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## A MESSAGE FROM OUR PRESIDENT:

Greetings!

It was great to see many of you at our picnic last month. A survey of the attendees revealed very positive feedback with great ideas to make the event even better in the future. Corey Fodor, our new Social Events chairperson, and the entire committee put in a lot of time and effort to make this year's picnic better than ever and it showed! Thank you to everyone involved!

A fall study group is soon starting for those interested in obtaining their PHR or SPHR certification. Classes will begin on Wednesday, September 11<sup>th</sup> and will take place at R.H. Sheppard in Hanover. Thank you to Cheryl Cucco, Director of Human Resources at R. H. Sheppard, for organizing this group.

PA SHRM State Council is offering their annual conference on September 26<sup>th</sup> and 27<sup>th</sup> in State College. This is typically a sold out event, so mark your calendars now to attend and get your reservation in: [www.pashrm.org](http://www.pashrm.org)! The sessions are always extremely relevant and the conference committee works hard to have the all of the sessions certified for credits, many of them Strategic. You have the opportunity to earn up to 10 credits this year between the two day sessions. There will be nationally recognized speakers, opportunities for networking, the ability to connect with vendors and exhibitors as well. Programs presented at the conference will cover all aspects of the SHRM Body of Knowledge. Be sure to register today at [www.pashrm.org](http://www.pashrm.org)!

Also, registration is now open for the Fifth Annual Diversity Summit in Hanover on October 7<sup>th</sup>. There will be two internationally renowned keynote speakers, as well as many breakout sessions to choose from and HRCI credits pending. Read more under the Diversity Corner on page 4.

We look forward to seeing you on September 25<sup>th</sup> for our next monthly luncheon. Enjoy the beautiful weather!

Regards,

Amanda

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**RESERVE THE DATE NOW!**

### SEPTEMBER LUNCHEON

Generations in the Workplace  
Presented by Judy Swierzewski

Wednesday, Sept 25<sup>th</sup>  
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, Sept. 20  
on line at [www.hanoverareahra.org](http://www.hanoverareahra.org)

## Monthly Program Schedule

Program Schedule for 2013:

September 25, 2013 – Generations in the Workplace, presented by Judy Swierzewski, general credits pending

October 30, 2013 – TBD

November 20, 2013 - TBD

## September's Outline Submitted by Kim Wolfrom

### Generations in the Workplace – Presented by Judy Swierzewski

Judy Swierzewski is Vice-President of Swyer Associates, Inc., a consulting firm specializing in performance consulting, organizational development and training. Judy co-founded the organization in 1990 following 10 years in front-line, middle, and upper management, and another six years in the management development and training field in both the for- and not-for-profit sectors.

A graduate of Penn State University with a Masters in Teaching and Curriculum Design, and certification as a Professional in Human Resources (PHR), Judy is a member of the York County Chapter of the Society for Human Resource Management and the Association of Leadership Professionals.

Attendees will discuss the four age groups in the workplace and key questions regarding working in harmony in today's workplace. In addition, attendees will learn about what research has discovered about the 4 (and soon to be 5!) generations.



## 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!!!

Jill Holder  
Menchey Music Service

Rebecca Emlet  
Snyder's-Lance, Inc.

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@utzsnacks.com](mailto:jrang@utzsnacks.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.

