



### FROM THE PRESIDENT CHRISTINE TIERNEY, SPHR

In this, my first column as the new President of the SEPA SHRM chapter, I would like to say “thank you” to the excellent board that we have and a special thank you to Greg Hartley, our Immediate Past President. Greg has shown such dedication to our chapter over the years and I was so fortunate to have served under him these last few years.

I would also like to thank the chapter members for providing me with the opportunity to serve as your Chapter President and to serve with an exceptional board of directors to continue the great work of this organization. I know we are all looking forward to this upcoming year, especially the monthly meetings with our wide range of topics that many of you have requested.

When I think about the strengths of our chapter, the first one that comes to mind is networking! Networking is how I got to this chapter. Networking is how I landed my position at Abington Memorial Hospital. Networking is

such a vital part of what we, as HR professionals do each day. Our Sesame Place networking event is my favorite “meeting” of the year! Please join us on June 5, 2007 to meet new people and broaden your horizons!

I’m proud to announce that the SEPA SHRM Chapter has once again been awarded the Superior Merit Award. This is the fourth straight year in a row that SHRM has awarded us this designation (logo to the left). Winning this award and having this designation allows us to distinguish ourselves as an outstanding organization dedicated to serving the needs of our chapter members and advancing the human resource management profession. We could not have accomplished this honor without such dedicated members. Thank you!



### THANK YOU FOR YOUR PARTICIPATION, ATTENDANCE AND INVOLVEMENT.

PA SHRM State Council's  
7th Annual Legislative & Legal  
Conference—April 25th, 2007—Harrisburg, PA

- ★ Legal & Legislative Updates & Trends
- ★ Networking Reception 4/24
- ★ Exhibitors & Hill Visits



Look for our full report next issue!

Bucks County Intermediate Unit 22  
Employ Ability—Expo  
April 24th, 2007  
A Forum for Career Exploration

Your participation made a difference!

Thank you to Peggy Derr, VP/Director of Workforce Readiness for her efforts in arranging volunteers for this program.



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## 2007 SEPA SHRM PROGRAM UPDATE

By Joanne Zeas, SPHR, VP/  
Director Professional Development/Programming

- Apr 17** "EEOC Updates" - Kurt Jung, EEOC Outreach Program Coordinator
- May 15** "Mental Illness in the Workplace: Legal Issues and Trends" - Joann L. Drust, Esq., Transition Strategies, LLC. Plus, point/counter-point by Jerry Hoffman, Sr. Partner and Co-Chair of the Dechert LLP Labor & Employment Department
- Jun 5** **SPECIAL**— Sesame Place Annual Professional Networking Event
- Jul 17** "Search Engine Marketing" - Chris Taylor, V.P., Davis Advertising

We are proud that our chapter has become an "Approved Provider" for HRCI for our monthly meetings. As you attend our meetings, please pick up your HRCI code from the registration desk. This code can be added to your HRCI recertification file, and credits will be added automatically.



E-mail topic suggestions to Joanne Zeas at [ppl@sepashrm.com](mailto:ppl@sepashrm.com)

Pre-register on line at  
[www.sepashrm.org](http://www.sepashrm.org) or  
call the Chapter Hot-  
line at 215- 698-  
7116.

**When:** 3rd Tues of each month. Meetings run from 8 a.m. to 10:15 a.m. and include breakfast, networking and a professional development program.

**Where:** Best Western Northeast on RT 1. Three miles south of PA Turnpike exit 351 (nee 28) or 4 mi west of I-95).

**Cost:** \$12.00 Chapter members \$17.00 Non-chapter members. Students receive special rates.

### CLASSES OFFERED FOR HUMAN RESOURCES CERTIFICATE PROGRAM AND PHR/SPHR EXAM PREPARATION SEPTEMBER 2007

SEPA SHRM is once again partnering with Villanova University in offering the 13-week Villanova/SHRM Learning System Course for the Fall 2007 semester. This program will help prepare you for the HRCI national PHR or SPHR certification examination and it is also designed for HR professionals seeking professional development. Additionally, the course can be completed by certified HR professionals needing PHR/SPHR recertification credits. Villanova University is the National leader in providing the SHRM Learning System course within an instructor-led and on-line environment. The Certificate in Professional Human Resource Management program is offered in full partnership with SHRM, and it covers all six functional areas, responsibilities and associated knowledge defined by the Human Resource Certification Institute (HRCI).

