

MESSAGE FROM THE BOARD

By Lori Feldman, SPHR, President

To: SEPA Chapter Membership

Spring has arrived and as I open my bedroom window in the morning I can hear the birds chirping. This is the time of year I think about new beginnings such as starting that new diet so I can fit into spring clothes, dusting off my bike and taking long walks to get into shape and generally re-aligning my priorities after what seems like a long winter. As the president of our chapter, I can say that your board is also re-aligning itself to meet the needs of our members as we continue to move in new and expanding directions.

On April 15th, the Ambler and Main Campus Temple University Student SHRM Chapters hosted the 9th Annual SHRM dinner banquet, from 5 - 8 pm, at the Diamond Club. SEPA SHRM was a proud Gold Sponsor of this event which was very well attended. Dan Gallagher, Training Manager at Comcast University, gave the keynote address on "HR internships add value to your organization", and there were two awards given to organizations who had sponsored internships for SHRM students over the past year.

For the first time the SEPA SHRM chapter co-hosted the regional SHRM Student HR Games on Saturday, April

17, 2004. Along with the Philadelphia Chapter we spent the day at Villanova University. How thrilling was to work with the Temple University SHRM Student Chapter as they forged new beginnings in the field of Human Resources! To volunteer to assist at next year's games, e-mail [Chris Tierney at ctierney@amh.org](mailto:ctierney@amh.org).

On June 8th, we will be hosting our second annual social and networking event at Sesame Place, in Langhorne, PA. Those of you who joined us last year know what a great time we all had, flirting with Big Bird, dancing to a great band and enjoying the camaraderie. This is the perfect opportunity for you to forge ahead with new contacts and to re-connect with other HR folks in our chapter. Look for more details to follow and contact Greg Hartley, President Elect at Greg.Hartley@SesamePlace.com if you are interested in playing a part in the planning of this event.

Individuals join and affiliate with a SHRM chapter for a variety of reasons. What is your reason for affiliating with SEPA SHRM? Is it for the networking opportunities, the professional development and HRCI credits afforded through our excellent monthly programs or the friendships you build with other like minded individuals who strive to make a difference in our chosen profession? What ever your reasons are I challenge you to recommit yourself. Come to the meetings, get involved, volunteer on a committee and have some fun. I look forward to seeing you soon and saying hello in person!



Read on to learn about all the exciting things happening with the SEPA SHRM Chapter.....



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of
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NEWS FROM THE BOARD COMMITTEES...

MEMBER TECHNOLOGY

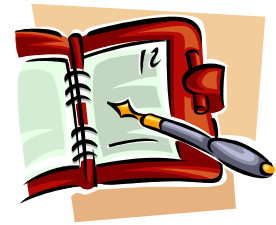
Website Enhancement...

In the coming months, look for new improvements in our chapter website. Efforts are underway to further develop the current site to make it a more interesting and valuable tool for members and other visitors. Anticipated enrichments include a members only section, links to other relevant sites and more interactive features. So please stay tuned for upcoming developments. Your input and suggestions are also very much appreciated and can be forwarded to jwieckow@adphila.org.

Support the Temple-Ambler Student Chapter...

Attention Members!

Looking for an HR intern to help in your company? Our Temple Ambler SHRM chapter members are always looking for paid internships to gain knowledge and experience in the “real world.” Contact Chris Tierney @ ctierney@amh.org or 215-481-3991 if you have an interest. Thank you!



MARK YOUR CALENDARS!

SEPA SHRM EVENTS

**MAY 18: Seeing Organizational
Culture as HR's Most Important
Customer**

**Dr. Mindy Hall, Pres & CEO
Peak Development &
Consulting, Inc.**

**JUNE 8: Special Networking Eve-
ning Event at Sesame Place**

JULY 20: Topic & Speaker TBA

**SEPT 21: 1/2 Day Session— Legal
Workshop & Mini-Trial
Jonathan Segal, Esq.,
Jonathan Wetchler, Esq., & Jenni-
fer Blum Feldman, Esq.
Wolf Block**

**OCT 19: Diversity
Speaker TBA**

NOV 16: Topic & Speaker TBA

**DEC 21: Holiday Breakfast
Topic & Speaker TBA**

Pre-register at www.sepashrm.org



You've been working hard all winter
long.

