



EMBRACING SPRING: FINDING ROOM TO GROW

By: BJ Anderson, SHRM-SCP

Picture this: You step into your living room, greeted by the warmth of Spring sunlight through your windows. As you take in the familiar surroundings, your gaze is drawn to a captivating painting on the wall, titled "Room to Grow". The beauty of it and the message it sends is a reminder of the boundless potential that exists

in your career and your life. As you consider this, let us explore how we can embrace this season of renewal to cultivate growth and seize opportunities in our professional journeys.

In every stage of our life, there exists potential for growth and development. Whether you are just starting out or have been in the workforce for years. Spring serves as a reminder that change, and renewal is constant. Welcome it and be proactive in your approach to seek out opportunities for learning, whether through workshops, certifications, or mentorship programs. Embrace challenges as chances to stretch your skills and expand your knowledge.

Spring is a season for renewal so set aside time for reflection and goal setting. Envision the future you desire and take actionable steps to turn your dreams into reality. Just as the earth awakens from its winter slumber, so too can you awaken dormant ambitions and pursue new avenues of growth.

Do it with joy in anticipation of what is to come! Enjoy the journey with laughter. And let's not forget that we have the great opportunity of influencing others.

In the realm of Human Resources, fostering laughter and learning isn't just a perk - it's a strategic move. We lead the way in helping our organizations understand the potent blend of humor and learning in the workplace.

From quirky team-building escapades to clever office banter, humor isn't just a morale-booster; it's a catalyst for creativity, problem solving, and enhanced productivity. As the HR expert in the companies we serve, we understand the pivotal role laughter plays in forging strong bonds and facilitating effective communication within teams.

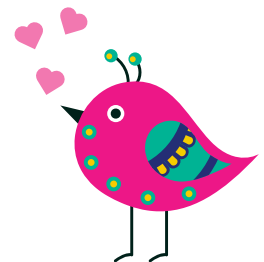
But it's not all fun and games. Continuous learning remains the cornerstone of personal and professional development. By weaving humor into the fabric of our learning initiatives, we create an environment where teams not only thrive but relish their journey of growth and discovery.

So mark your calendars and prepare for a day of laughter, learning, engagement and networking at our **37th Annual Conference themed "Laugh & Learn"**. Let's embark on this delightful adventure together and unlock the full potential of humor and learning in HR.

Join us on May 2, and let the good times roll!

With Gratitude,

BJ Anderson
Tri-State HRMA President



MONTHLY MEETINGS

04.04	Breakfast Meeting: Spring into Action – Developing a Diverse Workforce
06.06	NSA Partnership Event

OTHER OFFERINGS

04.05	New Member Orientation
04.10	Membership Mixer
04.17	Emerging Professionals End of Year Dinner
05.02	Tri-State HRMA 37th Annual Conference – Laugh & Learn
10.25	Our Legal Symposium Returns

CHAPTER NEWS

Welcome our new editor Paul Marion. You can submit your articles, photos, and news items to Paul, at his email address below. Feel free to contact him with any questions about publishing in our newsletter. Your comments and suggestions are welcome.

- > **Paul Marion**
pmarion@cciconsulting.com
- > **Deadlines**
July 30th for September Publication

Articles of interest would include but are not limited to:

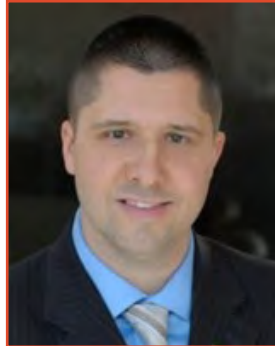
- Legislative Issues
- HR News
- Best Practices
- Upcoming Events
- Community Involvement
- Awards that any of our Tri-State HRMA Members have received

The views expressed in our Newsletter's submissions or announcements do not necessarily represent the specific views or endorsements of its directors, administration, committees, or membership. They are provided in the spirit of embracing a professional dialogue for the benefit of Tri-State HRMA members and our community.

THE OFFICE: REAL LIFE HR?

Article by: Mike Petrilli

I am a huge fan of the infamous comedy TV sitcom, *The Office*, which aired on NBC from 2005 to 2013. I am also a big fan of anything HR (admittedly, I am a HR geek, if that is such a thing). The HR practitioner in me can't help but draw correlations between HR-type situations on the show and real-life HR principles and situations. From when Michael mismanages performance reviews to his failed attempts at conflict resolution to rumors of downsizing, there are plenty of episodes where a fictional comedy sitcom meets real-life HR. In a way, the show helps us understand what HR practitioners should and should NOT do in these situations involving personnel. Allow me to highlight a few of my favorite episodes and HR-related correlations I have observed, categorized by a key HR discipline.



