

Quarterly Bulletin—  
Fall 2011

Editor: KPBelser, MBA, SPHR



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

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# FROM THE BOARD

ROSLYN SCHAFFER, SPHR, CHAPTER PRESIDENT

Fall is always a great time of the year. The cool temperatures bring us back to tackling the tasks at hand with renewed vigor! I want to thank all SEPA SHRM chapter members for supporting the chapter and making it the best chapter in the area!

We began our fall program lineup with a timely, informative and enjoyable presentation on the ADA, by Howard Flaxman, Esq. In October we welcomed Jonathan Segal, Esq. who presented Deep Down Devilish Impulses: Overcoming Unconscious Bias in Attracting and Retaining a Diverse Workforce. Our schedule for the remainder of 2011 is especially rich and filled with presentations that should not be missed! We have Dorothy Stubblebine, SPHR presenting Strategic Planning for HR: Raising the (Gold) Bar in November and in December we have a highly regarded presentation of Lost in MySpace: Legal Pitfalls in the Electronic Workplace by Jennifer Snyder, Esq., Janeen Olsen Dougherty, Esq. and Celia Joseph, Esq. **Please note that due to the holidays, the December meeting will be held on Dec 13.**

In addition to working to provide programming that keeps all of our members informed of the latest developments and best practices in a broad range of topics, the Board and committees have been active in the core leadership areas.

Our Legislative Committee has been active in monitoring pending legislation and providing information to chapter members. In addition to that, the committee has organized legislative delegations that are visiting with elected officials to express our opinions and offer expert advice regarding pending legislation. It's a very gratifying activity. Not only does one have a chance to meet with elected officials regarding legislation that would impact the workplace, one walks away with a feeling of having accomplished something that validated the importance of Human Resources as a profession. We truly are the experts! If you want to join in and get involved, please contact Brian Pedrow, Esq., VP Legislative Affairs.

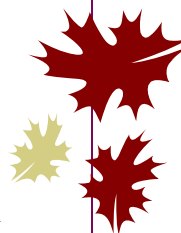
Our VP of Education/Student Liaison, Lisa Fugelo,

has been busy working with our two student chapters, Temple Ambler and Strayer University. Once again, we are having chapter members speak to the student chapters about a variety of topics. Having had the honor to do that personally, I can attest to the fact that it is a very rewarding experience. Our students are very bright and eager to learn about all facets of our profession. Please contact Lisa if you want to learn more about these opportunities.

Denise Lantz, VP of Workforce Readiness leads a committee that is exploring initiatives that will assist veterans returning from active service in finding employment. Our diversity committee, led by Wendy Elliot-Vandivier, VP of Diversity, continues to work with Hire-Ability/JEVS to provide employment opportunities for young adults with disabilities. And the membership committee, led by Brian Jacobs, VP of Membership is finalizing an orientation program for chapter members. Finally, Deb Lasky, Immediate Past-President and Christine Tierney, VP At-Large head up the committee that plans the annual Professional Development and Networking Event. All of the committees welcome any chapter member who wants to participate!

As the holiday season approaches, consider purchasing restaurant.com gift cards from our VP of Foundations, Vanessa Hargrove. These cards only cost you \$20, have a \$50 redemption value and can be redeemed at over 18,000 restaurants nationwide! On top of that, a portion of the proceeds is donated to the SHRM Foundation. They offer a wonderful way to give an affordable thank-you to staff, colleagues, friends and family while helping to support the SHRM Foundation! It's a win-win for all!

I look forward to seeing you all at our meetings and look forward to hearing from all chapter members about how we can better serve you! And don't forget to check us out on LinkedIn!





## 2011 SEPA SHRM CALENDAR AND PROGRAM UPDATE

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.

- NOV 15 STRATEGIC PLANNING FOR HR' PROFESSIONALS: Raising the (Gold) Bar** by Dorothy Stubblebine.
- DEC 13 LOST IN MYSPACE: Legal Pitfalls in the Electronic Workplace** by Jennifer Snyder, Esq., Janeen Olsen Dougherty, Esq. and Celia Joseph, Esq.

**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](http://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!

"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."

### Board Meeting calendar for remainder of 2011 (dates subject to change).

- Nov: 11/8 (teleconference) 8:30 a—10:00 a
- Dec: 12/6 (evening meeting) 6:00 p –8:00 p

Chapter members are welcome to attend Board Meetings or request copies of Board minutes. Contact Roslyn H. Schaffer.



