



• hanover area human resource association •

Volume 16 Issue 4 – April 2013

Web site: <http://www.hanoverareahra.org>

SHRM Web site: www.shrm.org



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A MESSAGE FROM OUR PRESIDENT:

Hello!

I am pleased to announce that HAHRA has been awarded the Silver EXCEL Award designation for our work in 2012. As stated by J. Robert Carr, Senior Vice President, Membership, Marketing & External Affairs for SHRM, "This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to your members. It also is recognition of your continued growth and development as a business leader, capable of developing strategies that lead to business success! We are very proud of your leadership, and thank you for your continued partnership with SHRM." Congratulations to the entire Chapter and thank you to all of our volunteers for your hard work and achievements in 2012!

We are extremely grateful to Elizabeth Watkins with the Hanover Area YMCA for accepting the offer to join our Board to serve as SHRM Foundation Rep. Elizabeth will be handling the 50/50 drawings at our monthly meetings and will be keeping us updated on news related to the SHRM Foundation.

Thank you to everyone who participated in the York Literacy Council's survey regarding employers' GED requirements. They will be using your feedback to determine the potential need for training classes in our area.

We had a fantastic half day seminar last month with Gerry Peterson, Founder and Managing Principal of the Tartan Group, LLC. Gerry said that he is not anti-union; he is pro responsible employer. He shared a lot of interesting information regarding the advancements in union organizing but he also gave some really good leadership development ideas that hopefully companies can put to use to make themselves better places to work and ultimately avoid the need for a union. Thank you for the insight, Gerry!

PA SHRM State Council held its 13th Annual Legislative & Legal Conference on Friday, April 19, 2013 at the Harrisburg Hilton. The conference had top speakers who educated us on current and pending legislation at both the Federal and State levels, gave us updates on the latest employment law developments, and analyzed how the HR profession is affected by the legislative process.

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APRIL LUNCHEON

Safety in the Workplace/Forming and Running a Safety Committee
Presented by Scott Snyder
Sponsored by OSS Health

Wednesday, April 24th
11:15 AM-1:00 PM
\$12.50 per person
\$15.50 non-member fee

Cross Keys Banquet Center
6110 York Road
New Oxford, PA 17350
RSVP by Friday, April 19 on line at
www.hanoverareahra.org

MESSAGE FROM OUR PRESIDENT (continued from pg 1)

I hope to see many of you at our next monthly luncheon on April 24th, where we will take an in-depth look at the importance of Workplace Safety Committees and the value that they bring to any organization. The meeting will be held at Cross Keys Banquet Center 6110 York Road New Oxford, PA 17350. If you haven't had the opportunity to attend a meeting there yet, I think you will be very impressed by the high quality and customer service that we have experienced there.

Registration for our Spring Job Fair has come to a close and I'm happy to announce that we have over 20 companies participating. Thank you to all of the volunteers helping to plan this event, as well as those who will be assisting us on the day of the Job Fair. If you are interested in displaying a flyer to advertise the event, let me know and I will get a copy to you. Even if you haven't registered, feel free to stop by and say hi on Thursday, May 16th from 9am to 1pm at the Hanover Hospital Wellness & Education Center, 400 York Street.

York SHRM is organizing a Day Inside the Beltway on May 22, 2013. More information about this event can be found on page 6. If you have an interest in participating, please let me know.

State Council will be holding the annual PA State Conference on September 26th and 27th in State College. The theme will be HR in an Evolving Workplace and a Recovering Economy. They have put out a Call for Speakers/Presenters. If you have an interest in applying to speak, let me know and I will give you the application.

I look forward to seeing you at an upcoming event!

Amanda Hartlaub

Monthly Program Schedule

Program Schedule for 2013:

April 27, 2013 – Safety in the Workplace/Forming and Running a Safety Committee, by Scott Snyder, approved for 1 general credit. Sponsored by: OSS Health

May 29, 2013 – Legal Update, by Jennifer Craighead. Sponsored by: CBY Systems, Inc.

