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CHAPTER MEMBER NEWS

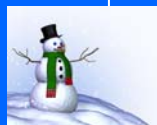
If you have news you would like to share with other SEPA SHRM members, please send an e-mail to pr@sepashrm.org.



MESSAGE FROM THE BOARD

DEBBI LASKY, CEBS, PHR CHAPTER PRESIDENT

For those of you who may not know me, I've been a member of the SEPA SHRM Board of Directors since 2003, previously serving as VP of Programming/Professional Development; VP of Education/Student Liaison, and most recently as President-Elect. Prior to being elected to our Board, I was a founding member and the first President of the Central New Jersey Chapter of the International Society for Certified Employee Benefit Specialists (ISCEBS). I received an email last week informing me that the Central NJ Chapter was disbanding at the end of 2008, as they had major problems finding program speakers and attracting attendees to their chapter meetings. Very ironic, I thought, that an organization which I helped to start was now closing its doors as I prepare to "take the reins" as President of SEPA SHRM. Our chapter certainly does not share those challenges; we are always able to secure great, knowledgeable speakers and have an average attendance of 50-60 people at each chapter meeting.



As incoming President, I attended the SHRM National Leadership Conference back in November with Roz Schaffer, SPHR, our incoming President-Elect. This 2-1/2 day annual conference was attended by over 800 volunteer leaders from other SHRM chapters and provided many opportunities to share successful practices with other chapter leaders as well as numerous leadership development sessions. I took away a lot of good ideas from this conference and hope that I can put what

I learned there to good use in leading our chapter.

A prominent theme at the conference (and everywhere else these days) is how HR professionals can help their organizations during these economically challenging times. We are certainly all in a "do more with less" situation as 2009 approaches. Many of us are fortunate to have jobs and will probably not see raises or bonuses in the foreseeable future. I wanted to remind everyone that SEPA SHRM does have resources and programs to help our members through these times: we have a Job Bank on our website for those "in transition"; if you are looking for a job, you can network with other HR professionals during our monthly chapter meetings and our Hot Topics introductions; and we offer the Thomas Pilgermayer Professional Development Assistance Award each year to assist with the costs of a Human Resources degree or HRCI certification program. I urge you to look into and take advantage of these programs we offer.

I look forward to serving as your Chapter President for the next two years, and would like to thank our outgoing President, Chris Tierney, for the outstanding job she did leading our chapter the last two years. I know I have "big shoes" to fill, and hope I am up to the challenge.

Thank you, Deb



Board Changes: Though we say farewell to past Board members, we are proud to announce the appointment of new ones.

- Chapter President, Debbie Lasky, PHR. Debbie has been on the Board since 2003. We are excited and looking forward to working with her in this new role.
- We sadly say farewell to Vicki Ferguson as a Board member as she pursues other goals. We thank her for her past contributions to and future involvement in the Chapter.
- Joanne Zeas, SPHR, former VP Professional Development will take on the role of Foundation VP. Lisa Fugelo, PHR, former Foundation VP will be the new VP Professional Development.
- As she transitions from President to Immediate Past president, we thank Christine Tierney, SPHR. for her leadership, leading our Chapter through 2007 and 2008.

There is a vacancy for the position of VP Student Liaison. If you are interested in any open Board positions or in volunteering on any sub-committees of the Board, please contact any Board member.

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of Directors**

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2009 SEPA SHRM PROGRAM UPDATE

Lisa Fugelo, PHR, VP/Director Professional Development/Programming

The Chapter is considering the following program topics for the first half of 2009. For a complete list of topics and to register, please visit the SEPA SHRM website.

- Jan** SPECIAL: 2 hour presentation on The New Obama Administration: Labor, Employment and Benefits Outlook and Advocacy. Board members will be sworn in at the start of the meeting.
- Feb** Re-Engaging the Returning Military to the Workforce
- Mar** HR's Role in Preventing Identity Theft
- Apr** Panel Discussion by Executives on Their Roles in Mergers & Acquisitions
- May** Business Continuity/Disaster Planning
- Jun** Annual Professional Development Program and Networking Event

● ————— ●
Pre-register on line at www.sepashrm.org or call the Chapter Hotline 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:** Ramada Philadelphia NE (formerly Travelodge) -RT 1. Three miles south of PA Turnpike exit 351 or 4 mi west of I-95.
- Cost:** \$12.00 Chapter members \$17.00 Non-chapter members. Special student rates. ***Meeting rates DO NOT apply to Special June Networking Event.**

E-mail topic suggestions to Lisa Fugelo at ppl@sepashrm.com



Our chapter has become an "Approved Provider" for HRCI for those monthly meetings that will qualify for certification credits.

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.