Now it's time to have some fun.

**Join SEPA
kick off the
special HR
dinner at...**



**SHRM as we
summer with a
networking din-**

Tuesday, June 8, 2004

6:00 pm - 9:00 pm

\$28.00 per person

Price includes dinner with Sesame Street characters, live music, & 2
drink tickets.

RSVP by Thursday, May 27 and you will be entered in a drawing to
win two tickets for admission to any of the Anheuser- Busch Adventure
Parks*

Register on line at www.sepashrm.org. Payments must be received by
June 2.

Send your payment to:
Human Resources Troubleshooters
C/o SHRM Chapter Administrator
9090 Pine Road - Office Suite "B"
Philadelphia, PA 19115-4417

Would your company like to be a sponsor for this event?
Check out our website for more details.

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

*Chapter Board
of*

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North Philadelphia Health System

Buzz Satinsky, Esq.
Fox, Rothschild

Susan Warner, J.D. SPHR
Founding President
Human Resources Troubleshooters
Hrtroubleshooters@prodigy.net

Uma Murali, PHR
Corliant, Inc.

Chapter Members & SEPA SHRM Sponsored Villanova Participants Earn SHRM Certification

The SHRM certification, awarded by the Human Resource Certification Institute (HRCI), signifies that human resource professionals possess the theoretical knowledge and practical experience in human resource management necessary to pass a rigorous examination demonstrating a mastery of the body of knowledge in the field. The following SEPA SHRM members and SEPA SHRM sponsored Villanova participants have demonstrated a commitment to personal excellence and the human resource profession and deserve our hearty congratulations for earning their PHR or SPHR certification.



SPHR

Teresa L. Carter, SPHR - Dec. 2003
Erin-Marie Paglione, SPHR- Dec. 2003
Kristine A. Piazza-Belser, SPHR- Dec.2003
Astrid Rubin, SPHR - Dec. 2003
Mildred Poli, SPHR - May 2004
Jim O'Neill, SPHR - May 2004

PHR

Susan Bowles, PHR - Dec. 2003
Louis A. Cocco, PHR- Dec. 2003
Amy R. Coyle, PHR- Dec. 2003
Laurie E. Dash, PHR- Dec. 2003
Jeanine Davis, PHR- Dec. 2003
Kathleen Foster, PHR- Dec. 2003
Sandra L. Johnson, PHR- Dec. 2003
Danielle L. Macchione, PHR- Dec. 2003
Margaret M. Towler, PHR- Dec. 2003
Robin Piotrowski, PHR - May 2004
Barbara Turzanski, PHR - May 2004

SEPA SHRM INDUCTS NEW BOARD MEMBERS

Three new members have been elected to the Board of Directors of SEPA SHRM:

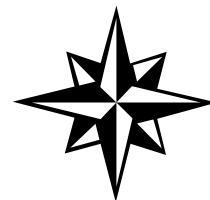
Vicki Ferguson, SPHR
VP/Diversity

Roslyn Schaffer, SPHR
VP/Public Relations & Communication

Jay Wieckowski, SPHR
VP/Member Technology Services



Susan Warner, J.D., SPHR administers the SHRM oath to members of the SEPA SHRM Board of Directors during the January, 2004 chapter meeting. *From left to right:: Roz Schaffer, Christine Tierney, Larry Warner, Brian Costello, Greg Hartley and Susan Warner.*



**SHRM PA STATE
LEGISLATIVE UPDATE AT
3/24/04...**

There are well over 100 important employment-related bills currently pending in our Pennsylvania Legislature.