SUMMER – HAHRA Picnic

September 25, 2013 – TBD

October 30, 2013 – TBD

November 20, 2013 - TBD

April's Outline Submitted by Kim Wolfrom

Safety in the Workplace

Presented by Scott Snyder, OHST

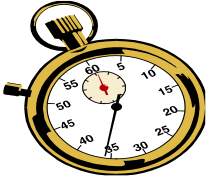
Scott Snyder, OHST (Occupational Health & Safety Technologists) is a Sr. Safety Rep. at BAE Systems, a manufacturer of military vehicles in York, Pa., with over 35 years of service. He is also the Incident Commander of the Emergency Response Team and has been involved with Emergency Response since 1977.

In 1999 & 2005 BAE Systems received the Governor's award for safety excellence and Scott has personally received awards for outstanding safety achievements and presenter of the year. Scott is an authorized OSHA instructor for General Industry and Construction and has given presentations throughout the country and abroad on many different topics. He is

on the board of directors for the York Area Labor/Management Council, committee member for the Pa. Governor's Occupational Safety and Health Conference, a recognized Pennsafe instructor and a member of the NSC, NFPA and ASSE.

Presentation Outline:

Scott's presentation will discuss the importance of Workplace Safety Committees and the value that they bring to any organization. Safety isn't just OSHA law, but the vision of keeping people alive and well. We will also look at building a safety culture, communicating techniques and gaining employee involvement and empowering employees to speak up about safety and health concerns and assisting in corrective actions.



MEMBERSHIP RENEWAL TIME IS HERE Submitted by Jennifer Kremenik

We hope that you will continue to join us for another exciting year with HAHRA. Complete your application ONLINE at http://www.hanoverareahra.org/membership_benefits.html. Remember we offer an online payment option through Paypal. If online payment doesn't work for you, printable forms are also available by following the same link and clicking on "Signup – by Mail."

If you have any questions about the renewal process, please contact Tina Pierozak or Jenn Kremenik at membership@hanoverareahra.org.

As we announced in January, everyone who renewed their HAHRA membership by January 31st was entered into a drawing to win free monthly meetings for the remainder of the year (excluding seminars and other special events). A total of 49 people were entered in the drawing and the winner was Elizabeth Watkins of the Hanover Area YMCA. Congratulations, Elizabeth and thank you to everyone to renewed their membership early.

SHRM Event Calendar

2013 SHRM Conferences: <http://www.shrm.org/Conferences/Pages/default.aspx>

- Talent Management Conference & Exposition - Apr 15-17, Las Vegas
- SHRM Annual Conference - June 16-19, Chicago



WELCOME NEW MEMBERS

Submitted by Jenn Kremenik & Tina Plerozak

Please extend a warm welcome to the following new member(s) of HAHRA. Be sure and introduce yourself at our next event!!!

Kimberly Cromer
Hanover Hospital

Charlotte Mayfield
Hanover Hospital

Jason Detter, PHR
Hoffman Homes for Youth

Shonna Sites
Precision Cut Industries

Lisa Greth, SPHR
Philips Lighting, NA

Sherri Flangan
Walmart

Jamie Leonard, PHR
RH Sheppard

Janice Swartz
Hanover Healthcare Plus

Sandra Deaner, SPHR
Adams County National Bank

Joseph Pecher
Penn-Mar Castings

Donna Harman
Dial-A-Temp

Matt Thomas
Dial-A-Temp

Priscilla Pantoja
Dial-A-Temp

Lucas Schoolfield
Aerotek

Do you know a person or business that might be interested in joining our organization? Why not invite them to the next meeting or contact the Membership Committee to disperse a HAHRA membership information packet to them.

