

## HR News

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

May 2011

[www.cchraonline.com](http://www.cchraonline.com)

### Our Association is Growing

We have 99+ members!!! We had 39 breakfast meeting attendees with 7 new members and visitors.

### If you missed the April Breakfast meeting:

Last month **Mark Rezendes**, a Partner with the firm of Partners Benefit Group, Inc., gave us an update on healthcare reform both nationally and locally.

### Interesting facts from his presentation:

**Small Business Health Care Tax Credit** for businesses with less than 25 employees who pay at least 50% of employee's insurance premiums. For eligibility see: <http://www.irs.gov/newsroom/article/0,,id=220839,00.html>

**Small Employer Wellness Grants** are available for businesses with less than 100 employees.

**Update from a member:** A provision of The Patient Protection and Affordable Care Act, the free choice voucher program allowing low income employees to find affordable health insurance coverage if their employer's policy was too high and requiring employers to offer a voucher equal to the company's share of their insurance premium, was struck out of the Act in late April. See: [PPACA](#)

### Fall Conference Sponsor Updates



NEHRA is sponsoring our keynote speaker Bob Kelleher.

Bob Kelleher, CEO of The Employee Engagement Group, is a noted speaker, thought leader, and consultant on the subject of Employee Engagement. He spoke at our CCHRA September 2010 breakfast meeting.

### Breakfast Meeting

**May 26**

**WELLNESS @ WORK**

**Satin Wellness**



**Guest Speaker**

**Betsy LaMond**

**Holiday Inn - Route 132, Hyannis, MA**

**7:30 - 7:45 a.m. Breakfast Buffet**

**7:45 - 8:00 a.m. Business Meeting**

**8:00 - 9:00 a.m. Guest Speaker**

Employee Wellness programs have been shown to reduce absenteeism, staff member turnover rates, and healthcare costs. Sounds good, right? So, what is an Employee Wellness program and how can it be implemented in your organization? Betsy LaMond, Satin Wellness Senior Wellness Specialist and Certified Fitness Trainer, will speak about the elements of Employee Wellness programs including:

- Assessment
- Goal Setting
- Nutrition,
- Resistance training,
- Cardio-vascular training
- Stress Management
- Strategies for maintaining beneficial health and wellness changes.

Betsy will show how these programs can be implemented in customized forms that make sense for the unique needs of organizations and their employees.

## CCHRA BOARD UPDATE

The slate of officers for the 2011-2012 CCHRA Board of Directors will be presented at our May meeting and nominations from members are encouraged and welcomed. The final vote and inauguration will take place at our June meeting. Please contact Carolyn Ninivaggi at [cninivaggi@brackettimports.com](mailto:cninivaggi@brackettimports.com)



### CCHRA is Growing!!!

As of May 4 we have 99 active members.

### CCHRA COMMITTEES NEED MEMBERS

#### Program:

After Hours Networking Event: In September Program Chair Susan P is planning an afterhours networking event. If you are interested in helping to create a great evening as well as assist in other programming activities of CCHRA— please contact Sue at: [Spartridge@cdsreg.com](mailto:Spartridge@cdsreg.com)

#### Newsletter:

The newsletter chair would love to have additional voices. Do you like to write? Would you be interested in writing an article on an HR issue? Would you like to share an interesting experience you have had as an HR professional or consultant. Would you enjoy being a part of a Dear HR professional Q&A column? Do you have other ideas for a column? Please contact Joan McDonald: [joan@ciwib.org](mailto:joan@ciwib.org)

### VOLUNTEER OPPORTUNITY

#### Math Volunteers

The Upper Cape Regional Technical High School needs volunteer math tutors to support their Summer Bridge Grant. This program will run four mornings per week for the month of July and is designed to help 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> graders improve their math skills (8 AM to 12 noon). The goal is to bring these kids to a level of proficiency that will enable them to pursue a number of career options, including admission to college.

The program is very flexible and could use your help for only a few hours or even more, depending on your availability. If you are interested in learning more and hopefully participating, please contact Jennifer McGuire, at [jmcguire@uppercapetech.org](mailto:jmcguire@uppercapetech.org) (508-759-7711 x247).