## **FALL PHR/SPHR Study Group Submitted by Cheryl Cucco**

A study group is being offered for anyone interested in obtaining their PHR or SPHR certification. The study group focuses on improving general knowledge of Human Resources and prepares individuals for the PHR or SPHR certification exam. Classes will be hosted at R. H. Sheppard Co. at 101 Philadelphia St. in Hanover, PA. Classes will start on Wednesday, September 11, 2013, and run for 12 weeks, meeting every Wednesday from 4:30pm – 7:30pm. There is no charge for participation in the Study Group; however, the purchase of the SHRM Learning System is required. The System is aligned with the HRCI Body of Knowledge that is used for the PHR or SPHR certification exam. If you need a copy of the SHRM Learning System, please contact Cheryl Cucco at [ccucco@rhsheppard.com](mailto:ccucco@rhsheppard.com) or at (717) 633-4134 to purchase your System with the Chapter discount price of \$495 plus shipping. The regular price of the 2013 SHRM Learning System is \$695 for SHRM members and \$860 for non-members. Deadline for registration in the Fall Study Group session is August 28, 2013. Please contact Cheryl Cucco at [ccucco@rhsheppard.com](mailto:ccucco@rhsheppard.com) or at (717) 633-4134 if you are interested in joining our Study Group.

## **CERTIFICATION EARNED Submitted by Cheryl Cucco**

Congratulations to the following HAHRA members who recently achieved their HRCI Certification. They participated in the Spring 2013 session of the local SPHR/PHR Certification Study Group. Please contact [cheryl.cucco@directbrands.com](mailto:cheryl.cucco@directbrands.com) for more information on HAHRA's Study Group.

Jennifer Masters, PHR – Legacy

Sara Snyder, PHR - Utz Quality Foods

## Diversity Corner Submitted by John Moore

### Register NOW!

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

HRCI Credits pending

For complete details and registration information, visit:

<http://www.hanoverareahra.org/2013SUMMITREGISTRATIONFORM.pdf>

**Volunteers needed for day of the event. Be a moderator in support of one of the speakers and attend for FREE. Anyone interested should contact John Moore at [jmoore@truenorthwellness.org](mailto:jmoore@truenorthwellness.org)**

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



Our [Diversity & Inclusion Conference & Exposition](#) will be held for the first time in San Francisco, a city well-known for its celebration of diversity, global impact and cultural dynamism. We invite you to join D&I practitioners from October 28-30 in one of the most remarkable cities in the world, for professional and personal development, networking and learning that will inspire you to drive diversity where you live, work and play.

### TOP ARTICLES

#### [Benefits Obligations Post-DOMA](#)

Last month's Supreme Court decision on the Defense of Marriage Act means there's much to do regarding benefit plans.

#### [Train Managers to Limit EEO Liability](#)

Many equal employment opportunity lawsuits arise because of managers' actions, said Mindy Chapman at the Society for Human Resource Management's 2013 Annual Conference & Exposition.

#### [What to Know About Senate's Immigration Bill](#)

The Border Security, Economic Opportunity, and Immigration Modernization Act passed the Senate June 27, 2013, and will have a significant impact on HR and immigration professionals' business practices.

## FEATURED ARTICLES

### [Court Reins in Retaliation Claims](#)

Retaliation claims under Title VII must be proved according to traditional principles of but-for causation, not the lessened causation test applicable to bias claims, the U.S. Supreme Court ruled June 24, 2013.

### [High Court Narrowly Defines 'Supervisor'](#)

Employees are "supervisors" for purposes of liability only if employers empower them to take tangible employment actions against the victim, the Supreme Court ruled June 24, 2013.

## HAHRA Sponsorship Program Submitted by Amanda Hartlaub

*The next meeting available for Sponsorship is January 2014!*

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](mailto: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

## SHRM Event Calendar

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

## 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 7<sup>th</sup> of each month to Sandy Meyers by e-mail to [smeyers@snyders-lance.com](mailto: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](http://www.hanoverareahra.org) and members will be notified via e-mail once it is posted. Thank you.

## 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, True North Wellness Services (717-479-6497)*  
*Chapter Certification Representative – Cheryl Cucco, R.H. Sheppard (633-4134)*  
*Chapter Legislative Committee – Kathryn Boone, EMA (410-552-3201)*  
*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, True North Wellness Services (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 – Corey Fodor, The Performance Group (646-8108)*  
*Seminar Committee – Julia Groft, Manpower (630-8423); Sara Snyder, Utz Quality Foods (637-6644)*  
*Community Education/Scholarship Committee – John Moore, True North Wellness Services (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)*