## SEPA SHRM WOULD LIKE TO THANK OUR MEETING SPONSORS:

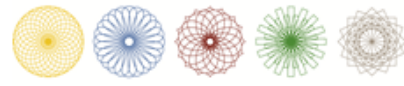
### SEPTEMBER

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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.

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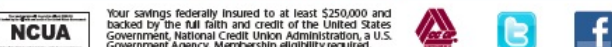


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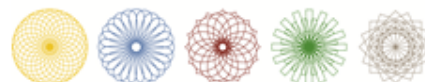


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## CERTIFICATION REPORT

By Richard Handschumacher, SPHR

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

SHANNON BRISCOE, SPHR      SAMANTHA L. WHITE, SPHR  
 SUSAN ROSSETTER, SPHR      KRISTEN STARKWEATHER, PHR  
 KIMBERLY SCHEETZ, PHR

*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*

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](mailto:sepa-cert@sepashrm.org) or to our Chapter Administrator at [sepa-administrator@sepashrm.org](mailto:sepa-administrator@sepashrm.org). We'll be sure to update your member record and include your accomplishment in our newsletter. 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.

## NEWS FROM GNPCC—Greater Northeast Phila Chamber of Commerce

**CIS is always looking for volunteers to help those we serve with interviewing skills. CIS is a non Profit supported employment agency that helps those with any kind of challenge in life find their way in the work world. These talented individuals could always brush up on their interviewing skills. Who better to help us out then our fellow GNPCC members!**

**Lunch and appreciation gift provided! If you are interested in helping a great cause, any day of the week that works for you between 9:30am and 2:00pm please contact:**

**[Erin creighton@cisworks.org](mailto:Erin_creighton@cisworks.org)  
215-870-7672**



## TECHNOLOGY UPDATE

By Sharon Stauts, VP/Director Technology

### CALLING ALL MEMBERS

**Quick Quiz: Where can SEPA SHRM members go to find and network with HR Resources/Subject Matter Experts (SMEs)?**

If you answered, Linked:SEPA SHRM (Linked In group) or monthly meetings – you are correct! The Board is working to develop additional HR RESOURCE content to the SEPA website. If you are interested in being identified as a resource, or suggest a topic where resources are needed, please email me ([sepa-technology@sepashrm.org](mailto:sepa-technology@sepashrm.org)). Please include in your email the topic of interest and your name as you'd like it to appear. We invite all members to consider your experience and collaborate with our member questions!



#### Topics

- |  |   |   |
|--|---|---|
| ADAAA                                  | Employee Opinion Surveys                  | Recruitment/Interviewing Skills             |
| Affirmative Action/EEO                 | Employee Relocation                       | Social Media/Networking                     |
| Attendance Policies                    | Exec Leadership/Mgmt Development/Training | Strategic Planning                          |
| Benefits                               | Facilitator Training                      | Succession Planning                         |
| Career Planning                        | Family Medical Leave Policies             | Training and Development                    |
| Certification                          | Flextime/Flexible Work Arrangements       | Union /Labor Relations                      |
| Coaching                               | HRIS                                      | Variable Compensation<br>(Sales, Executive) |
| Compliance (regulatory, recordkeeping) | Job Design/Job Evaluation                 | Vision/Mission Statement                    |
| Diversity Programs                     | Knowledge Management                      | Unemployment Compensation                   |
| Employee Handbook/Policy Manual        | Nonprofits                                | Wage Band Structures                        |
| Employee Motivation                    | OSHA /Safety / Workers' Comp              | Wage & Hour                                 |
| Employee Newsletters                   | Pennsylvania Labor Laws                   |   |



## 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 6<sup>th</sup>, 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 9<sup>th</sup>. 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](mailto: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

### NLRB NOTICE POSTING RULE CONTINUES TO SPARK DEBATE

We have discussed at recent Chapter meetings the fact that the National Labor Relations Board (NLRB) issued a final rule requiring employers to post a notice of workplace employee rights under the National Labor Relations Act (NLRA). The NLRB now has issued the official poster, which is available for download from Board's website at <https://www.nlr.gov/poster>. Note that the poster must be 11x17".

This rule has sparked debate and litigation over the authority of the NLRB to promulgate in the first place. Now, the NLRB has announced a delayed effective date for the posting requirement.