#### CLASS LOCATIONS AND INFORMATION:

- **Prudential Financial:** 2101 Welsh Road, Dresher, PA—**Wed** 9/5 to 11/28 - 6 p.m. - 9 p.m.  
**Instructor:** Susan Warner, JD, SPHR, President/General Counsel, Human Resource Trouble Shooters
- **Sesame Place:** 100 Sesame Road, Langhorne, PA—**Thur** 9/6 to 11/29 - 6 p.m. - 9 p.m.  
**Instructor:** Susan Warner, JD, SPHR, President/General Counsel, Human Resource Trouble Shooters
- **Villanova Conference Center:** 601 County Line Road, Radnor, PA  
**Alt Sat** – Class meets 9/8 and 9/22; 10/6 and 10/20; 11/3 and 11/17 - 8:30 a.m. - 4 p.m.  
**Instructor:** Brian Costello, MS, SPHR, Director of Human Resource Operations, Thomas Jefferson University  
Fall 2007 classes will also be offered in Center City, Phila; Mavern; Pottstown; Newark, DE; Harrisburg and at the Villanova Conference Center in Radnor.

There will also be some terrific SPHR-level/SEPA SHRM Board member guest instructors for some of the classes. Each student will receive the 2007 SHRM Learning System and CD ROM and have access to the on-line HRM Learning Resource Center for one year. Upon successful completion of the course, participants will receive the Certificate in Professional Human Resource Management from Villanova University as well as 3.9 Continuing Education Units (CEU's). Register today through the Dept of Continuing Studies at 610-519-4310. You can visit [www.constudies.villanova.edu](http://www.constudies.villanova.edu) for more information, and to complete your registration on-line.

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**LEGAL & LEGISLATIVE UPDATE**  
 Roslyn Schaffer, SPHR VP Legislative Affairs

Thanks to the efforts of Human Resource professionals, more than 15,000 responses to the DOL request for input on revising the regulations governing FMLA were received. Pennsylvania had a banner month—ranking second in the nation in HR Voice submissions. We can make a difference through advocacy!

**Members Of The 110<sup>th</sup> Congress have several key priorities for this session.**

On March 15, 2007, S 910, the Healthy Families Act was introduced by Senator Ted Kennedy. Co-sponsors include Senators Akaka, Biden, Boxer, Brown, **Casey**, Clinton, Dodd, Durbin, Feingold, Harkin, Inouye, Kerry, Lautenberg, Levin, Lieberman, Menendez, Mikulski, Murray, Obama, Rockefeller, Sanders and Schumer. A similar bill will be introduced by Representative Rosa DeLauro. Highlights of the bill (which may be accessed at <http://www.govtrack.us/congress/billtext.xpd?bill=s110-910>) include:

- ✦ Employers with 15 or more employees would be required to provide up to 7 days paid sick time for employees working 30 hours or more in a week or 1,500 hours per year.
- ✦ Part time employees working 20 hours or more in a week or 1,000 hours per year would receive benefits on a pro-rated basis.
- ✦ This leave is in addition to FMLA.
- ✦ It must be accrued in a method that is not less than on a quarterly basis.
- ✦ Leave may be taken in the smallest increment the payroll system uses.
- ✦ Unused leave may be carried over to the next year, but the total accrual is limited to 7 days.
- ✦ Leave may be used to care for a child, parent, spouse or any other individual related by blood or affinity that is the equivalent of a family relationship.
- ✦ An employer may satisfy the requirements if they have a paid sick leave plan that meets all the elements of the bill.
- ✦ An employer may not reduce current benefits in order to comply with the law.
- ✦ Posting and recordkeeping requirements are spelled out.