Many of the bills deal with proposed changes to Workers Compensation and Unemployment Compensation and would define and expand coverage for employees, should they be passed. Some of the Unemployment Compensation bills would *PERMIT WORKERS ON STRIKE TO COLLECT UNEMPLOYMENT BENEFITS!* Other bills would *PROHIBIT* the use of *PERMANENT REPLACEMENTS* during a strike!

Another bill would require employers to *PAY REGULAR COMPENSATION* to an employee who serves on jury duty. Still another bill would provide for new reasons for *SHORT TERM FAMILY LEAVE* and one would add leave for domestic violence.

One bill would *REPEAL* the PA Equal Pay Act and *REPLACE* it with a law that would *REQUIRE COMPARABLE WORTH INSTEAD OF EQUAL PAY*; while another bill would *REQUIRE A MEAL OR REST PERIOD FOR EMPLOYEES*.

A *TERRIFIC* bill, HB 2455, would codify our current Common Law (court-made law) conditional privilege to provide references for current and/or former employees to prospective employers. If this were to pass exactly AS IS, it would be great for human resources.

Several bills would expand coverage under the Pennsylvania Human Relations Act, including those that would afford protection from discrimination based on sexual orientation and gender identity or expression and would add or clarify rights protected based upon marital status and sexual orientation.

CHECK OUR WEB SITE, www.sepashrm.org FOR THE COMPLETE PA LEGISLATIVE UPDATE, WITH BILL NUMBERS AND STATUS OF THESE AND MORE PENDING BILLS. We will also be posting instructions and links for you to write your state legislators regarding your opinion on those that interest you.

Submitted by: Susan Warner, Esq., SPHR
SHRM PA State Legislative Director

**FROM THE LEGISLATIVE
COMMITTEE...**



The legislative committee has been following legislation as it pertains to us and we will report on all important movement.

If you have any particular piece of legislation or area that you would like us to follow please contact Steve Signore at ssignore@strohlsystems.com.

**SEPA SHRM
TREASURER'S
REPORT**

Submitted by Dick Handschumacher, SPHR

		SEPA- SHRM	Feb 29, '04
ASSETS			
Current Assets			
	Checking/Savings		40,938.51
	Total Current Assets		40,938.51
TOTAL ASSETS			
40,938.51			
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
	Other Current Liabilities		68.00
	Total Current Liabilities		68.00
Total Liabilities			
68.00			
	Equity		40,870.51
TOTAL LIABILITIES & EQUITY			
40,938.51			

Chapter Hotline

215-698-7116



Please contact our chapter hotline with noteworthy news... we'd like to publish names of those who received special recognition and PHR and SPHR

It's time to check out our **SEPA SHRM Website** for the latest chapter events and scheduled workshops.
www.sepashrm.org



“REALITY HR—THE GAME” SURVIVING THE HR JUNGLE

SEPA SHRM was fortunate to have this informative program presented by Jonathan Segal, Esq. as part of the December, 2003 Holiday Breakfast.

This highly interactive, team-based competition included challenges in areas of legal quicksand such as FMLA, FLSA, ADA, HIPAA, ERISA, hiring, firing, discrimination and harassment. Generous donations were made by Jonathan Segal to charities selected by the winning teams.

Look for Jonathan Segal to join us again in September for a half-day Legal Workshop & Mini-Trial. Pre-registration is required for this event.



Chapter Membership Meetings

Our monthly chapter membership meetings are held the third Tuesday of each month with networking and breakfast from 8 am to 8:30 am. The program begins promptly at 8:30 am and ends at 10:30 am.

We meet at the Best Western Northeast located on Route 1, 3 miles south of the PA Turnpike exit 28 or 4 miles west of I-95. Cost to attend is \$12.00 for chapter members, \$17.00 for non-chapter members and \$6.00 for full time students.

Reserve your spot today by calling the SHRM Chapter Hotline at (215) 698-7116 or register on line at www.sepashrm.org. The next meeting:

May 18, 2004

**Seeing Organizational Culture as
HR's Most Important Customer
Dr. Mindy Hall
Peak Development**



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