

Quarterly Bulletin—
Summer 2011

Editor: KPBelser, MBA, SPHR



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CENTERFOLD
Insert Pages 3-6

Meet our exhibitors/sponsors from the Annual Professional Development and Networking Event.



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FROM THE BOARD

ROSLYN SCHAFFER, SPHR, CHAPTER PRESIDENT

The summer of 2011 is here already! The saying, "time flies when you are having fun," is so true—especially for all of us at SEPA SHRM. Your board of directors has had so much fun planning this year's programs and participating in the sub-committees with some of our chapter members, it's hard to believe that the months are marching by! Here are some of the exciting things that we have been doing.

For those of you who attended our 9th Annual Professional Development and Networking event, held on June 9, 2011, you know that it was a great success! We had a terrific turn-out, great exhibitors and sponsors, and a terrific In-Transition workshop! During the first 90 minutes we saw networking at it's finest. Folks were helping each other out with business contacts and professional opportunities. New acquaintances were made and past friendships rekindled. A good time was definitely had by everyone.

We had a fabulous guest speaker, Ms. Pamela Green, SPHR. Ms. Green is Chief Membership Officer for SHRM National, and her topic was "The Future of HR: What's Next for HR Professionals". During Pamela's presentation, she shared with us valuable information as well as insights of the road ahead of all of us in the HR profession. Pamela was captivating! Before we knew it, it was time for her to conclude her session with us. It was hard to believe that we were with Pamela long enough to earn 2 strategic HRCI credits!! Again, time flies when you are having fun!

If your schedule did not allow you to join us on June 9th to hear Ms. Green, don't worry. We are already working with Pamela to bring her back to speak on another timely HR topic for next year's event. So mark your calendars to join us in Spring 2012!!

One thing that sets SEPA SHRM apart is that we are a group of professionals who really are committed to advancing the profession! We can't do it alone, and we are so excited that SEPA SHRM has some terrific sub-committees in place right now. For example, we have a legislative committee that is monitoring some very interesting state and local legislation. SEPA SHRM also has a membership sub-committee and they are working on a new orientation program for SEPA SHRM members who have recently joined our chapter. The diver-

sity committee has partnered with Hire Ability/JEVS to provide employment opportunities for young adults with disabilities. And workforce readiness has formed a new committee. If you are interested in participating on any of our sub-committees, please feel free to contact any member of our board. You can also contact us through our new website www.sepashrm.org or give your contact information to any board member during a chapter meeting.

On behalf of the entire board of directors, we hope you, and your family, have a great summer. Stay safe, have fun, and try not to let time get away from you!



Chapter President Roslyn Schaffer, SPHR with Guest Speaker Pamela Green, SPHR



Above: Sponsors and Exhibitors at 2011 Annual Event
Below: Thanks to all our volunteers for helping with registration





2011 SEPA SHRM CALENDAR AND PROGRAM UPDATE

Kathy Flannery, VP/Director Professional Development/Programming

Our chapter is an "Approved Provider" for HRCI for those monthly meetings that will qualify for certification credits. Remember to pick up your HRCI code after each meeting you attend from the VP of Programming. This code can be added to your HRCI recertification file, and credits will be added automatically.



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

AUGUST; NO MEETING

SEPT. 20: THE ABC'S OF ADA by Howard Flaxman, Esq. Fox Rothschild

OCT 18: DEEP DOWN DEVILSH IMPULSES: Overcoming Unconscious Bias in Attracting and Retaining a Diverse Workforce by Jonathan Segal, Esq., Duane Morris

NOV STRATEGIC PLANNING FOR HR' PROFESSIONALS by Dorothy Stubblebine

DEC TBD

When/Where: Chapter meetings are held the 3rd Tues. of most months from 8 a.m. to 10:15 a.m. They include a continental breakfast, networking and a professional development program.

Where: Ramada Phila NE -RT 1. Three miles south of PA Turnpike exit 351 or 4 mi west of I-95.

Cost: \$25.00 Chapter members; \$35.00 Non-chapter members. Special student rates available. Walk-ins will be charged an additional \$10 fee. ***Meeting rates DO NOT apply to Special Programs or Events such as the Annual Professional Development and Networking Event.**

Registration: Pre-register/pay on line at www.sepashrm.org or call 484-643-0393.

IF YOU ARE INTERESTED IN SPONSORING A CHAPTER MEETING OR KNOW OF AN ORGANIZATION THAT WOULD BE INTERESTED, PLEASE CONTACT Vikki Dycus, Chapter Administrator at 484-643-0393.

