

The CCHRA Board of Directors thanks the generous sponsors, vendors, speakers and workshop leaders of our fall conference.

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Conference Speakers and Workshop Leaders

Bob Kelleher, Employee Engagement Group
Steve Satin, Satin Wellness
Laura Caton & Susan McKenna, Cornerstone Grp.
Maggie French, Living Whole Coaching
Kathy Greer, KGA Inc.
Katherine Hesse, Murphy, Hesse, Toomey and Lehane
Janice Kinder, Workplaces Can Work
Adam Kornfeld, Inside Out Development
David Liddell, SKYE Business Solutions
Jamie Resker, Employee Performance Solutions
Karen Stacey, Kreative Learning Solutions



Breakfast Meeting

December 1, 2011

Special Extended Program: 7:30 to 10:00am

Mastering the Essentials of Wage and Hour Law

Guest Speaker

Kathryn M. Murphy

Murphy, Hesse, Toomey & Lehane, LLP

Holiday Inn - Route 132, Hyannis, MA

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

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

8:00 - 10:00 a.m. Guest Speaker

In this special, extended program for December, you'll learn about the key aspects of wage and hour law as well as best practices that will ensure your organization is legally compliant. Topics to be covered will include:

- The Massachusetts Wage Payment Act
- Equal pay laws, such as the Massachusetts Equal Pay Act and the Fair Labor Standards Equal Pay Act
- Compensation for breaks under the Massachusetts Break Rule
- Record keeping and retention requirements
- Classifying employees as exempt vs. non-exempt

Kathryn Murphy practices labor and employment law, emphasizing wage and hour, employment discrimination, employment contracts, and related litigation



"The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit."

Workforce Training Fund Grants

On December 12th at 9 AM The Cape and Islands Workforce Investment Board, the Cape Cod Chamber of Commerce and Career Opportunities are sponsoring an informational seminar on the state's Workforce Training Fund. The Workforce Training Fund provides matching grants to businesses to assist in the training of workers.

The seminar is free and light refreshments will be served. The location for the seminar is Career Opportunities Center 372 North Street, Hyannis.

There are several aspects of the Fund that will be explained at the seminar. Information will be provided about:

General Training Grants: Training grants are direct grants awarded competitively to employers, employer organizations, labor organizations, training providers, or a consortium of such entities, to train current and newly hired workers. The maximum amount of a training grant is \$250,000. Applications for amounts greater than \$250,000 will not be accepted.

Express Program - For small companies (50 or fewer employees) training employees using off-the-shelf training.

Hiring Incentive Training Grant Program: HITG assists companies in paying for training for new employees that meet certain criteria: Massachusetts residents who have been unemployed for 6 months or more; the period of unemployment is waived for Veterans (DD214 is required)

Please RSVP to Razza Millard at razza@ciwib.org, or 508-775-5900.

“Good leaders make people feel that they're at the very heart of things, not at the periphery. Everyone feels that he or she makes a difference to the success of the organization. When that happens people feel centered and that gives their work meaning.”

Warren Bennis

Holiday Book Collection

The Supporting Our Youth Task Force of the Greater Hyannis Civic Association is collecting new books for children aged 2-5 to promote early literacy through the Barnstable Early Learning and Head Start Program.



Please bring your book donation to our next CCHRA breakfast meeting on Thursday, December 1st. For more information contact Joan McDonald, joan@ciwib.org

Breakfast Meeting January 26, 2012 Program

Understanding Employment-Related Visas

**Presenter: Matthew Lee
Tocci, Goss & Lee, PC**

January's program will give you an overview of various nonimmigrant visas such as the H-1B, H-2B, J-1, and others that employers turn to when hiring from overseas. You'll learn more about the type of employee who can access each visa, the employer's requirements, and the processes for initiating applications as well as tools and resources for further information.