**“HR professionals should voice their views about legislative actions through HRVoice on [www.shrm.org](http://www.shrm.org). Click on “Governmental Affairs,” then go to “HRVoice” on the left side of your screen. Choose “Write your elected officials.”**

Choice Act and also known as the Card Check Act passed the House of Representatives and moved on to the Senate. Highlights of the bill (which may be accessed at <http://www.govtrack.us/congress/bill.xpd?bill=h110-800>) include:

- ✦ Requiring the NLRB to certify and an employer to recognize a union when the union has obtained signed authorization cards from 50% plus one of the members of that collective bargaining unit. Secret ballots would be eliminated for the purpose of certifying a union.
- ✦ Requiring binding arbitration on the terms of the contract if the employer and union are unable to reach a contract within 120 days of the certification.
- ✦ Imposing fines against employers for up to \$20,000 per violation.
- ✦ The bill is silent with regard to decertification of a union. Thus, secret ballots would still be required to decertify a union.

Immigration and Employment Verification will continue to be addressed by Congress. The Basic Pilot Program has expanded to include 13,000 employers. Employers in this program are testing the electronic verification of an employee’s right to work in our country. Currently, they are experiencing a 20% non-authorization rate which means that additional verification is required because the automated system is unable to provide accurate responses. The House and Senate each passed separate bills in 2006.

- ✦ Both require electronic verification of new hires within three days of employment and set forth a secondary process where there is non-confirmation.
- ✦ Employers cannot terminate individuals who receive a non-confirmation until they receive a non-verification or ten days has elapsed. This could extend the period of employment to 50 days for a worker who must then be terminated due to non-verification. Employers who offer benefits during this period would be required to comply with COBRA regulations.
- ✦ The House bill requires employers to re-verify the identity and employment eligibility of all employees using this system, despite the fact that IRCA was prospective.

On March 1, 2007, HR 800, the Employee Free

SEPA  
SHRM

Southeastern Pennsylvania Society for Human Resource Management

The Premier Organization Serving the Professional - Advancing the Profession



## Join us at Sesame Place for SEPA SHRM's Annual Professional Networking Event

Tues., June 5, 2007

6 p.m. to 9 p.m.

**\$30.00 per person**

**Food & Fun  
Networking  
HR Exhibitors  
Dine with the Characters**



(Walk up admission \$35.00/person)

Price includes:

Dinner with Sesame Street characters;

DJ, 2 drink tickets;

HR-related exhibitors

This event is open to all regional HR professionals and adult guests. As HR professionals we know the importance of balancing work and fun. Treat yourself and your staff to a fun evening!

Rain or shine. Enjoy inside & outside accommodations.  
For those in transition, we will once again hold our Career Transition Workshop immediately prior to the Networking Event.



To register, or to become a sponsor log on  
to: [www.SEPASHRM.org](http://www.SEPASHRM.org)



AFFILIATE OF



SOCIETY FOR  
HUMAN  
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MANAGEMENT

# CONGRATULATIONS!

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.

The following SEPA SHRM members and SEPA SHRM-sponsored Villanova participants deserve our congratulations for earning their PHR or SPHR certification:

- MARGE WILLIAMS, PHR
- CAROL A. HAMPSON, PHR
- RUTH BONNY, PHR
- E. MICHAEL CUFF, SPHR
- KATIE McNAUGHTON, PHR
- TONA WHITAKER, PHR



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- ✦ The Senate bill requires re-verification to all critical infrastructure employers but is not specific as to the definition.
- ✦ Both require employers to attest on an I-9 that the new hire documents related to identity and eligibility were examined in addition to completing the requirements of the electronic verification process.
- ✦ Both bills set forth substantial penalties for non-compliance.

**Write your Senators and Representative today!**

PLEASE NOTE: INFORMATION IS PROVIDED FOR EDUCATIONAL PURPOSES ONLY AND IS NOT INTENDED FOR LEGAL ADVICE. PLEASE CONSULT YOUR OWN ATTORNEY FOR LEGAL ADVICE SPECIFIC TO YOUR FACTS.



Roz Schaffer (right), SEPA SHRM V.P. Legislative Affairs, compares experiences with Ron Shane, DE State Legislative Director and federal mediator, at the recent Legal and Legislative Conference in Washington DC.

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