ADVANCE YOUR HUMAN RESOURCE CAREER

**PREPARE FOR PHR/SPHR CERTIFICATION
PURSUE PROFESSIONAL DEVELOPMENT
EARN 39 HRCI RECERTIFICATION CREDIT HOURS**

LOCAL CLASSES START WEEK OF JAN 26TH, 2009

SEPA SHRM is once again partnering with Villanova University in offering the 13-week Villanova/SHRM Learning System Course for the Spring 2009 semester. If you've been planning to earn your Professional Human Resources (PHR®) or Senior Professional in Human Resources (SPHR®) designation, now is the time to enroll in Villanova's updated and expanded HR Certification Institute exam preparation course based on the SHRM Learning System®. This program is also ideal for certified HR professionals seeking PHR/SPHR recertification credit hours or individuals seeking professional development. Villanova University is a 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 the Society for Human Resource Management (SHRM), and the curriculum covers the 2009 HR Certification Institute Body of Knowledge. Designed by subject-matter experts, the program includes application exercises that develop specific competencies and decision-making skills. Besides being a powerful tool for PHR or SPHR certification preparation, this strategic course fosters professional advancement and builds confidence for managing HR challenges.

CLASS LOCATIONS AND INFORMATION:

Sesame Place – 100 Sesame Road, Langhorne, PA—**Monday evenings**, Jan 26, 2009 – Ap 20, 2009, 6:00 p.m. - 9:00 p.m.
Instructor: Susan Warner, JD, SPHR, President/General Counsel, Human Resource Trouble Shooters

Crown Holdings, Inc. – One Crown Way, Phila, PA— **Thursday evenings**, Jan 29, 2009 – Apr 23, 2009, 6:00 p.m. – 9:00 p.m.
Instructor: Susan Warner, JD, SPHR, President/General Counsel, Human Resource Trouble Shooters

Villanova Conference Center -- 601 County Line Road, Radnor, PA **Alt Saturdays** –
Classes will meet 2/7, 2/21, 3/7, 3/21, 4/4, and 4/18, 2009 8:30 a.m. - 4:00 p.m.
Instructor: Brian Costello, MS, SPHR, Associate VP, HR Operations, Thomas Jefferson University

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LEGAL & LEGISLATIVE UPDATE

By Roslyn H. Schaffer, SPHR,
VP, Legislative Affairs

The new year will bring new challenges to HR professionals as several new laws and regulations will become effective early in the year.

ADA, FMLA:

Compliance deadlines are January 1, 2009 and January 16, 2009 respectively.

Although the ADA Amendments Act requires the EEOC to issue regulations to implement the act, the law does not set a deadline for doing so. On December 11th, the EEOC failed to come to a consensus about the proposed regulations. Thus, employers are faced with the challenge of complying with the

new law absent regulatory guidance. Under the new ADA legislation, the definitions of a disability and a major life activity are expanded and allow for the disability status of an individual to be determined before corrective (mitigating) measures are made. This means that even if the correcting measures remove the substantial limitation, an individual could still be considered as having a disability. As a result, employers should expect to have to engage in the interactive dialogue process with greater frequency and need to ensure that their policies, procedures, job descriptions that specify essential job functions and training are up to date.

The regulations that guide the administration of FMLA, Military Caregiver and Military FMLA were published in November. Members are encouraged to view the SHRM webcast, New FMLA and Military Leave Rules: What the New Year Will Mean for HR Professionals. This Webcast provides a detailed overview of employer responsibilities. The new regulations, which include samples of the new forms, may be accessed at: <http://edocket.access.gpo.gov/2008/pdf/E8-26577.pdf>.

E-VERIFY:

In June, Executive Order 13465 was issued which will require most federal contractors and sub-contractors to use the E-Verify system to verify employment eligibility beginning on January 15, 2009. The United States Citizenship and Immigration Services (USCIS) has issued a Frequently Asked Questions summary: <http://www.uscis.gov/portal/site/uscis/menuitem.5af9bb95919f35e66f614176543f6d1a/?vgnex-toid=cb2a535e0869d110VgnVCM1000004718190>

aRCRD&vgnnextchannel=534bbd181e09d110VgnVCM1000004718190aRCRD

SHRM and four other organizations have filed suit in federal court in an attempt to stop the implementation of this rule. Please check the SHRM website for updates.

HR professionals should voice their views about legislative actions through HRVoice at www.shrm.org. Click on "Governmental Affairs," then go to "HRVoice". Choose "Write your elected officials."