Employee Relations

- **Conflict Resolution (Season 2, Episode 21)** – Michael takes over Toby's attempts at conflict resolution among the staff and chaos ensues when he mismanages things and employees become more bitter than ever. When should HR consider alternative dispute resolution tactics, such as mediation (not binding, which Michael attempted and failed...miserably) and arbitration (binding)?
- **Business Ethics (Season 5, Episode 2)** – Meredith should have been terminated for a major business ethics violation of the company's policy relative to supplier relations, but Michael downplays the situation and she ultimately gets off scot-free. Now, this is pure fiction and in real life the consequences for Meredith would be much worse, however, it made me reflect on the proper roles of management and HR when there is a business ethics violation in the workplace.

Benefits & Compensation

- **The Negotiation (Season 3, Episode 18)** – Darryl asks Michael for a pay raise, and I often thought about how a manager should handle such a bold inquiry. In this case, could Michael have provided a spot bonus (discretionary) for Darryl's hard work? Could he have requested an off-cycle salary adjustment, and if so, how would he justify that since Darryl's job hasn't changed (no job enlargement or job enrichment involved)? Or should he simply inform Darryl that they would need to wait until the annual review cycle to adjust Darryl's compensation based on yearly performance?

Performance Management

- **Performance Reviews (Season 2, Episode 8)** – In typical fashion, Michael mismanages annual performance reviews with his staff. While the scenarios are entertaining, I wonder what type of performance appraisal methodologies were used... task rating scales, MBO (management by objectives), 360-degree feedback, and/or forced rating distribution? Also, Stanley mentions his review is "all about my bonus" indicating that ratings are calibrated and tied to compensation and incentives.

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LAUGHING AND LEARNING AT TRI-STATE HRMA'S 37TH ANNUAL CONFERENCE

Article by: *Debbie Deissroth, Conference Chair*

Who loves to laugh?!? How about combining that laughter with some energizing speakers and learning lots at the same time? This year's 37th Annual Tri-State HRMA Conference is shaping up to be a real gut-buster!

For those who remember – 'Have I reached the party to whom I am speaking?' – 'Rowan and Martin's Laugh-In' was a variety show between 1968 through 1973 when mini-skirts were all the rage and the humor was very slapstick, similar to Saturday Night Live (SNL) sketches today. We are hoping to capture that same spirit and fun in an engaging conference experience, where attendees will earn six 'ringy-dingy' HR credits while having a heck of a good time!

The line-up for this 'wild and wacky' day includes 12 amazing breakout speakers (check the conference schedule on our website for more details) and two spectacular (aka very funny) keynotes. **Shereen Thor**, a former stand-up comedian and author of *Revolutionary Woman*, will be sharing the latest research on the connection between happiness and productivity in a post-lunch presentation - **Happiness at Work - The New Power Play for Success!** The day will finish strong with the last laugh going to a Tri-State HRMA fan favorite, **Stand Tall Steve Bollar**, presenting **Standing Tall through it all!** when Steve will discuss simple strategies for overcoming organizational challenges to become bigger, better, and more motivated than ever!

Our incredible ensemble of presenters will have us laughing and learning all day, all the way through the Chance Auction (which Steve has kindly offered to MC) and our signature Laugh and Learn themed Reception, with auction proceeds benefiting Book Smiles, helping children build their own library, one story at a time! New and gently used book donations will also be gratefully accepted at the event.

As Tri-State HRMA attendees have come to expect, we will also have our dynamic duo for the 'Career Corner' providing free services to anyone who would like some resume writing and/or career guidance, courtesy of Diane Irwin and Dynamic Resumes of NJ, and Marilyn Stika and Chart Your Course Career Consulting.

The laughter begins on **May 2nd at 7:45 am** with registration arrival and check-in. While you're chuckling your way through a day full of inspiring events, please stop by at the Exhibitor 'Laugh' way and 'Learn' about our business partners and their 'verry interesting' services! You can even get some fun photos taken with a professional photographer, courtesy of Abanyie Films, in front of our specially designed 'Laugh and Learn' set and props, created by Sponsorships Chair and Conference Co-Chair, Barry Barlow, for lots of merrymaking and memories! Michael Abanyie will also be happy to offer professional head-shots for a small fee to anyone who may be interested. Did somebody say, 'Sock it to me, baby'?!?