#### Legal Challenges

The National Association of Manufacturers (NAM) has filed a lawsuit in federal court challenging the legality of the new notice-posting rule. NAM's complaint in the lawsuit, filed in the U.S. District Court for the District of Columbia on September 8, alleges that the NLRB is acting beyond its jurisdiction and asks the court to set aside the new Rule in its entirety. NAM asserts that:

- The NLRA does not expressly provide for the issuance of the notice posting rule. In doing so, the Board is acting beyond its powers.
- The NLRB's jurisdiction to administer the Act is contingent upon a representation petition or unfair labor practice charge being filed. Absent that, the Board cannot order an employer to post a notice to employees under the Act.
- The NLRB has no authority to create a new type of unfair labor practice claim, i.e., failure to post the required notice.
- The NLRB has no authority to toll the statute of limitations for filing an unfair labor practice charge as a result of failure to post a notice, one of the provisions of the new rule. NAM reasons that, because the statute lays out a specific tolling provision that recognizes military service as a justification for tolling, the NLRB is barred from creating other means of doing so.

NAM seeks a preliminary and permanent injunction of enforcement of the Rule and a declaration that the Rule is null and void, and that the NLRB exceeded its authority by issuing the Rule.

HR professionals are encouraged to voice their views about federal legislative actions through HRVoice at [www.shrm.org](http://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)*

The National Federation of Independent Business has filed a similar lawsuit in the same court. The two suits were consolidated by the court on October 4. The court has not yet issued a ruling in either case.

### Effective Date

The rule was scheduled to take effect on November 14, 2011. Amidst resistance and apparent confusion surrounding its new employee rights notice-posting rule, the NLRB has pushed back the rule's effective date by more than two months. Employers covered by the rule must now post the notice by January 31, 2012.

The NLRB says it has postponed the rule's implementation to allow for more time for employer education and outreach, especially for small and medium-sized businesses, and to ensure broad voluntary compliance.

In light of the new effective date, the DC Court before which the litigation is pending has denied the plaintiffs' preliminary injunction motions as moot.

### SEPA SHRM Legislative Affairs Committee

Rose Burke	Kathy Piunti
Peggy Derr*	Roslyn H. Schaffer*
Nikia Fluellen	Marcine ("Marcie") Schiehser
Shirley Grazier	Linda E. Stone
Mumtaz Husani	Dave Wilderman
Victoria ("Tori") Murphy	Susan Warner*
Brian D. Pedrow*	

\* SEPA SHRM Board Member

All Chapter Members are welcome to join the Legislative Affairs Committee. Contact Brian Pedrow, VP Legislative Affairs, at 215.864.8108 or [pedrow@ballardspahr.com](mailto:pedrow@ballardspahr.com) for more information! Get involved. It is a great experience!





## DIVERSITY REPORT

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](mailto: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

Brian Jacobs, VP/Dir. Membership



So, here we are...practically staring down the holiday season. It seems shocking to be talking about year-end activities, but indeed, we are.

The Chapter’s membership numbers have been holding steadily for the past couple of months. We saw a nice jump in our numbers as the second quarter of the year began and fortunately, we’ve maintained that, but we would like to see a push as the year comes to a close.

To that end, 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](http://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 simple and 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](http://sepashrm.org), and complete a Primary Chapter Designation Form, using Chapter #498. You may also obtain a designation form by calling (484) 643-0393. And if you’re already a SEPA member and have a friend or colleague that belongs to SHRM and you believe that our Chapter would be a great fit for them, please don’t hesitate to pass along our information. We appreciate it!

As of September 30, SEPA SHRM has 423 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 95 Chapters in 11 states.

I wish you all a wonderful Fall and hope the holiday season brings everyone peace and joy. 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





## 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".

- Gift cards never expire
- Easy online redemption
- Choose from over 18,000 restaurants nationwide

Cards can be purchased by contacting Vanessa Hargrove at [sepa-foundation@sepashrm.org](mailto:sepa-foundation@sepashrm.org), or can be picked up at any of our monthly chapter meetings.



## TREASURER'S REPORT

Ned Clopton, SPHR, V.P./Treasurer



Balance Sheet as of **Oct 7, 2011**

### ASSETS

#### Current Assets

SEPA SHRM Checking/Savings 33,298.34

Total Current Assets 33,298.34

**TOTAL ASSETS 33,298.34**

### LIABILITIES & EQUITY

Equity 33,298.34

**TOTAL LIABILITIES & EQUITY 33,298.34**

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