BENEFITS OF SPONSORSHIP INCLUDE MEETING ATTENDANCE, EXPOSURE TO HR PROFESSIONALS, AND ADVERTISING AND PROMOTIONAL OPPORTUNITIES IN OUR NEWSLETTER AND ON OUR WEBSITE!

Board Meeting calendar for 2011 (dates subject to change). Chapter members are welcome to attend Board Meetings or request copies of Board minutes. Contact Roslyn H. Schaffer.

Aug:	No meeting	
Sept:	9/13 (evening meeting)	6:00 p—8:00 p
Oct:	10/18 (follows chapter mtg)	8:30 a—10:00 a
Nov:	11/15 (phone conference)	8:30 a—10:00 a
Dec:	12/6 (evening meeting)	6:00 p—8:00 p

SEPA SHRM WOULD LIKE TO THANK OUR MAY & JULY MEETING SPONSORS:



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KOP 610.337.3535
Center City 215.988.0700

AMERICAN EXPRESS OPEN

Kevin McBeth, Business Consultant
kmcbeth47@gmail.com



CERTIFICATION REPORT

By Richard Handschumacher, SPHR

CONGRATULATIONS TO THOSE NEWLY CERTIFIED, WHO ATTENDED OUR VILLANOVA UNIVERSITY PROFESSIONAL IN HUMAN RESOURCES COURSE:

- JOAN ARESKO, SPHR
- JULIE BRISSETT, SPHR
- SUSAN ROSSETTER, SPHR
- KRISTEN STARKWEATHER, PHR
- KIMBERLY SCHEETZ, PHR

SEPA SHRM wants to hear about your success. If you've recently earned your PHR, SPHR or GPHR certification or your certification status has changed, send an e-mail to: sepa-cert@sepashrm.org or to our Chapter Administrator at sepa-administrator@sepashrm.org. We'll be sure to update your member record and include your accomplishment in our newsletter.

As a certified individual you may also go into your online profile with the HR Certification Institute (HRCI) and notify your chapter of your certification by going to the "chapter notification link." By entering your certification, we can get accurate information of all the certified professionals within our chapter. Note: please first send notification to your Chapter Administrator.

The SHRM certification awarded by the Human Resource Certification Institute (HRCI) signifies that HR professionals possess the theoretical knowledge and practical experience in HR management necessary to pass a rigorous exam, demonstrating a mastery of the body of knowledge in the field. Our certified SEPA SHRM members and SEPA SHRM-sponsored Villanova participants deserve our congratulations for earning their certification.



Pamela J. Green, SPHR

SEPA SHRM'S 9th ANNUAL PROFESSIONAL DEVELOPMENT AND NETWORKING EVENT
June 9, 2011



 **Abington Memorial Hospital**

THE FUTURE OF HR: WHAT'S NEXT FOR HR PROFESSIONALS?
Pamela Green, SPHR, Chief Membership Officer, Society for Human Resources Management.

SEPA SHRM dazzled 80 of our members and guests with a dynamic presenter, and an evening of fun, food, networking and prizes at our Annual Professional Development and Networking Event. Hosted once again by Abington Memorial Hospital, we welcomed Pamela Green, SPHR, Chief Membership Officer of SHRM, who provided attendees with TWO hours of tools, resources and information about mapping our future for our profession. Pamela provided invaluable research data to show us where HR is today, and how the profession is viewed and valued and by whom. Her presentation reflected how our profession is changing with the changing economy, from recruiting and employment challenges to a changing legal landscape, and how we as HR professionals must change with it. Attendees felt it was the best presentation to date and invited Pamela back for an encore next year. Exhibitors and sponsors shared the reception that was catered by one of the members' favorite caterers, La Prima Catering. As always, we provided an invaluable opportunity to network with peers (including offering our "Careers in Transition" workshop), connect with friends, and encourage interaction and exchange of information among attendees and exhibitors.

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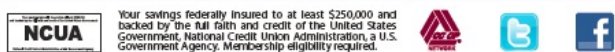


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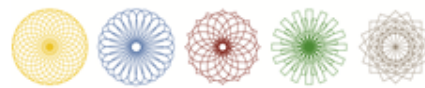


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WORKFORCE READINESS

By Denise Lantz, VP/Director
Workforce Readiness

Over the past few months, SEPA SHRM has been working on the front lines of employment transition – both for experienced professionals within our own Chapter, and for individuals entering the workforce for the first time. While the economy begins to show signs of recovery, unemployment is still an extremely pressing issue, both for HR professionals and others in the labor market.