I want to thank all of our sponsors and exhibitors, whose names you can find on the conference website, for their generous support and to all Tri-State HRMA volunteers, without whom we could not offer all the events and activities that Tri-State HRMA has become known for!

We look forward to seeing you all there on May 2nd and that's the truthfffff' (Okay, enough Laugh In humor! **for now...lol**)

SPRING MEMBERSHIP MIXER



- Theme is "**Spring into a Tri-State HRMA Membership**"
- Wednesday, **April 10th, 5:00 to 7:00 PM**
- Mechanical Brewery
5 Perina Blvd Suite 800, Cherry Hill, NJ 08003
- **Special promotion for this event:** For all new on-the-spot membership enrollments, new members will be entered to win a free dinner meeting in 2024. We plan to draw **2 winners** during the event.
- To register, visit our Events page at:
Events Archive - Tri-State HRMA

TRI-STATE HRMA 2024 NEW MEMBERS

Christian Emig	Carolina Perez
RoMaine Jones-Wise	Lisa Mosesson
Andrew Rochat	Tina Lopez
John Billetdoux	David Guarnaccia
Xavier Bodnar	Jennifer Stallings
Brittany Jones	Eva Black
Christine Downs	Suzette Wallace
Stephanie Andreas	Dylan Perry
Arlette Tucker	Kelly Forbes
Jamie Rivero	Allison Richman
Chris Cano	Gina Tierno
Selena Stewart	James Coyle
Brian Mooney	Marissa Anzalone
Josef Bonilla	Mary Dagney
Jodie Morman	Maureen Field
Zeinna Cabrera-Peterson	Rosa-Maria Brambila

THE OFFICE: REAL LIFE HR? - CONTINUED FROM PAGE 2

Article by: Mike Petrilli

Employee Safety/Wellbeing

- **Safety Training (Season 3, Episode 19)** – Toby attempts to run a safety in the workplace training for office employees, but lacks the energy and engagement needed to connect with the staff. Michael actually does a better job than Toby in this case, ultimately getting the attention of the entire staff. This made me reflect on how HR needs to ensure proper engagement with employees in matters of health and safety, including messaging and communication.

Strategic HR Leadership

- While not a specific episode, there is a running theme throughout the show of the strategic HR leadership role of Toby... or lack thereof. Toby is lax in his job, aloof, disengaged, and overall deflated. He talks about how he simply took a job in HR on a whim but has interests and passions elsewhere. He has no control over Michael and does not offer any real strategic advice to him. Basically, he keeps warm the HR seat at the Scranton branch, but it ends there. I also wonder if this is reflective of the HR support model in place at Dunder Mifflin as a company.

There are certainly more episodes and HR topics to cover, but I like to think this collection of scenarios from The Office can serve a fun lesson in HR management underneath the characters, the stories, and the laughs!



Join Our DEI Committee: Make a Difference

Submitted by: Joy Azikiwe-Oyeyemi, DEI Committee Chair

Hey there! We're inviting YOU to join the Diversity, Equity, and Inclusion (DEI) Committee, we really want YOU to be a part of it!

Why Join?

Joining the DEI Committee means you're helping to make not only Tri-State HRMA a place where everyone feels valued and heard, but you are helping be part of a bigger picture. Your role will help shape activities that celebrate our differences.

What's the DEI Committee?

The DEI Committee doesn't take more than two hours of your time a month! We plan events, create learning programs, and educate others on various aspects of DEI.

Who Can Join?

Everyone is welcome-you just have to be a member of Tri-State HRMA HRMA. We believe that our differences make us stronger. No matter who you are or where you come from, we want you on our team.

In a Nutshell

We hope you'll join us. Together, we can make a real difference.



Community Outreach Upcoming Event: HR Strategies for Non-Profits Symposium

Submitted by Melissa Chando, Community Outreach Committee Chair

Join us for July 25th at Rowan College for enlightening non-profit event tailored for HR leaders in the industry. Our gathering aims to raise knowledge and understanding on cutting-edge topics such as AI integration, evolving benefits packages, and pertinent legal updates. Designed to empower HR professionals with the latest insights and strategies, this event promises engaging discussions, expert-led sessions, and valuable networking opportunities. Don't miss this chance to stay ahead in the dynamic landscape of human resources management. Registration information will be shared soon to secure your spot and elevate your industry expertise!



