

Quarterly Bulletin—
Spring 2011

Editor: M. Schiehser,
SPHR
Sr. Director, HR
Girl Scouts of Eastern PA



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FROM THE BOARD

ROSLYN SCHAEFFER, SPHR, CHAPTER PRESIDENT

President's Letter –Spring 2011

Roslyn H. Schaffer, SPHR

As spring arrives, the SEPA SHRM Board and Committee members have been busy planning events and initiatives that will benefit Chapter members and the community. Brian Pedrow, VP Legislative Affairs and I have been working on the committee that is planning the Pennsylvania Legislative & Legal Conference in Harrisburg on April 8th. As a result, all SEPA SHRM members are eligible to receive a \$50 discount off the registration fee. It's not too late to register for this informative event by visiting the PA State Council of SHRM website at www.pashrm.org.

Mark your calendars for Thursday, June 9th from 5:00 PM to 8:30 PM when we will hold our 9th annual Professional Development and Networking Event. This year, we are so excited to announce that Pam Green, SPHR and SHRM Chief Membership Officer will be speaking on **THE FUTURE OF HR: WHAT'S NEXT FOR THE PROFESSION**. This 2 hour presentation will not only provide you with 2 Strategic recertification credits, but it will deliver a two-part strategy for turning the challenges faced by organizations and HR leadership in the uncertain economy into viable opportunities for your organization. This is a must attend event for anyone in HR! Please join us at the Lenfest Pavilion in Abington Memorial Hospital for a chance to visit with our sponsors, network with fellow HR professionals and gain valuable insights that will enable you to develop initiatives focused on achieving sustainability.

Various committees of the Board are active and your help is needed! With the start of the new Legislative session in Harrisburg, more than 1000 new bills have already been introduced, many of which would have an impact on our organizations. Once again, Brian Pedrow is looking to form legislative delegations to assist with the monitoring of relevant bills, develop talking points and visit with our elected officials. Remember, we are the HR experts, not the legislators. Unless we speak up, we risk having legislation enacted that limits our ability to deliver the quality of the

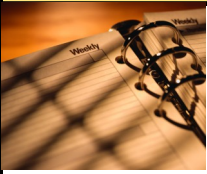
workforce. We need to be focused on achieving sustainability! The easiest way to get involved is to join Brian's Legislative Affairs Committee. Please contact him for further information.

SEPA SHRM is also participating in the Greater Northeast Philadelphia Chamber of Commerce annual "Business is Blooming" Expo on Tuesday, May 3rd at Holy Family University. If you would like to assist, please contact Marcine Schiehser, VP Marketing, PR, Communications and Sponsorships. This is a terrific opportunity to network and help the Chapter identify potential sponsors.

On Friday, May 6th, SEPA SHRM will be assisting the Bucks County Intermediate Unit #22 with mock interviews as part of the Vocational Support for Disabled Youth program. If you would like to participate in this important initiative, please contact Denise Lantz, VP Workforce Readiness.

We also have a great line up of speakers for future chapter meetings. Please reach out to those you know in the profession and invite them to come to one of our meetings. We are one of the few SHRM affiliate chapters that does not charge dues to be a chapter member. And our chapter is unique in that HRCI credits are awarded for the vast majority of our meetings. In times where organizations are limiting resources available to HR professionals, it is more important than ever to have the knowledge and expertise of more than 400 accomplished professionals at your fingertips. There is a great value to being a member of SEPA SHRM!





2011 SEPA SHRM CALENDAR AND PROGRAM UPDATE

Kathy Flannery, VP/Director Professional Development/Programming

- APR 19:** *Legal & Legislative update* by Brian Pedrow, Esq., Ballard Spahr, LLP
- MAY 17:** An Ounce of Prevention: Steps to Avoid Becoming the Next Wage & Hour Headlines! by Shannon Farmer, Esq., Ballard Spahr, LLP
- JUNE 9:** **The Future of HR: What's Next for The Profession** by Pamela Green, SHRM U.S. Membership Officer
- JULY 19:** TBD
- SEPT. 20:** TBD
- OCT18:** Deep Down Devilish Impulses: Overcoming Unconscious Bias in Attracting and Retaining a Diverse Workforce by Jonathan Segal, Esq., Duane Morris

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 on line at www.sepashrm.org or call 484-643-0393.

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.