Gift Basket Donation Request

Submitted by Judy Rang

I am in need of items for the gift bags that are given to our speakers at our monthly meetings and/or seminars. These items may be large or small. Whatever you have available would be a great addition. These gift bags are given as a thank you to the speaker for coming out to educate us in their field of expertise. Many of these people come on their own time and expense.

If you would like to make a donation please contact Judy Rang at 637-6644 x 358 or jrang@utznacks.com and I will make arrangements to pick up your items or you may bring them along to our next monthly meeting. Thanks for all of your help.

Job Fair

Submitted by John Moore

HAHRA is proud to announce our 1st Annual Spring Job Fair. The job fair details are:

When: Thursday, May 16, 2013, 9:00 a.m. to 1:00 p.m.

Where: Hanover Hospital Wellness & Education Center, 400 York Street, Hanover, PA

Cost: \$100 fee includes: *table, chairs, light refreshments, WiFi, employer space for 2 reps and display materials.*

Registration deadline is April 19 and early registrants will be included in several promotional advertising campaigns! A limited number of Electrical outlets will be available so plan accordingly. You can obtain a registration form with details on mailing your form and check for \$100 to reserve your spot now: <http://www.hanoverareahra.org/cgi-bin/events2.cgi>.

Several workshops will be offered to job fair participants free of charge. These informative sessions are designed to educate and better prepare them for workforce challenges. Presentations from Veteran's Affairs, PA CareerLink®, and various HR experts on employer expectations are sure to increase participation and applicant traffic.

Additional information about the event, sponsors, volunteer opportunities or general information can be obtained by contacting a Job Fair organizer listed below:

- ❖ Amanda Hartlaub, Ox Paper Tube and Core, 630-0230 x. 57, ahartlaub@oxpapertube.com
- ❖ Jennifer Harris, VNA of Hanover & Spring Grove, 633-0684, jharris@vnaahanover.org
- ❖ Kent Keller, MANTEC, 843-5054, kent@mantec.org
- ❖ John Moore, Adams Hanover Counseling Services, 632-4900 x. 1506, jmoore@ahcsinc.com
- ❖ Robin Myers, Sonoco, 637-2121 x. 10, robin.myers@sonoco.com
- ❖ Sara Snyder, Utz Quality Foods, 637-6644, ssnyder@utzsnacks.com
- ❖ Alan Dudley, PA CareerLink® - Gettysburg, 334-1173, adudley@state.pa.us



Mission Statement

As an affiliate of the Society for Human Resource Management, The Hanover Area Human Resource Association will partner with businesses in the greater Hanover area to: expand Human Resource skills and knowledge through training and education; networking with HR and business professionals; exchange ideas, information and experiences; and other support services.

Legal and Legislative Updates Submitted Amanda Hartlaub

Day Inside the Beltway

York SHRM has invited HAHRA members to join them for a Day Inside the Beltway on May 22nd. During this all day event, we will interact with SHRM staff and meet some of our Representatives and Senators in D.C. The trip is always fun, exciting, and educational. *Earn strategic credits as well!* If you are interested in this event, please contact Amanda Hartlaub: ahartlaub@oxpapertube.com.

President Obama Nominates Three to the NLRB

President Barack Obama nominated two Republicans and a Democrat to serve on the National Labor Relations Board (NLRB). If confirmed, the three nominations, announced April 9, 2013, would bring the NLRB up to a full contingent of five members.

Read more: <http://www.shrm.org/Publications/HRNews/Pages/President-Obama-NLRB-Nominees.aspx>

OFCCP Subcontractor Coverage Expanded to Health Care Providers

Three hospitals affiliated with the University of Pittsburgh Medical Center (UPMC) qualify as federal subcontractors because they provide medical services to a health plan that has a prime contract with the federal government, a federal district court ruled March 30, 2013 (*UPMC Braddock v. Harris*, No. 09-1210, D. D.C). This ruling subjects the hospitals to coverage under the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP).