THE IMPACT OF SUBSTANCE USE DISORDERS IN THE WORKPLACE

**Article by: Don Hebert, Treatment Advocate at Recovery Centers of America
Speaker at the Tri-State HRMA 2024 Benefits and Compensation Symposium**

When you think about the life of a drug addict or alcoholic, what does that look like? It's possible you may not envision someone holding down a job, though about 70% of people with a substance use disorder (SUD) are gainfully employed, according to the National Safety Council.

That said, how are they impacting the workplace?

When people bring behaviors associated with SUD to work, it impacts the organization and every team member. Absenteeism increases. Healthcare costs rise. Productivity falters. Job turnover becomes more frequent and employee replacement costs become a profit leak to the bottom line. Worksite accidents escalate and become more severe. Disability claims increase, as does worker compensation spend. This all contributes to lower moral and reduced levels of employee engagement.

The most recent data from the Journal of Occupational and Environmental Medicine shows:

- Employee substance use costs employers over \$400 billion annually
- One out of every 10 employees seek treatment
- Healthcare costs for employees who misuse prescription substances are three times that of the average employee
- Employees with SUD miss 50% more workdays than their peers
- Cost to replace an employee can run 20-30% of their annual salary

Alcohol is still the most popular substance of abuse in the U.S, as it is legal, readily accessible, and condoned by society:

- Workers who abuse alcohol are 2.7 times more likely to have injury-related absences and file workers comp claims
- Federal surveys show that 24% of workers report drinking during the workday at least once in the past year
- One-fifth of workers and managers across a wide range of industries report that a coworker's on- or off-the-job drinking jeopardized their own productivity and safety

Opioids are also significantly impacting the workplace. Castlight Health Information Services, a consulting company that helps insurance companies look at claims data and spot trends, found opioid misuse among employees to account for more than

64% of medically related absenteeism from work and 90% of disability expenses.

Employers can help their employees while protecting their business interests by creating a recovery friendly workplace, sustaining an environment where safety and well-being of all workers is the highest priority.

Employers must lean on human resource professionals to:

- Publicize substance-use workplace policies
- Educate employees about the health and productivity issues related to substance use
- Train leadership to recognize and respond to substance use issues so problems can be addressed in a consistent, cost-effective, and business-sensitive manner
- Provide employee assistance programs (EAPs), wellness and work-life programs that include information and services related to substance abuse prevention
- End any stigma around seeking help

Turning a blind eye to unhealthy employee behavior will have devastating financial consequences. However, creating and maintaining a recovery friendly workplace is good for business.

Recovery Centers of America (RCA) has local inpatient facilities in Devon, Pa. and Mays Landing, N.J. RCA offers individualized treatment programs to help those with SUDs find lasting sobriety. If you or your loved one are struggling, our staff is available 24/7.



Call 973.722.4720 for help today.

References:

<https://www.nsc.org/faforms/prescription-drug-employer-toolkit-download>

<https://nida.nih.gov/sites/default/files/podat-3rdEd-508.pdf>

<https://www.castlighthealth.com/company/news/new-study-confirms-that-social-determinants-of-health-challenges-are-prevalent-among-commercially-insured-populations/>

<https://about.jstor.org/whats-in-jstor/text-mining-support/>

<https://www.recoveryfriendlyworkplace.com/>

DO YOU LOVE TO GIVE BACK??

Submitted by: Monica McClintock and Spencer Broad

Well, now is the time!! Tri-State HRMA is a great place to share your talents and give back - and possibly gain some new skills and have some fun with like-minded and talented people. Some of our committees are looking for dedicated volunteers to assist with achieving their plans and goals for this year. We are also seeking to fill new leadership committee roles for our upcoming 2024/25 business year with an emphasis on the Conference, DEI, and Programs. Please contact **Monica McClintock** at mmclintock_hrm@hotmail.com or **Spencer Broad** at spencerbroad@comcast.net with your thoughts on this. We're only too happy to answer any questions and make the right match for you. Also, please review the brief committee descriptions at www.tristatehr.org (under About Us). Please come join us, make a difference, and give back to the HR community!



MEET THE SPONSORS AND PREFERRED PARTNERS COMMITTEE

Article by Author: *Barry Barlow, Preferred Partners Chair*

Acquiring and retaining sponsors is key to the success of Tri-State HRMA. Without the support of our sponsors, we could not provide the programming, education, and support to the community and our members. While there are three committee members, please remember that we should all be looking for opportunities to connect our organizations with service providers for the HR industry.

