



• hanover area human resource association •

Volume 16 Issue 5 – May 2013

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

SHRM Web site: www.shrm.org



Amanda Hartlaub, President
Ox Paper Tube and Core, Inc.
717-630-0230, ext. 57
ahartlaub@oxpapertube.com

Kent Keller, Vice President
MANTEC
717-843-5054
kent@mantec.org

Julia Groft, Treasurer
Manpower
717-630-8423
Julia.Groft@manpower.com

Kim Wolfrom, Secretary
The Sheridan Press
717-632-3535, ext. 8272
kim.wolfrom@sheridan.com



A MESSAGE FROM OUR PRESIDENT:

Hello!

We had an awesome meeting last month as Scott Snyder helped us take an in-depth look at the importance of Workplace Safety Committees and the value that they bring to any organization. Scott received some of the highest ratings that we've ever seen, so we'd love to have him return in the future. A huge thank you also goes out to Karla Kucera from OSS Health for being our very first meeting sponsor.

Our Job Fair took place on May 16th and was a great success. We had 23 companies participate, plus 4 Community Partners. A total of 206 job seekers signed in. Thank you to all of the volunteers who helped to plan this event, as well as those who assisted us on the day of the Job Fair. We could not have done it without you! The Resume Review and the Workshops received rave reviews, and the committee is planning a wrap-up meeting to discuss how we can make the next event even better.

I'm looking forward to Jennifer Craighead's presentation to us on May 29th, where we'll be provided with an update on hot button legal issues. Jennifer always provides top notch information, so get your RSVP in soon because I'm sure the room is filling up fast.

HAHRA has two social events planned this summer: a Mixer on June 27th and the Annual Picnic on August 16th. These events are two ways that HAHRA is giving back to our members. We hope that you will be able to join us for some fun this summer!

I hope that everyone has a safe summer and finds at least a little relaxation time. I look forward to seeing you in September for our next monthly meeting.

Amanda Hartlaub



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MAY LUNCHEON

Legal Update

Presented by Jennifer Craighead
Sponsored by CBY Systems, Inc

Wednesday, May 29th
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, May 24 on line at
www.hanoverareahra.org

Monthly Program Schedule

Program Schedule for 2013:

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

June 27, 2013 – Summer Member Mixer at Bay City (see article below for complete details)

August 16, 2013 – Summer HAHRA Picnic (see last page for details). Sponsored by: Hanover Area YMCA

September 25, 2013 – TBD

October 30, 2013 – TBD

November 20, 2013 - TBD

May's Outline Submitted by Kim Wolfrom

Legal Update– Presented by Jennifer L. Craighead

Jennifer Craighead chairs the Employment Law group and concentrates her practice in labor and employment law, which includes counseling employers on personnel matters, conducting sexual harassment and other investigations for employers, reviewing employment policies and handbooks, labor arbitrations, counseling in OSHA compliance and wage and hour issues under the Fair Labor Standards Act, and defending employers in discrimination and other employment-related complaints, both at the administrative level and in federal court. Jennifer frequently presents seminars on labor and employment issues, including issues related to developing employee handbooks, the Americans with Disabilities Act, the Family and Medical Leave Act and sexual and other harassment.

Attendees will be provided with an update on the hot button legal issues.



SUMMER MEMBER MIXER Submitted by Jenn Kremenik, Tina Pierozak and Marianne Riker

The Membership and Social Events Committees have joined forces and are excited to announce that HAHRA is going to be holding a Summer Mixer for all members on Thursday, June 27th from 4pm-7pm at Bay City in Hanover! The Mixer will be held on the deck rain or shine! In the event of inclement weather, we will be able to move inside to the Lounge. HAHRA will be offering members a variety of free appetizers and non-alcoholic beverages, such as soda and iced tea, during the event! If anyone is interested in purchasing alcohol, Bay City will be extending Happy Hour prices to our members. No RSVP is required! We hope to see you all there!

MEMORIAL DAY is the day to remember the men and women who died while serving in the United States Armed Forces. May you all have a safe and wonderful holiday and don't forget to remember those who sacrificed their lives for our continued freedom!

SHRM Event Calendar

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

- SHRM Annual Conference - June 16-19, Chicago

PA SHRM News

Best Places to Work in PA

Deadline is approaching! Registration for the 2013 Best Places to Work in PA, a program that benefits both employers and employees, ends June 7, 2013!

Employees from around the world can use the listing as a tool to find their next employer while employers use the survey to increase employee retention, refine corporate policy and ultimately boost profits.

PA SHRM is happy to continue its partnership with Best Companies Group. To find out more information and to register please go to: <http://www.bestplacetoworkinpa.com/>



WELCOME NEW MEMBERS
Submitted by Jenn Kremenik & Tina Pierozak

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

Sheri Grim, PHR
Gettysburg Foundation

Melinda Vesper
Environmentally Safe Products, Inc.

Ruth Karabcioevsch, SPHR
Associate Member

Rhonda Bredbenner
C.H. Reed, Inc.

Nancy Bankert
Gerard Daniel Worldwide

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.

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.

FREE Public Forum about Health Care Act Submitted John Moore

How Will the Affordable Health Care Act Impact Me and My Family?

Come join the discussion and find out more!