## Breakfast Meeting Schedule

**June 23, 2011**

**7:30-10:30 am**

**Legal Update**

**Kathryn Hesse and Tom Colomb** Murphy, Hesse, Toomey & Lehane will cover case law, change in MA law, and legal issues surrounding social media

*(Please note this meeting is extended to 10:30 am)*

*Slate of Officers will be presented for inauguration.*

## Free Business Services

Did you know that “the Massachusetts Small Business Development Center Network” provides free, confidential, one-to-one business advice and free and low-cost training to prospective and existing small businesses in Massachusetts. They also offer training seminars on a variety of topics, including starting a business, financial planning, government procurement, marketing and strategic planning.” I met, Business Advisor, Tammi Jacobsen at the American Business Women’s monthly meeting. She described the free services offered to small businesses and startups which include but are not limited to:

- Start-up Businesses
- Business Plan Development
- Financial Plan Development
- Marketing and Sales Strategies
- Cash Flow Analysis
- Organizational and Personnel Issues
- Government Procurement Assistance
- Minority Business Assistance
- International Trade Assistance

Outreach offices located on or near the Cape include: Falmouth, Martha’s Vineyard, Buzzards Bay, Hyannis, Barnstable and Plymouth. Check out their website: <http://www.msdbc.org/semass/>

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**Meet New Member Jeanne M. O'Connell, Human Resources Coordinator for Cape Cod Child Development**

**What does your company do?**

Now celebrating 40 years of service, Cape Cod Child Development provides high quality and affordable childcare, preschool, early intervention and family support services at locations Cape-wide. We are accepting applications for our summer day camp for grades K-6 in Falmouth as well as our in-home childcare, preschool classrooms and after-school centers for grades K-6. We often hear about the lack of affordable childcare and preschool services on the Cape, and serving as a community resource for children and families is an important part of our mission.

If your employees would appreciate receiving information about how to access quality services that are affordable, I will be glad to send you an informational packet. I can be reached at [joconnell@cccdp.org](mailto:joconnell@cccdp.org) or (508) 775-6240, ext. 309.

Do you have employees who are looking for affordable childcare and preschool services for their families? Cape Cod Child Development would like to be a resource.

**Education**

University of Mass Boston Management of Community Services

**Lifelong resident or transplant?**

My family moved to Brewster in 1970, and while I have lived and worked on the Cape through the years, I have worked most often in Boston. I was commuting (dreadful experience) for the past four years and just recently accepted a position here in Hyannis with CCCD. Finding a nonprofit agency of the size, scope and values of my new employer on the Cape has been a miracle.

**What you like to do to keep a healthy work life balance?**

I am actively involved with family and provide child care for a toddler and kindergartener on weekends. Keeping in touch with many friends throughout the Boston area is a challenge and delight. I am also a walker and am grateful for the many natural gifts of living on the Cape.

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**What being a member of CCHRA means to you—what do you get out of it and what do you wish to get out of the association?**

I recently attended my first meeting in April and was impressed with the number of HR professionals and business owners participating. The workshops will keep me up-to-date in the field and I am looking forward to learning about the CCHRA community and the resources it will provide.

**According to the Department of Labor, people who read business books make more money. What is your favorite business book and why?**

"Good to Great" by Jim Collins was embraced as a management guide by senior staff with my former employer, hopeFound. As a nonprofit agency providing services to homeless men and women, the principles of the book challenged us to bring a very good agency to a new level of best practices. From the first step of hiring the right people, through rigorous debate, and identifying strengths and resources, we discovered the agency's niche which focused our direction and organizational goals. I found Jim Collin's ideas extremely helpful in developing a human resources department that addressed the needs of the agency.

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**Invitation for Sponsorship  
CCHRA 2011 Conference**

**Theme: Workplace Motivation: Tools of the Trade**

We are looking for sponsors and vendors for our fall conference. Would your company or organization like the opportunity to meet and network with Cape Cod employers, HR professionals, and managers? Do you know of a company or organization that has a service or product that would benefit conference attendees? Sponsorship information is posted on [www.cchraonline.com](http://www.cchraonline.com) or contact Joan McDonald, 508-775-5900 or [joan@ciwib.org](mailto:joan@ciwib.org).