Apr:	4/19 (follows chapter mtg.)	10:30 a-12:00p
May:	5/17 (phone conference)	8:30 a-10:00 a
June:	6/7 (phone conference)	8:30 a-10:00 a
July:	7/16 (planning meeting)	8:00 a-1:00 p
Aug:	No meeting	
Sept:	9/13 (evening mtg.)	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

IF YOU ARE INTERESTED IN SPONSORING A CHAPTER MEETING OR KNOW OF AN ORGANIZATION THAT WOULD BE INTERESTED, PLEASE CONTACT MARCI SCHIEHSER, VP/DIR, SPONSORSHIPS-BENEFITS OF SPONSORSHIP INCLUDE MEETING ATTENDANCE, EXPOSURE TO HR PROFESSIONALS, AND ADVERTISING AND PROMOTIONAL OPPORTUNITIES IN OUR NEWSLETTER AND ON OUR WEBSITE!

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 (s) has met HR Certification Institute's criteria to be pre-approved for recertification credit"

SEPA SHRM WOULD LIKE TO THANK
OUR MARCH MEETING SPONSOR:



Aflac is the largest provider of supplemental benefits in the world.

SAVE *the* DATE 9th ANNUAL PROFESSIONAL DEVELOPMENT & NETWORKING PROGRAM JUNE 9, 2011 5-8:30 PM



**The Future of HR
What's Next for HR Professionals**

presented by
**PAMELA GREEN, SPHR
SHRM Chief Membership Officer**

**PLUS
NETWORKING RECEPTION
SHRM FOUNDATION RAFFLES
HR SERVICES EXPO
CAREER TRANSITION WORKSHOP**

LEGAL & LEGISLATIVE UPDATE
Brian Pedrow, Esq., VP, Legislative Affairs

Philadelphia City Council Sets Sights on New Workplace Rules

Philadelphia employers take note! It has been an active year for Philadelphia City Council with respect to workforce legislation. City Council is considering and holding hearings on two proposed Ordinances. One would mandate paid sick leave, and the other would make it unlawful for employers to make certain criminal history inquiries in the hiring process.

A City Council Committee already has held a hearing on the paid sick leave bill, and a vote by City Council on the bill may be imminent. The criminal records bill was passed by City Council on March 31, 2011.

To learn more about this pair of proposed Ordinances and steps you can take to have your voice heard in the Philadelphia legislative process, please read on.

Paid Sick Leave Ordinance

On March 1, 2011, following a hearing before City Council's Committee on Public Health and Human Services, Bill No. 080474 was amended and released. This bill, entitled "Promoting Healthy Families and Workplaces," would mandate paid sick leave benefits for employees in the City of Philadelphia.

The minimum required leave benefit would accrue at the rate of one hour for every 30 hours worked in Philadelphia, with a 72 hour (or 9 day) annual limit. This limit is reduced to 40 hours (or 5 days) for small businesses, defined as those employing 10 or fewer employees.

Covered employers would be any organization that employs one or more employees. Covered employees entitled to paid sick leave would be any employee within the geographic boundaries of the City of Philadelphia, excluding seasonal workers and employees hired for a term of less than six months, as well as State and Federal employees.

Sick leave accrual would start upon the commencement of employment, although employees would not be eligible to use the leave until they had completed 90 calendar days of employment. Employees would be permitted to carry over unused, accrued sick leave, but they would not be permitted to use more than 72 hours (or 40 hours for small businesses) in any calendar year.

If an employer has a paid leave policy in place already (including PTO policies) that makes available an amount of paid leave sufficient to meet the accrual requirements of the Ordinance and which provides leave that can be used for the same purposes, the employer would not be required to provide additional paid sick leave.

Employers would not be required to advance or loan sick leave to employees before it is accrued. Also, employers would not be required to pay out accrued and unused sick leave at termination of employment.

Accrued sick leave could be used by an employee for the employee's own mental or physical illness, injury or health condition, including preventive medical care. In addition, it could be used for the employee to care for a sick family member.

Family members would be defined to include the employee's child, parent, parent-in-law, spouse, grandparent or spouse's grandparent, grandchild, brother/sister or brother/sister-in-law, or any other individual related by blood or affinity whose close association with the employee is equivalent to a family relationship.

The bill contains procedural provisions that would govern how and when employees could request leave, the incremental use of leave, and whether medical documentation to support the use of leave may be required.

In addition, the bill contains provisions prohibiting interference, restraint or denial of rights under the Ordinance, as well as non-retaliation provisions. Moreover, the bill creates a rebuttable presumption of unlawful retaliation any time an employer takes an adverse action within 90 days of an employee filing a complaint or making an allegation that the Ordinance has been violated.

The bill specifically provides that employers may not count paid sick leave taken pursuant to the Ordinance under absence control policies, such that employees can suffer no adverse action as a result of using protected leave.

