Resources Association

HR NEWS

Cape Cod Human Resources Association P.O. Box 665, Hyannis, MA 02601

July 2009

www.cchraonline.com

Meeting Review

You and Your Business. Cost-Cutting Strategies and Legal Considerations during a Recessionary Economy

A great finale to our 2008-2009 Season!

Thank you, Katherine Hesse and Thomas Colomb of Murphy, Hesse, Toomey & Lehane, LLP.

This agenda was jam packed so here are the highlights. More can be found on www.cchraonline.com.

Mr. Colomb began with "A Perfect Storm: Have Independent Contractors Taken Leave of MA?" He focused on the classification of independent contractors and referred to the 2004 Amendment to Independent Contractor Law which changed the definition of an independent contractor.

Mr. Colomb also provided us with an update on FMLA. Regulations which went into effect on January 16, 2009, overhaul the existing FMLA regulations with new leave provisions for military families.

Ms. Hesse gave us a review of the current recessionary economy and recommends businesses decrease costs while minimizing legal risks.

She gave us some helpful ideas about strategic and legal considerations in developing our employment strategies in this economy including wage reductions, work furloughs, RIFs, exit incentives, severance arrangements, releases and WARN (Works Adjustment and Retraining Notification Act).

Both attorneys shared case law with us and were very helpful in answering our questions. To learn more go to www.mhtl.com



Legal Resources

Wage & Hour Division, Fair Labor Standards Act.
www.dol.gov/esa/whd/flsa/

WARN Act. Worker Adjustment & Retraining Notification Act.
www.doleta.gov/programs/factsht/warn.html

FLMA
www.dol.gov/esa/whd/fmla/finalrule.pdf

Military Family Leave
www.dol.gov/esa/whd/final/ndaamn dmnts.pdf

2004 Amendment to Independent Contractor Law
www.mass.gov/cago/docs/workplace/independent_contractor_advisory.pdf

MA Attorney General
www.Mass.gov/ag

Scholarships Available

Apply at www.cchraonline.com

The Scholarship Committee allocates a portion of its budget each year to support members of the Association in areas of training and professional development in the human resources field. In particular, the Committee hopes that scholarships might benefit human resources professionals from organizations that may have limited budgets for professional training.

From The President

Dear CCHRA Member:

On behalf of the CCHRA Board of Directors, I would like to thank you for your continued support of our organization. We had a successful year and I am looking forward with excitement to the upcoming year.

Carolyn Ninivaggi and her Program Committee are working to build upon the success of this year's programs. Whether it was the two legal updates or the presentations on strategic planning or enhanced communication, this past program year had something for everyone. Who could forget trying to build a mast out of tinker toys!!

Thanks to the efforts of Kristina Ierardi and new website coordinator Mary Tripp, the CCHRA website will be more interactive and will have greater content and value to you as a member.

Working with the Board over the past two years, we have tried to enhance the value of the organization to our membership. As with any organization, you are the reason why CCHRA exists and that always enters our decision making process as a Board.

As I enter my third and final year as President, I am grateful for all of the support and friendship I have received from the members of the Association. I look forward to seeing you over the next year.

Sincerely,
Bill Cole
CCHRA President

Member Spotlight

Jennifer Brabants is currently the Human Resource Manager at Ocean Edge Resort and Club on Cape Cod. Jennifer specializes in retention and recruiting and has extensive knowledge in both international and domestic staffing, including utilization of H2B, J1, and TN Visas.

Prior to joining Ocean Edge Resort and Club in 2008, Jennifer was Human Resource Manager for the prestigious Nantucket Island Resorts. In this role, Jennifer was responsible for recruiting for The Wauwinet Inn, The White Elephant Hotel, the Nantucket Boat Basin, The Jared Coffin House, The Wharf Cottages at Nantucket Boat Basin and The Harbor House Hotel.

Jennifer is a Cape Cod native and has over half a decade of experience within the hospitality industry. Jennifer holds degrees and training certifications specializing in Labor Relations from both Cornell University and Cape Cod Community College. Jennifer is also a Realtor specializing in high end Summer Rentals and Residential Sales with Century 21 Shoreland.