EMPLOYMENT ELIGIBILITY VERIFICATION:

On December 17, 2008, the USCIS published an interim final rule in the Federal Register making changes to the I-9 and revising the list of documents that can be used to satisfy the requirements of the form. Employers must begin using this new form

on February 2, 2009. Some of the changes made by this interim final rule are:

- Expired documents are no longer acceptable for proof of identification or work authorization.
- Eliminated from List A are the Temporary Resident Card and older versions of the Employment Authorization Card/Document (I-688, I-688A and I-688B). These documents are no longer produced and any existing ones have expired.
- Added are foreign passports containing special machine-readable visas for citizens of Micronesia and the Republic of the Marshall Islands as well as the new US Passport Card.

The link to the Federal Register may be accessed here: <http://frwebgate5.access.gpo.gov/cgi-bin/PDFgate.cgi?WAISdo-cID=581546356069+0+2+0&WAISaction=retrieve>

USCIS is accepting comments on the interim final rule through February 2, 2009. Comments must include the Department of Homeland Security Docket Number: USCIS-2008-0001. To file electronically, go to the Federal eRulemaking Portal at: <http://www.regulations.gov> and follow the instructions for submitting comments.

If you have trouble accessing the web pages by clicking on the links, then type the link into your address bar.

THE WORKER, RETIREE, AND EMPLOYER RECOVERY ACT (HR 7327):

This bill was signed into law on December 23, 2008 and will ease pension funding requirements

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Prudential – 2101 Welsh Road, Dresher, PA – **Wed evenings**, Jan. 28, 2009 – Apr. 22, 2009, 6:00 pm – 9:00 p.m.

Instructors: Susan Warner, JD, SPHR, President/General Counsel, Human Resource Trouble Shooters and Richard Handschumacher, SPHR, VP, HR, Cooper University Hospital.

Towers Perrin -- Centre Square East, 26th Fl, 1500 Market Street, Phila, PA

Tues evenings, Jan 27, 2009 – Apr 21, 2009, 6 p.m. - 9 p.m.

Instructor: Douglas H. Allen, MS, SPHR, VP, HR, Cooper University Hospital

There's never been a better time to pursue your PHR or SPHR designation. With Villanova's blended approach, you will learn from printed workbooks, software, on-line tools and a dynamic classroom experience. There will also be some terrific SPHR-level/SEPA SHRM Board member guest instructors for some of these classes. Each student will receive the 2009 SHRM Learning System and CD ROM, the SPHR *Preparation Book* for specialized SPHR training, and have access to the on-line Learning Resource Center for one year. For information regarding the HR Certification Institute certification exam, please go to www.HRCI.org to learn more about testing windows, deadlines, exam fees and how to apply for the exam. 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). For those taking the course for recertification purposes, successful completion will result in the awarding of 39 HR Certification Institute credit hours.

Register now. Classes fill quickly and space is limited. Isn't it time you prepare for the PHR or SPHR certification exam? These valuable credentials will set you apart from other HR professionals and open the door to new career opportunities. Don't miss our upcoming session. Take our preparatory course, earn your certification by passing the HR Certification Institute exam, and be ready for career advancement.

Spring 2009 classes will also be offered in West Chester; Malvern; Center City Philadelphia; Chambersburg; York; Newark, DE; and at the Villanova Conference Center. *The Wednesday night class at the Villanova Conference Center is designed for the experienced HR professional preparing for the SPHR examination.* Register today by contacting the Department of Continuing Studies at 610-519-4310. You can also visit www.continuingstudies.villanova.edu for more information, and to complete your registration process on-line.

[Download Villanova Spring 2009 Program Brochure](#)



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for retirement plan sponsors and will reduce penalties for retirees who choose to defer withdrawals from 401(k) plans and individual retirement accounts (IRA's) during 2009. The Pension Protection Act of 2006 had funding requirements for defined benefit plans. Due to the stock market and economic downturns, meeting those requirements will impose hardships on many businesses. Additionally, retirees who are age 70 ½ and over have been required to adhere to the Required Minimum Distribution rules for 401(k)'s and IRA's. However, requiring individuals to take distributions from accounts that have suffered severe losses, may present a dilemma. The bill relaxes those requirements for 2009. Congress left the requirement intact for 2008. Thus, retirees will have to take the required distribution for 2008 or face a 50% tax penalty on the amount that should have been withdrawn.

PHILADELPHIA LEAVE FOR DOMESTIC OR SEXUAL VIOLENCE:

On November 5th, Mayor Nutter signed into law Ordinance 080468-A amending the Philadelphia Fair Practices Ordinance. The new law takes effect on January 5, 2009 and requires employers to provide up to 8 weeks of unpaid leave annually to victims of domestic abuse, sexual assault, or stalking or their qualifying family members, to receive applicable victim support services. It does not extend the 12 week entitlement under FMLA and provides the same job and benefit protections as under FMLA. However, this law applies to everyone, regardless to their length of service or number of hours worked. The scope of family members is much broader than under the FMLA, extending to household members, former spouses, current or former domestic and/or "intimate" partners, and "other persons related by consanguinity or affinity". There are posting notice requirements.