The bill also contains recordkeeping, notice posting, confidentiality and enforcement provisions.

Criminal Records Screening

On February 17, 2011, Councilwoman Donna Miller introduced Bill No. 110111, entitled the "Fair Criminal Record Screening Standards." This bill was approved by City Council on March 31, 2011, by a vote of 13-4, and Mayor Nutter has stated his intention to sign the legislation.

The bill applies to any organization employing 10 or more employees within the City of Philadelphia. Under the bill, it would be an unlawful discriminatory practice for covered employers to:

Make any inquiry about or take any adverse action against any person on the basis of an arrest or criminal



TECHNOLOGY UPDATE

by Sharon Stauts, VP/Director, Technology

A glimpse into the future....

Work continues on the SEPA website redesign with an anticipated go live in April 2011. This article provides a glimpse into the new framework and invites comments and suggestions to sepa-technology@sepashrm.org.

Thank you to all who continue to provide recommendations and responded to our web survey in March. Your input guides our direction to keep the SEPA members informed on pressing HR trends and chapter events.



Southeastern Pennsylvania Society for Human Resource Management

The Premier Organization Serving the Professional - Advancing the Profession

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- > [April 2011 Chapter Meeting](#)
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April 2011

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27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
1	2	3	4	5	6	7

Welcome to SEPA SHRM

The Southeastern Pennsylvania Chapter of the Society for Human Resource Management (SEPA SHRM) serves the needs of human resource professionals throughout the Greater Delaware Valley, including Northeast Philadelphia, Bucks and Montgomery Counties. SEPA SHRM has about 450 members, representing more than 200 organizations.

Chartered in September 1993 as a 100% SHRM National chapter, we are proud that we have earned a Superior Merit Award from SHRM National each full year we have been in existence and that there are NO dues beyond the National dues to join our chapter.

Our national organization represents more than 240,000 human resource professionals throughout the U.S. and world-wide, providing its membership with education and information services, conferences and seminars, government and media representation and award-winning publications.

Our mission includes being the voice of the profession on Human Resource Management issues in our Communities; furthering the body of knowledge and related competencies for the Human Resource profession; guiding the development and direction of the Human Resource profession; and the provision of cost-effective, high quality, dynamic and responsive programs and services, and a forum through which HR professionals can develop professional working relationships.

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AFFILIATE OF





DIVERSITY REPORT

by Wendy Elliott-Vandivier, SPHR



Despite the passage of the Americans with Disabilities Act (ADA) over 20 years ago, there continues to be minimal progress in the area of employment. According to [a Kessler Foundation/National Organization on Disability \(NOD\) study released in July 2010](#), "employment is still the area where people with disabilities seem to be at the greatest disadvantage compared to the rest of the population." That survey found that only 21 percent of working-age people with disabilities have a full- or part-time job, compared with 59 percent of people who don't have a disability.

A more recent survey released October 5, 2010 by the Kessler Foundation and NOD also showed that companies are thinking broadly about diversity, but not necessarily about disability. For example, 70 percent of companies have a general diversity program, but only two-thirds include disability as a component. Diversity programs are more likely to focus on race and ethnicity.

No minority group in America has such a dismal record of participation in the labor force, as do persons with disabilities. Yet most want to work and become productive citizens. The bottom line is that our nation will be saving billions of dollars on social security and disability payments as more and more citizens with disabilities become tax payers, rather than tax users.

Your organization can help improve employment opportunities for people with disabilities. HireAbility/JEVS has created a new internship program for people with disabilities in the Philadelphia area. The purpose of the program is to provide young adults with disabilities the opportunity to explore different types of jobs in a real work setting, and learn if they have the interest and aptitude to work in a particular field of work. To learn more, please contact Wendy Elliott-Vandivier, VP for Diversity.

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.



MEMBERSHIP REPORT

By Brian Jacobs, V.P./Director Membership



As we anticipate warmer and longer days, it dawned on me that we're already a quarter of the way through another year. And as the new VP of Membership, my thoughts turn to what we can do to have the size of our Chapter increase and continue on a positive climb, through the warm months and into the year's end. With this in mind, a Membership Committee has been formed with several of our Chapter members. The Committee is made up of members Christopher Gada, Amy McGuire, Sarah Brotman, and Heather Howard. I look forward to the creative input that I'm certain each of them will bring this year.

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.

At the end of February, SEPA SHRM stands at 405 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 I welcome your questions and your comments.

Happy Spring!