On May 6th, SEPA SHRM once again offered its support by conducting mock interviews at the annual EmployAbility Expo at the Bucks County Intermediate Unit #22 in Doylestown. This event draws approximately 100 disabled high school students throughout the Bucks County School District and prepares them for entry into the workforce. Because a shocking 70% of people living with disability who want to work can't find it, this is a key initiative in our Chapter's Workforce Readiness efforts.

Not only was it a truly memorable and affirming event, but we were honored to have had a

total of 13 SEPA SHRM volunteers spend the morning offering their time and professional guidance to this group of very eager and enjoyable students. The school district, students, and SEPA SHRM are all greatly appreciative of the contributions made by our Chapter members and the organizations that graciously allowed their participation (many of whom have participated for several years!):

- Loren C. Barsky, Esq.
- Peggy Derr (Affinity Insurance Services)
- Lisa Dillon (Faithful Connections LLC)
- Scott Drinnan (Synovate Inc.)
- Elizabeth Hilderly (University Services)
- Ashley Huff (University Services)
- Denise Lantz (Attentive Health, LLC)
- Jennifer Lynch (Comcast)
- Bruce McNamee (Deer Meadows Retirement Community)
- Mary Regnery (Fox Chase Bank)
- Sue Tamny (Altman Management Co.)
- Mary Jo Terranova (PeopleShare)
- Christine Welsh

We were also pleased to once again offer our Career Transition workshop for SEPA SHRM members in transition prior to the Annual Professional Development & Networking Event on

June 9th. SEPA SHRM Workforce Readiness VP/Director Denise Lantz & guest speaker Dan Ebbert from Strategic Research Solutions offered their insights and expertise for those who attended, including discussions about non-traditional ways to approach the transition opportunity and truly make the most out of professional networking. One key takeaway: discovering what is unique about your background or experience and then networking with the individuals in that field to find the right fit. For example, one participant mentioned how much she enjoyed the dynamics of start-up companies. Next steps for her would be networking with entrepreneurs, where she could be one of the only HR professionals in the room, and a highly sought-after expertise.

Our efforts along the broad spectrum of needs in Workforce Readiness will continue in the months and years to come, particularly now that we have initiated a Workforce Readiness Committee. If you or anyone you know would be interested in serving on this Committee, please contact Denise Lantz, VP/Director of Workforce Readiness (workforce@sepa-shrm.org).

We have ideas percolating for several new initiatives and your time and talents will be greatly appreciated in this worthy effort!



Legislative Affairs Report

By Brian D. Pedrow, V.P./Director Legislative Affairs

New NLRB Proposed Rules Signal Big Changes For Employers Who Want to Remain "Union Free"

Proposed NLRB Rule Would Have Union Elections Take Place Much More Quickly: The National Labor Relations Board (the Board or NLRB) has proposed a rule for public comment that would make significant changes to the union election process. According to the Board, these changes are intended to simplify and expedite the election process, reduce litigation, and make better use of modern technology. Whatever the motivation, the proposed rule could result in elections being held much sooner than the current process, causing concerns about whether employers will have a fair chance to discuss their views on collective bargaining with employees prior to the election.

The new rule would expedite the entire process, beginning with the electronic filing of the petition, which must be accompanied by evidence in support of the petitioner's claim of representational status. This would eliminate the two-day window after filing within which petitioners currently must submit a showing of interest. The rule would also expedite the timing of the pre-election hearing, requiring that it be held within seven days of the notice of hearing being served.

The hearing itself would also change significantly in the Board's attempt "to defer both litigation and consideration of disputes concerning the eligibility or inclusion of individual employees until after the election." For example, prior to the pre-election hearing, the parties would be required to submit Statements of Position demonstrating a "genuine issue of material fact" on the sole issue of whether "a question concerning representation exists." Only issues raised in the Statements of Position would be entertained at the hearing. If the only factual dispute involved the voting eligibility of employees who represented less than 20 percent of the voting unit, the hearing would be closed. Those employees would vote as challenged ballots and eligibility would be resolved after the election only if the contested employees' votes would affect the outcome.

Under the new rule, appeals from a regional director's decisions would essentially be filed only after the election takes place. Even then, the appeal would be entertained by the Board under more limited circumstances. On the rare occasions when an appeal is available prior to the election, the appeal would not stay the proceedings unless specifically stated by the Board and the election would move forward.