Date: Sunday, June 9, 2013
Time: 4:00 – 6:00 PM (doors open at 3:30 PM)
Location: York Jewish Community Center (JCC)
2000 Hollywood Drive York, PA

Non-partisan, free public forum; Q&A to follow presentation. Presentation by Dr. Valerie Arkoosh, immediate past president of The National Physicians Alliance.

Co-sponsored by: York Branch of NAACP #2294 and the York JCC

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

Diversity News

The following links are from the most recent SHRM diversity newsletter:

[Diversity, His Priority](#) (Ctrl+Click to follow link)

Ignacio Herrero, vice president of human resources for Latin America for MetLife Inc., seeks diversity on a global stage.

[Diversity Practitioner of the 21st Century](#) (Ctrl+Click to follow link)

For those who are new to the field, or those who wish to begin a career in diversity and inclusion management.

Save the Date:

October 7, 2013 Fifth Annual Diversity Summit New Location: New Oxford High School

Volunteers needed for day of the event. Be a moderator in support of one of the speakers and attend free. Anyone interested should contact John Moore at jmoore@ahcsinc.com

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

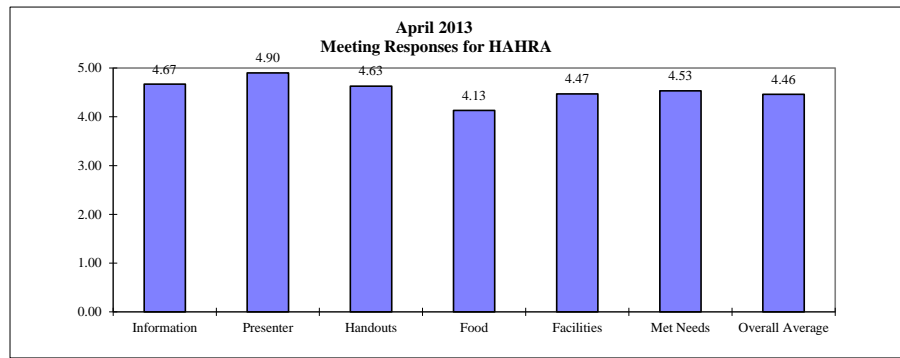
100+ Employee Representative – Judy Rang, Utz Quality Foods (637-6644)
<100 Employee Representative – Pat Leonard, Crosswinds Consultants (515-3863)
Diversity Committee – John Moore, Adams Hanover Counseling (717-479-6497)
Chapter Certification Representative – Cheryl Cucco, Direct Brands (637-3841)
Chapter Legislative Committee – Kathryn Boone, County of Adams (337-9822)
Membership Committee – Jenn Kremenik, Flowserve (410-756-2602) and Tina Pierozak, TempStar (632-7555)
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 – Tabetha Miller, The Clarks Companies, N.A. (633-8493)
Technology Committee – Robin Myers, Sonoco (637-2121 x. 10)

April Feedback

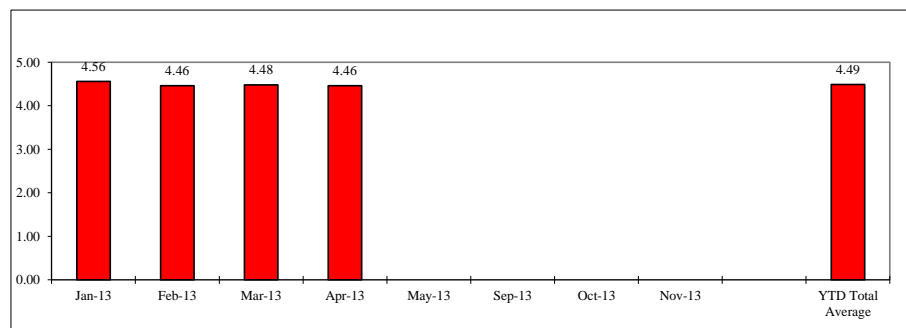
April 27, 2013 – Safety in the Workplace/Forming and Running a Safety Committee

HANOVER AREA HUMAN RESOURCE ASSOCIATION APRIL MONTHLY FEEDBACK INFORMATION

Information	Average Rating
Presenter	4.67
Handouts	4.90
Food	4.63
Facilities	4.13
Met Needs	4.47
Overall Average	4.53



Overall Average	Average Rating
Jan-13	4.56
Feb-13	4.46
Mar-13	4.48
Apr-13	4.46
May-13	
Sep-13	
Oct-13	
Nov-13	
YTD Total Average	4.49





August 16, 2013

5:00 P.M.

ANNUAL H.A.H.R.A. PICNIC

The Hanover Area Human Resource Association will be holding its annual summer picnic at the Scozzaros (The Old Mill) on Friday, August 16, 2013.

The price is \$13.00 per person.

The menu will consist of hard shell crabs, steamed shrimp, broasted chicken and many other treats. Soda and cold beverages provided.

Can beer and wine will be available for purchase.

You will also need to bring your own crab utensils.

Please RSVP by August 2, 2013 on the HAHRA website www.hanoverareahra.org or to Julia.Groft@manpower.com to be invoiced via PayPal.

If you are able to donate any door prizes, please contact Corey Fodor at 717-646-8109 or cfodor@ppstaffing.com.

LIVE MUSIC* *VOLLEYBALL* *BOCCEBALL



Sponsored by the Hanover Area YMCA