NEW SEPA SHRM CHAPTER CONTACT INFORMATION

Voice 484-643-0393
Fax 610-869-3408



Continued from page 3

accusation not pending against that person and which did not result in a conviction; or

Make any inquiry regarding criminal convictions during the application process and during the initial interviewing process.

The bill contains an exception to the above prohibitions if an inquiry or adverse action otherwise is permitted or required by another law.

The bill further prohibits any retaliation or discrimination against any person on account of a claim that an employer violated the Ordinance.

Use Your Legislative Voice!

If your organization employs persons in the City of Philadelphia and you wish to share your views about one or both pieces of legislation, here's how.

You can write or email members of City Council directly to express your views. To see a list of Philadelphia City Council members, with their addresses, go to:

<http://www.phila.gov/citycouncil/CouncilMembers.html>
<http://hwww.pHhila.gov/citycouncil/CouncilMembers.html>.


You can use SHRM's Advocacy Center – HR Voice. In fact, SHRM has created a template response to the Paid Sick Leave bill, complete with suggested points to make in opposition to this bill. To use HR Voice, go to:

<http://cpwiz.shrm.org/shrm/issues/alert/?alertid=33825511>

h.shrm.org/shrm/issues/alert/?alert3381. <http://capwiz.shrm.org/shrm/issues/alert/?alertid=33825511>

You can attend City Council hearings on these bills. To see when future hearings are scheduled, visit the website at: <http://legislation.phila.gov/calendar/#current>.

<http://legislation.phila.gov/calendar/#current>
<http://legislation.phila.gov/calendar/#current>.




SHRM Foundation
Investing in the Future of HR

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.



You can make an individual donation, which is tax deductible. To make a donation to the SHRM Foundation; visit the SHRM website at <http://www.shrm.org>. Look for the SHRM Foundation link on the left and click Make a Contribution. Or you can mail a check to:

SHRM Foundation
PO BOX 79116
Baltimore, MD 21279--0116

Please note: if you respond directly to SHRM, please indicate SEPA SHRM Chapter #498 on your check.

CONGRATULATIONS TO OUR NEWLY CERTIFIED MEMBERS!

- Kelly Hynes, PHR
- Don Mantell, PHR
- Susan L. Paul, PHR
- Christine Welsh, PHR

TREASURER'S REPORT

Ned Clopton, SPHR, V.P./Treasurer



Balance Sheet as of March 12, 2010

ASSETS	
Current Assets	
SEPA SHRM Checking/Savings	24,117.12
Total Current Assets	24,117.12
TOTAL ASSETS	24,117.12
LIABILITIES & EQUITY	
Equity	24,117.12
TOTAL LIABILITIES & EQUITY	24,117.12



HRVoice
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

HR professionals are also 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."

**SEPA SHRM
Legislative Affairs
Committee
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Rose Burke
Peggy Derr*
Brian D. Pedrow*
Roslyn H. Schaffer*
Linda E. Stone
Susan Warner

* SEPA SHRM Board Member



CERTIFICATION

by Richard Handschumacher, V.P./Director Certification

While SEPA-SHRM recognizes our newly certified members, we often forget those who put forth the effort to become re-certified. Our profession is constantly growing and changing. Continuing your certification as SPHR, PHR, GPHR or CA designation reflects your on-going competency and commitment to our field of work.

If you're approaching your recertification deadline and this is your first time to recertify, visit Human Resources Certification Institute's Virtual Recertification Tour, which demonstrates how to use their online system. To access the tour, go to www.hrci.org. You may submit your certification activities online using the personal recertification file you create.

The Human Resources Certification Institute recertification guidebook can be found at: http://www.hrci.org/uploadedFiles/Content/70_Resources/

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.

Student Chapter Update

by Lisa Fugelo, PHR, VP/Education Student Liaison



SEPA SHRM continues to be active with our sponsored student chapter, Temple University's Ambler SHRM chapter who provides membership to undergraduate HR students as well as business management students with a strong interest in Human Resource Management. They hold regular chapter meetings on alternate Wednesdays and continue to be involved in projects such as HR Games and "shadow day." We look forward to chapter involvement with our students throughout the year, and anticipate a promising relationship throughout the upcoming semesters.



Call for Volunteers!

As part of our sponsorship, SEPA SHRM assists the chapter with speakers and shadow day assignments. So if you are able to assist, please contact Lisa Fugelo at sepa-education@sepashrm.org. Some topics of interest to the students are:

Human Resources & the Economy
HR's Role in the Workplace
Executive Compensation
HR's Role in Problem Industries

College Recruiting
Benefits
Labor Relations
HR Consulting

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