HR professionals often touch every aspect of a business. Sure, they are in the room for decisions around payroll, employees, policies, procedures, etc... But they often take an active role in many other decisions like promotional materials, business events, catering, and so much more.

There are so many businesses in the community can benefit from interacting with our organization. You can find the benefits of being a sponsor and the perks of being a preferred partner on our site.

Our Dinner Meeting June 6th, our networking event July 17th, and our 37th Annual Conference on May 2nd are some great opportunities for sponsors to engage with our amazing organization.

Our **Emerging Professionals and Study Group** committees also have customizable opportunities for sponsors!!

If you have any questions or leads, please reach out to one of us for assistance.



Craig Berberich

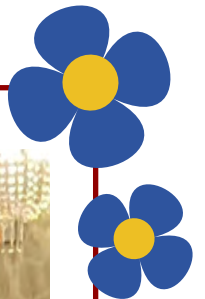
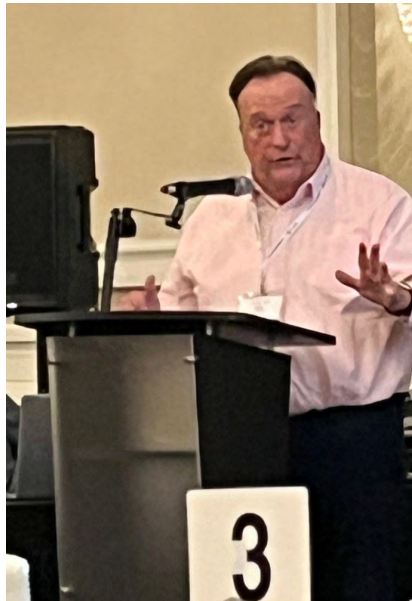


Marty Ott



Barry Barlow

FEBRUARY DINNER



2024 APRIL SPEAKER

“SPRING INTO ACTION – DEVELOPING A DIVERSE WORKFORCE”

Guest Speaker: Dr. Keisha Stephenson Taylor



Dr. Keisha Stephenson Taylor is the Senior Director, Alumni & Postsecondary Engagement at NAF. NAF is a national network of education, business, and community leaders who work together to ensure high school students are college, career, and future ready. Keisha has the responsibility of leading and implementing a postsecondary plan to support college access, preparation, and success for students across NAF's network. She is also responsible for leading, planning, and collaborating with employers and organizations to increase professional development and hiring opportunities for NAF's alumni.

She earned her Bachelor of Arts degree from Rowan University, where she majored in English and Secondary School Education. She earned her Master's in Higher Education Administration from Rowan University and earned her Doctorate in Educational Leadership and Innovation from Wilmington University. Her mission as a social purpose leader is to develop connections and pathways between educators and business leaders so they can learn strategies that support young people in becoming the next generation of leaders and educators.

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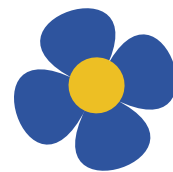
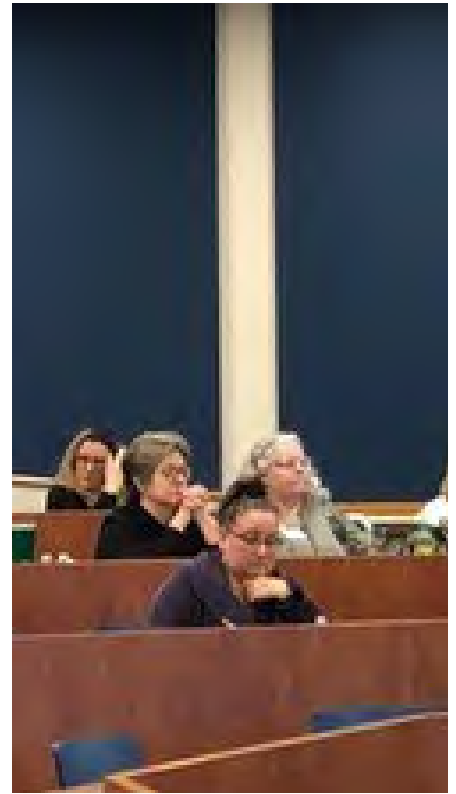
**Tri-State HRMA
April Breakfast Meeting
April 4, 2023 • 7:30 am
Maggianos
Cherry Hill, NJ**

EMERGING PROFESSIONALS



EVENT

BENEFITS & COMPENSATION SYMPOSIUM



MARCH DINNER