Finally, rather than having seven days after the direction of election to submit an *Excelsior* list, employers would have only two days to provide this list of potentially eligible employee names and addresses. More important, the list now would need to include telephone numbers

HR professionals are encouraged to voice their views about federal



legislative actions through HRVoice at www.shrm.org. Click on "Governmental Affairs," then go to "HRVoice". Choose "Write your elected officials."



Student Chapter Update *by Lisa Fugelo, PHR, VP/Education Student Liaison*

SEPA SHRM proudly sponsors both the Temple University, Ambler and the Strayer University SHRM Student Chapters.



Congratulations to Strayer University on becoming SEPA SHRM's newest Student Chapter

Strayer University, Lower Bucks, PA
William Stieber, PhD, Student Advisor



Congratulations to Ambler Temple University Student Chapter on the following Student Chapter accomplishments:

Student Organization of the Year
AND
Student Chapter Officers

Jeannine Rudolph, President –
awarded *Student Leader of the Year*
Kevin Grass, Secretary –
honored with a *Campus Leadership* award
Both Jeannine and Kevin—
recognized with the Who's Who Award

Did you know that through our student chapters you can:

- Mentor an HR Student or have an HR student shadow you
 - Hire an HR Student Intern
 - Speak to a group of HR Students about relevant HR topics
- If you are interested in any of these activities, [E-mail Lisa Fugelo through our website](#).

(Legislative Affairs report, continued from page 7)

and e-mail addresses, if available.

Proposed DOL Rule Could Require That Employers Report Agreements with Their Attorneys: The U.S. Department of Labor (DOL) has asked for public comment on a proposed rule that would significantly affect reporting requirements for agreements with labor relations consultants, including attorneys. The Labor-Management Reporting and Disclosure Act (LMRDA) requires employers and consultants to report any agreements that, directly or indirectly, are intended to “persuade employees” with regard to their collective bargaining rights. The proposed rule would severely narrow the exception to those reporting requirements by redefining the term “advice” given to employers.

Until now, the DOL has broadly interpreted this “advice” exception to include any activity that does not involve direct contact between the consultant or attorney and employees. The DOL’s new interpretation would narrow the definition of advice to “an oral or written recommendation regarding a decision or a course of conduct.” If the attorney’s actions go beyond ensuring compliance with the law and are deemed to have the objective of persuading employees, those actions must be reported. The following are a few examples cited by the DOL under the proposed rule:

- An attorney’s revisions to a proposed letter to employees would trigger reporting requirements if those revisions went beyond advice regarding the exercise of the employer’s legal rights and instead enhanced the persuasive message of the letter.
- A seminar presented by a law firm would trigger reporting requirements if, for example, it involved the training of supervisors to conduct individual or group employee meetings in a manner that would persuade employee behavior.
- If an attorney’s actions involve both “advice” and the persuasion of employees, the advice exemption would no longer apply. The DOL’s new interpretation would require reporting “in any situation where it is impossible to separate advice from activity that goes beyond advice.”

Exercise Your HR Voice: If you want to use your “HR Voice” to address these two sets of proposed regulations, you are encouraged to review the rules by going to <http://www.regulations.gov/>, where both can be found. Comments may be submitted electronically at that website or via mail to Lester A. Heltzer, Executive Secretary, NLRB, 1099 14th Street NW, Washington, DC 20570. The deadline for public comment on both proposed rules is **August 22, 2011**.

SEPA SHRM
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Peggy Derr*
Brian D. Pedrow*
Roslyn H. Schaffer*
Linda E. Stone
Susan Warner
* SEPA SHRM Board Member



DIVERSITY REPORT

by Wendy Elliott-Vandivier, SPHR, VP/
Director, Diversity



Help Create Internship Opportunities for Young Adults with Disabilities! JEVS Employment Network Services has an exciting new work preparation and job placement program, Project Success, specifically created to meet the needs of young adults with Aspergers Syndrome or Pervasive Developmental Disorder - Not Specified - who are interested in transitioning into the world of work.

Project Success helps participants:

- Discover the right career choice for their interests & abilities.
- Learn work readiness skills.
- Develop effective on-the-job interactions.
- Gain real work experience through volunteer internships.
- Work with an on-the-job mentor.
- Find a job in their area of interest. (Once they find employment, a job coach will acclimate/train them in their new job.)