We are accepting articles for the newsletter. Please send yours to:
Michele@pleasantbayassoc.com

Resources

Books

Leadership is an Art. Max Depree

Up-Coming Events

Chamber of Commerce

Aug. 11 and Sept. 1 Member to Member Event
Sept. 17 Back to Business Bash at Rectrix
www.eapechamber.com

Cape Cod Young Professionals

August 11 Social Networking for You and Your Business
www.capecodyoungprofessionals.org

New England Human Resources Association

Aug. 13 Legal & Legislative Workshop: Mandatory Arbitration
Aug. 18 The Power of Mindfulness
Aug. 24 Webinar. Fire Up Your Employees and Smoke Your Competition
Aug. 27 How to Help Your Organization Survive and Thrive After a Reduction In Force
Sept. 2 HR Basics Program
www.nehra.org

American Association of Training & Development

Disney Institute Webcasts: 7/30, 8/12, 8/25, 9/15.
Oct. 14-15 Telling Ain't Training Conference Atlanta
www.astd.org

SHRM

Oct. 19-21 Diversity Conference & Exposition San Diego CA
www.shrm.org

Membership

Membership dues are \$60/\$165. Non-members are also welcome to our monthly meetings. For more information contact Stacia Plumb, Membership Chair at splumb@capecodonline.com.

2009-2010 CCHRA

Board Members

President – Bill Cole
Town of Barnstable

Vice President – Carolyn Ninivaggi
Brackett Imports

Treasurer – Vikki Morris
International Fund for Animal Welfare

Secretary – Susan Partridge
Convention Data Services

Past-President – Carol Aimone
Rogers and Gray

Public Relations – Abby Adams
The Executive Suite

Scholarship – Carol Forgione
Cape Cod Five

Website – Mary Tripp
Cape Cod Five

Membership - Stacia Plumb
Cape Cod Times

Newsletter – Michele Rocray
Pleasant Bay Associates

Nominating – Al Roy
Career Opportunities

Audit - Steve Frasier
Human Resources Professional

By-Laws – Jennifer Brabants
Ocean Edge Resort

Many thanks to Denise Burke, Kristina Ierardi and Laura Johnson for their service to CCHRA. Their invaluable hard work and dedication is deeply appreciated!

In Gratitude

We'd like to dedicate this issue to **Elizabeth Harris-Moritz** founder, past president, and long-time board member of the Cape Cod Human Resources Association.

Thank you Elizabeth for the contributions you made and the driving force you were in building the CCHRA.

Elizabeth Harris-Moritz founded The Executive Suite, one of the largest and oldest human resource firms in southeastern Massachusetts, some 30 years ago. She was its driving force for nearly thirty years, developing a specialty that helps solve the unique management problems in the entrepreneurial business model. She has developed a reputation as the "go to person" regarding Human Resource issues.

Her early career was spent in public affairs in the corporate offices of two Fortune 500 companies, Federated Department Stores and The Kroger Company. Her experience has allowed her to adapt many of the organizational and management methods to her firm's small business clients.

In 2008 Elizabeth began a search for her successor and in early 2009 The Executive Suite was acquired by long time business associate and friend, Warren Rutherford, of Rutherford Advisors.

Most recently Elizabeth has served as a contributing editor and columnist for Cape Business Magazine; she is the managing partner of The Saugus Group; and is a member of the Board of Trustees of the Cape Cod Symphony Orchestra and its executive committee; she serves on the board of the Duffy Health Center. She is also a founder and past president, and long time board member of the Cape Cod Human Resources Association.

She is a past president of the Hyannis Club of Kiwanis International; is the former vice president of Independence House, the former chairman of the Town of Barnstable's Economic Development Commission; and has held Director or Trustee posts with the American Cancer Society; the Falmouth Theater Guild; the Cape Cod Women's Organization and the Women's Resource Center of Cape Cod Community College. She has served as a Division Chair of the United Way and as member of the Dacum Panel Management Program Advisory Board at Cape Cod Community College.

A classically trained musician, Elizabeth studied voice at Wesleyan College and The Cincinnati Conservatory, and has performed with the Cincinnati Orchestra & May Festival Chorus, The Atlanta Symphony & Robert Shaw Chorale, The Scottish National Orchestra & Chorus, the Chatham Chorale and the Cape Cod Chorale.

A typical baby boomer, Elizabeth shows no signs of slowing down. In fact, she says she *"is just getting started. I can't wait to see what comes next!"*

Elizabeth is the blogauthoris of Eliza's Web Log, www.elizabethjharris.com, where she invites others to join the conversation on blending work and life.

She is into the second draft of a full length novel and resides in Palm Desert, California, where her husband, Jeffrey, is a financial consultant and CFO. They have two children and five grandchildren.



www.elizabethjharris.com

Thank you, Elizabeth, for getting CCHRA off the ground and for all the many contributions you have made over the years.