

HRADAR QUARTERLY

REAL HR FOR BUSINESS, TEAMS AND PEOPLE

Here's what should be on your RADAR...



HMN Events & News

- EAP & Help Reminder
- WNY Women's Foundation Event
- We're hiring and HR Advisor



Competitive Advantage

- HR Coach 2022
- 5 Behaviors of a Cohesive Team
- Play Workshop



Compliance Corner

- Personnel Records Prohibited
- Sexual Harassment Hotline
- Pay Transparency
- Compliance Reminders!

As a Buffalo born company, the tragic events of May 14th weigh heavily on our hearts. We will continue to support the victims, and the community, now and always.

*As HR advisors, we need to make sure that you and your employees know about the available resources to help them cope when these tragedies occur. If you offer an **EAP**, now is a good time to remind your employees. If you don't have an EAP, please share the **WNY 2-1-1 information**. WNY resources offer support to community members free and confidentially: 211wny.org also available by calling: 2-1-1. They have launched connections to resources specific to May 14 efforts.*

Another "Touchdown" for WNY Women's Foundation

The WNY Women's Foundation continues to "knock it out of the park" with their annual events and this one, "What's She's Made Of" was no exception. The event was held at the Highmark Stadium and although the food, drink and music were top notch, it was nothing compared to the rich and enlightening conversation the panelists brought from all different perspectives and areas regarding women in the sports industry, including how to become more involved right in our own community. If you would like to learn about the WNY Women's foundation or hear more about the event, you can [click here](#).

Holly at HighMark Stadium, WNY Women's Foundation Event



We're adding to the team!

HMN is looking for an **HR Advisor** to join our amazing team. You can check out details on our [webpage](#) or contact us directly by email for more information. hinfo@hmnresources.com

We've been busy helping to **Build Stronger Teams!**

It's been a busy Q2 for **HMN Resources, LLC!** Our teambuilding and organization-boosting sessions and workshops have been keeping us on our toes, which is great because our favorite thing to do is help people and business become more effective and stronger.

In April-May we conducted a virtual **HR Coach**, 6-week workshop hosted by **Holly Nowak**, that is specifically designed for anyone that is new to their HR role or tasked with HR responsibilities within an organization. *(continued on the next page.)*

(HR Coach Continued)

This workshop helps to refresh, enhance HR knowledge and empower individuals to be more successful in their roles. Topics covered include recruiting, compliance, communication, and strategy. Our support does not end there as we establish this network and keep the communication lines open. If the **HR Coach Workshop** is something that you feel may help someone within your organization, please sign up for our next workshop. Our Events are always listed on our website.

Kim Brostko has been facilitating **5 Behaviors of a Cohesive Team** with several management teams to strengthen, nurture and sustain behaviors that lead to more cohesive and high-performing teams. This 6-month program not only explores effective team behaviors but holds team members accountable on the journey with team assessments along the way to evaluate progress.



Kim setting up for 5 Behaviors



Holly with the Prosperity Fellows

HMN was invited once again, to join the students in the Prosperity Fellows program from UB and Canisius. Always energized by this group, we facilitated a Team **Building** workshop using **LEGO® Serious Play® materials and methodology**. This workshop is one of our favorite team-building activities to facilitate. It uses the power of building as a way to capture and share ideas for open communication and stronger teams.

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Compliance Corner

EFFECTIVE IMMEDIATELY

Personnel Records Prohibited

In legislation signed by Gov. Hochul on March 16, release of personnel records is now counted as an act of retaliation to help protect those that have workplace discrimination complaints. The release of records can not be used to discredit the victims; however, release of personnel records is accepted in circumstances where it's necessary to comply with an investigation. Workers that feel they have been violated may file a complaint with the Attorney General.

EFFECTIVE July 14th, 2022

NYS Sexual Harassment Hotline

A toll free and confidential hotline will be established to provide counsel and assistance for individuals that have sexual harassment complaints. Upon calling, individuals will be made aware of their legal rights and advice on their specific cases by experienced, pro-bono attorneys. Employers will be required to post or include information about the hotline in any materials you have regarding your sexual harassment policy and procedures. We will supply the information once it becomes available.

DELAYED NYC Nov 1st, 2022

NYC Pay Transparency – May be coming state-wide!!

The transparency law that was to take effect in May has been delayed until November. Legislation is also in process to make this a requirement throughout the state. Ithaca will make its own regulation effective as of Sept 1st.

Reminders

Electronic Monitoring Notices – *Communication & Acknowledgement*

If you are unsure as to whether you should have this policy posted, parameters include having the ability to reference old employee emails if there were ever to be an investigation. It's best to err on the side of caution and acquire signed acknowledgements once a year and signed acknowledgements to new hires. No communication template has been provided by DOL however they feel the words in the legislation are sufficient to use. [Click this link to review the law.](#)

Expanded Whistleblower/No Retaliation Policies - *Poster*

If you do not have your poster up yet up yet, you can [click this link](#) to download it.

Reach out to **HMN** with any questions or HR needs!
hmnresources.com