Read more: <http://www.shrm.org/LegalIssues/FederalResources/Pages/OFCCP-Subcontractor-Coverage-Expanded-Health-Care-Providers.aspx>

HHS Moves to Delay Offer of Plan Choices for Small Firms

The U.S. Department of Health and Human Services (HHS) issued a [proposed rule](#) delaying by one year, until 2015, a requirement that government-run health insurance exchanges offer small businesses and their employees the opportunity to select among competing plans through health care reform's Small Business Health Options Program (SHOP).

Read more: <http://www.shrm.org/hrdisciplines/benefits/Articles/Pages/SHOP-Options-Delayed.aspx>

Supreme Court Limits OSHA's Ability to Seek Civil Penalties

A recent U.S. Supreme Court decision affirmed the six-month statute of limitations on alleged Occupational Safety and Health Act violations.

Read more: <http://www.shrm.org/hrdisciplines/safetysecurity/articles/Pages/Supreme-Court-Limits-OSHA-Penalties.aspx>

Technology Committee Submitted by Robin Myers



HAHRA is looking to expand our web presence through use of social media. We are seeking volunteers with the aptitude and drive to assist in our endeavors. If you are interested in contributing in our "online" efforts, please contact Robin Myers at robin.myers@sonoco.com or call 717-637-2121 ext 10.

SHRM Foundation Scholarships Offered

Submitted by Amanda Hartlaub

The SHRM Foundation will award \$100,000 this year in scholarships for SHRM members pursuing degrees in HR-related fields or SPHR, GPHR, PHR or California certification. In addition, SHRM professional chapters and state councils are eligible to compete for the Certification scholarship to fund programs that promote certification. Applications may be submitted online between April 1 and July 15. All applicants will be notified of results by October 15. Please spread the word to your members and encourage them to apply. [Read more and download a flyer for distribution here.](#)

Diversity Corner

Submitted by John Moore

The following articles and features are from the SHRM Diversity Newsletter. In addition to these there are often articles, videos and special offers to SHRM members only.

Female HR Leaders Share Lessons

A panel of female executives reflects on common themes in their ascent: a solid foundation, a belief in oneself, authenticity, having mentors and setting work/life priorities.

Hard Hat Culture Lauded for Advancing Women

“Sometimes it takes a hard hat to break the glass ceiling,” says Alcoa Inc. CEO Klaus Kleinfeld.

Don’t Exclude White Males from Diversity and Inclusion Programs

When HR professionals discuss diversity and inclusion programs, the key demographic of white men is often excluded or neglected.

Board Meetings

Board meetings are held immediately following the close of our general monthly meetings. All officers and committee chairpersons are invited to attend board meetings. Any association member wishing to address a concern to the Board is invited to do so at that time. If inclement weather is pending, the Officers will confer and advise if the meeting will be held. You can call any Officer to confirm if a meeting will be held.

Articles for our newsletter should be submitted by the 7th of each month to Sandy Meyers by e-mail to smeyers@snyders-lance.com. Articles need to be in Word Format (prefer font of Times New Roman, 11) and in paragraph style. This helps me in placing your article within my format copy. Newsletters are posted on our website at www.hanoverareahra.org and members will be notified via e-mail once it is posted. Thank you.

HAHRA Sponsorship Program

Submitted by Amanda Hartlaub

Our Sponsorship Program is in full swing. The only remaining meeting in 2013 available for Sponsorship is November!

The sponsorship program is designed to bring together HR related business, service providers and our general membership. This is a great opportunity for businesses to present and promote their product or service to HR professionals from the Hanover area. It also provides our members with an opportunity to evaluate various HR related tools to help them in performing their roles in human resources.