JEVS Project Success provides young adults the opportunity to complete a 10-14 week volunteer "internship" in which they work alongside staff who serves as their on-the-job mentor/role model as they develop work readiness skills. Participants can "try out" a job in their area of interest and gain first-hand experience handling a variety of workplace assignments and interactions. This is also a great opportunity for SEPA SHRM member organizations to host the internships, and enjoy the rewards of helping these young adults develop the confidence and competence needed to embark on a career of their own. If your organization would be interested in hosting an intern, please contact Wendy Elliott-Vandivier, VP Diversity at sepa-diversity@sepashrm.org or call Wendy at 215-478-4001.

SEPA SHRM DIVERSITY STATEMENT

In our local chapter, our objective is to attract and use the talents of people of different backgrounds, experiences, and perspectives. Accordingly, diversity is one of our core values. We work to create an environment where people are valued as individuals and team members and treated with respect, dignity and fairness. We strive to create opportunities for our members to develop and reach their full potential and to achieve their professional and personal goals. Each member has the ability and obligation to create an environment that promotes inclusiveness.



Diversity Committee

Hope Bear	Liz Graham
Ann Marie McGettigan	Gertrude Scutt
Sharon Stauts*	Wendy Elliot-Vandivier*

*SEPA SHRM Board Member

MEMBERSHIP REPORT

by Brian Jacobs, VP/
Dir. Membership



It is incredible to think that we're staring at the halfway point of the year already. And just as the weather has gotten hot, I'm happy to report that membership is picking up.

Our new Membership Committee has been a big boost for our Chapter. There are many plans and ideas being worked out and I'm thankful of the time and creativity that Christopher Gada, Amy McGuire, Sarah Brotman, Susan Warner and Heather Howard have provided.

SEPA SHRM offers great benefits to HR professionals and their organizations throughout Northeast Philadelphia as well as the Bucks and Eastern Montgomery County regions, regardless of where our members live or work. Benefits include our monthly professional development breakfast meetings, networking access through the SHRM LinkedIn Group, access to HR job openings through sepashrm.org, a discount at the SHRM Store and free quarterly newsletters.

With all of these benefits, designating SEPA SHRM as your affiliate chapter remains free-of-charge (with your SHRM membership). We are a 100% Chapter, which means that all of our members are members of SHRM.

To designate our Chapter, simply go to the Membership page at sepashrm.org, and complete a Primary Chapter Designation Form, using Chapter #498. You may also obtain a designation form by calling (484) 643-0393.

As of May 31, SEPA SHRM has 425 members. We are the fourth largest Chapter in PA (out of 26 Chapters). We are the 11th largest Chapter in the NE region, which is composed of 94 Chapters in 11 states.

Have a great quarter and enjoy your Summer. And as always, I welcome your questions and your comments.

Membership Committee

Sarah Brotman
Christopher Gada
Heather Howard
Brian Jacobs*
Amy McGuire
Susan Warner

*SEPA SHRM Board Member





PUT YOUR NAME IN OUR HAT
 We are recruiting for open positions on our Board of Directors. Contact Roz Schaffer with your interest.
 rschaffer@barnesfoundation.org



FOUNDATION UPDATE

*Vanessa Hargrove,
 V.P., Dir, Foundation*

The SHRM Foundation conducts research that enables HR Professionals to keep our edge in the HR Profession. Donations to the foundation go toward:

- Educational products,
- Research grants on HR topics, and
- Scholarships for HR professionals and students pursuing college degrees and professional certification.



Help support our profession. Make a Donation
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Remember to add "Chapter #498" to your check!

SEPA SHRM is also selling RESTAURANT.COM cards to raise money for the SHRM Foundation. Purchasing one of these cards provides high value at a low cost. Face value of each card is \$50 and your cost is an affordable \$20. These cards are good for casual or elegant dining at some of the most popular restaurants. RESTAURANT.COM cards make wonderful gifts for birthday, anniversary, holiday or as a way to say "thank you".

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Cards can be purchased by contacting Vanessa Hargrove at sepa-foundation@sepashrm.org, or can be picked up your card in person at any of our monthly chapter meetings. DON'T FORGET TO PICK YOURS UP TODAY!

We are also proud to announce that we raised \$134.00 at our Annual Event for the SHRM Foundation!

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 Human Resource Trouble Shooters

TREASURER'S REPORT

Ned Clopton, SPHR, V.P./Treasurer



Balance Sheet as of **June 16, 2011**

ASSETS

Current Assets

SEPA SHRM Checking/Savings 29,497.48

Total Current Assets 29,497.48

TOTAL ASSETS 29,497.48

LIABILITIES & EQUITY

Equity 29,497.48

TOTAL LIABILITIES & EQUITY 29,497.48

SEPA SHRM

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