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



DIVERSITY REPORT

by Sharon Sizgorich, SPHR



Reflection – and Resolutions - for 2009 Diversity

Many people approach the month of December in a state of reflection... “Where has the time gone? Is it winter/December already? What changes will the new year hold for...?” As we turn toward 2009, we invite you to review the diversity article on the SHRM web site: http://www.shrm.org/diversity/library_published/nonIC/cMS_026645.asp

This article reviews how personal bias is displayed and reinforced through human behaviors. By learning to observe our own behaviors, each of us has opportunity to reflect on the positive or negative impact of our behavior patterns (i.e. active listening with eye contact, listening without eye contact). By learning how bias is displayed in behavior, we can learn to question our behaviors – setting goals to understand or reduce the impact of bias in our day-to-day interactions. As employees and HR professionals, developing and supporting an inclusive workplace is an achievable resolution for the year(s) ahead!



Happy holidays!

Workplace Diversity Award: To recognize the importance of Diversity at SEPA SHRM. To acknowledge a SEPA SHRM chapter member who has contributed toward diversity initiatives within their organization, please go to our SEPA SHRM website.

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

Brian D. Pedrow, Esq., Ballard Spahr, SEPA SHRM V.P./Director Diversity
 Renee Alexy – cognetX Abby Boaiter – Genworth
 Sharon Sizgorich - Unisys Gertrude Scutt

SHRM Foundation

Investing in the Future of HR



Joanne Zeas, SPHR, V.P., Director, Foundation

You may wonder what the SHRM Foundation does. Donations go toward educational products, research grants on HR topics and scholarships for HR professionals and students pursuing college degrees and professional certification.

You, the SEPA SHRM chapter member may also make an individual donation, which is tax deductible. There are two ways to make a donation to the SHRM Foundation; visit the SHRM website at www.shrm.org, look for the SHRM Foundation link on the left side and click on **Make a Contribution** (must use a credit card). Or, you can send a check made payable to SHRM Foundation, to SHRM’s Headquarters at 1800 Duke Street, Alexandria, VA 22314.

TREASURER’S REPORT

Ned Clopton, SPHR, V.P./Treasurer



Balance Sheet as of

Dec 01, 2008

ASSETS

Current Assets

Checking/Savings

SEPA SHRM Checking 1,998.29

SEPA SHRM Savings 22,070.84

Total Checking/Savings 24,069.13

Total Current Assets 24,069.13

TOTAL ASSETS

24,069.13

LIABILITIES & EQUITY

Equity

Opening Bal Equity 52,180.92

Retained Earnings 31.78

Net Income - 28,143.57

Total Equity 24,069.13

TOTAL LIABILITIES & EQUITY

24,069.13



Professional Development

If you are planning to sit for your PHR or SPHR exam, or if you are pursuing an HR degree, SEPA SHRM offers 2 \$1,000 professional development assistance awards in memory of the late Thomas Pilgermayer, one of SEPA SHRM’s founding board members and former V.P. of HR at Jeanes Hospital.

Assistance is offered each year to students pursuing HR studies or HR Certification. Chapter members interested in applying should visit the chapter website and download an application form.

Applications must be accompanied by a detailed letter of interest and submitted to the SEPA SHRM VP of Education for consideration.

CERTIFICATION

by Richard Handschumacher,
V.P./Director Certification



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.

JOHN RAMBO, SPHR
SHARON SIZGORICH, SPHR
SAMANTHA WHITE, SPHR
CHRIS MCCARNEY, PHR

If you've recently earned your PHR or SPHR certification or your certification status has changed, SEPA SHRM wants to know. Send an e-mail to our Director of Membership at membership@sepashrm.org or our Chapter Administrator. We'll be sure to update your member record and include your accomplishment in our newsletter.



Membership

By Larry Warner, Director Membership

SEPA SHRM remains the 3rd Largest Chapter in PA based upon SHRM national membership. We are the 8th largest chapter in all of the SHRM N.E. Region that includes 11 states and 94 chapters. If you are not already a member, we encourage you to consider joining. Member benefits include:

- Monthly developmental breakfast meetings
- Free Quarterly Newsletter
- Sharing "Hot Topics" with peers
- Discounted pricing in SHRM Store
- Access to HR job openings
- Access to membership directory through SHRM National Website
- Networking access to SEPA SHRM List Service
- Thomas Pilgermayer Professional Development Assistance Program
- Continuing professional education (including certification training) & leadership opportunities

If interested in joining, please visit our website at sepashrm.org and click on the purple membership tab or call Larry at 215-698-7116 to request an Application.

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