As the Monthly Meeting Sponsor, you will receive:

- Prominent mention in any marketing materials (mainly electronic).
- You will be provided a table in the meeting room for you to display your material. Opportunities exist for you to promote your business by interacting with HAHRA members before and after the regularly scheduled monthly meeting.
- Complimentary meal for two company representatives.
- Opportunity to speak for up to five minutes to our meeting attendees about your products and/or services.
- Cost \$300

Please email Julia Groft at Julia.Groft@manpower.com to express your interest and include the following information:

- Your logo
- Organization and Address
- Name(s), title(s) of all attending
- Email
- Website
- A brief description of your product or service (150 words or less)
- Preferred month for sponsorship (Please note that we typically do not meet in June, July, August, or December.)

Checks should be made payable to HAHRA and mailed to:

Julia Groft, HAHRA Treasurer, 300 Frederick Street, Suite 10, Hanover PA 17331

Committee Chairpersons

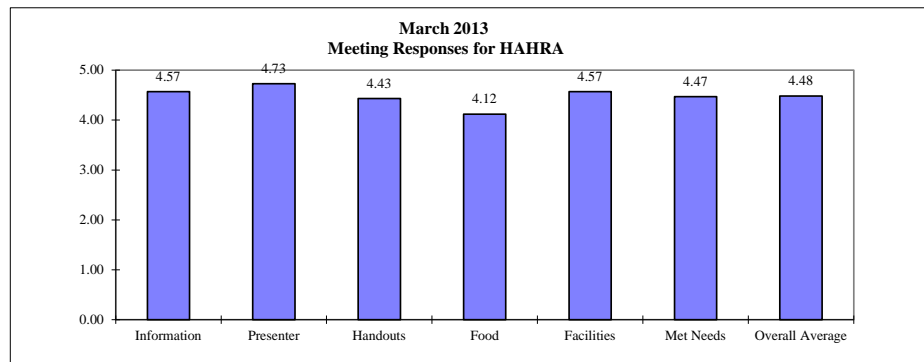
100+ Employee Representative – Judy Rang, Utz Quality Foods (637-6644)
<100 Employee Representative – Pat Leonard, Crosswinds Consultants (515-3863)
Diversity Committee – John Moore, Adams Hanover Counseling (717-479-6497)
Chapter Certification Representative – Cheryl Cucco, Direct Brands (637-3841)
Chapter Legislative Committee – Kathryn Boone, County of Adams (337-9822)
Membership Committee – Jenn Kremenik, Flowserve (410-756-2602)
Professional Development Committee – Kim Wolfrom, Sheridan Press (632-3535)
Workforce Readiness – John Moore, Adams Hanover Counseling (479-6497)
Public Relations Committee – Jennifer Harris, VNA of Hanover & Spring Grove (633-0684)
Newsletter Committee – Sandy Meyers, Snyder's-Lance (632-4477)
Social Events Committee – Marianne Riker, Manpower (630-8423)
Seminar Committee – Julia Groft, Manpower (630-8423); Sara Snyder, Utz Quality Foods (637-6644)
Community Education/Scholarship Committee – John Moore, Adams Hanover Counseling (479-6497)
Audit Committee – Rich Carson, Webb Insurance (637-3670)
SHRM Foundation Representative – Elizabeth Watkins, Hanover Area YMCA (632-8211 x. 241)
Nomination Coordinator – Tabettha Miller, The Clarks Companies, N.A. (633-8493)
Technology Committee – Robin Myers, Sonoco (637-2121 x. 10)

March Feedback

March 27, 2013 – Seminar on Union Awareness: Current Trends & Tactics in Union Organizing

HAHRA/YORK SHRM/HAMA SPRING SEMINAR FEEDBACK INFORMATION

	<u>Average Rating</u>
Information	4.57
Presenter	4.73
Handouts	4.43
Food	4.12
Facilities	4.57
Met Needs	4.47
Overall Average	4.48



<u>Overall Average</u>	<u>Average Rating</u>
Jan-13	4.56
Feb-13	4.46
Mar-13	4.48
Apr-13	
May-13	
Sep-13	
Oct-13	
Nov-13	
YTD Total Average	3.01

