



June 2017 HR Express

LSHRM: A Platinum Organization

It is my pleasure to share some excellent news about our organization. LSHRM has been awarded **SHRM's 2016 Platinum Excel Award!**

This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to members. The SHRM Excel Award recognizes accomplishments and strategic activities that enhance the human resources profession, with Platinum being the highest level awarded to SHRM affiliates. We have a vibrant organization. Each year, our Board of Directors and Committees implement initiatives to benefit our members. We chose the following 2016 initiatives to submit to SHRM:

ENHANCING THE SHRM COMMUNITY

- Membership At Large Promotion
- The **MEMBERSHIP COMMITTEE** developed a member-at-large initiative of inviting local SHRM members to 2016 Fall Legal Update and offered a membership special discount that includes an extended membership.
- We sent out 280 invitations and had several SHRM members attend our Fall Legal Update held in September 2016.
- We also had some attendees join LSHRM.

TECHNOLOGY FAIR: "HR IN THE 21ST CENTURY: TRANSFORMING YOUR ORGANIZATION THROUGH TECHNOLOGY"

- Serving HR Professionals
- During July of 2016, the **PROFESSIONAL DEVELOPMENT COMMITTEE** developed 1/2 day session on topics, including "Engaging Employees

with Digital Technology” and “Critical Trends in Human Capital Management.” We presented a keynote presentation on the business case of “Justifying HR Technology.”

- Members participated in a "technology speed dating" session (ask questions about technology while learning more about ROI in procuring different types of technology). Each speaker provided a deeper dive into using technology in organizations to impact the company as a whole.
- We presented an interactive, engaging, and fun quiz on items members learned using the web-based learning platform Kahoot. Members asked and answered via phone app.

PROMOTING HR AS A CAREER

- Advancing the HR Profession
- Our objective was to advance the HR profession and increase workforce readiness by developing collaborative partnerships with colleges, schools and organizations on an ongoing basis in order to better prepare job seekers.
- During 2016, **WORKFORCE READINESS** collaborated in the following ways with local educational institutions: Met with students at 2 local colleges on 2 occasions to hold discussions regarding HR as a viable career option; Held Mock Interview sessions for students at a local business school to help prepare them for what to expect during a job interview upon graduation.
- LSHRM members volunteered to participate in the events.

JOINT HR/STAKEHOLDER PROGRAMMING

- Advancing the HR Profession
- Objective was to offer programming aimed at both HR professionals and company stakeholders and decision-makers. Provide our members with a platform and skills to impact, contribute to and drive the overall strategy and direction of their organizations.
- **PROFESSIONAL DEVELOPMENT COMMITTEE** expanded advertising for 2016 Spring Professional Development Conference to include stakeholders and decision-makers of our chapter members’ organizations, as well as representatives of local businesses that are not chapter members:
(1)mailed a high-quality physical invitation to every member business of our local Chamber of Commerce; (2) offering a special discounted registration rate to companies that sent multiple attendees; and (same rate to member and non-member attendees); (3) selected topics and a forum that would encourage collaboration between the participants during the program.

Do you have ideas for future initiative? Feel free to talk to me or email me at theresam@bcgl-law.com with your ideas. We are always looking for new ideas, new committee members, and feedback on how we are doing. A special thank you to those volunteers who serve on our Board of Directors and Committees who work tirelessly to provide these and other initiatives to our members.

Theresa A. Mongiovi, Esquire

LSHRM Scholarship Winners

The Lancaster SHRM scholarship committee is pleased to announce our 2017 scholarship recipients. This year we awarded scholarships to a member and to two students. No Leadership Lancaster scholarship applications were received.

The Member Scholarship of \$1,500 was awarded to Lindsay Williams Ortega. Lindsay is a Sr. Human Resources Specialist at Eurofins NSC US, Inc. She values her professional development and just recently was admitted to the Labor Studies and Employment Relations program at Penn State World Campus. To understand her commitment to her education, she shared that after studying for and receiving her PHR, she wanted to continue to grow and earn a college degree.

This year we awarded two, \$1,000 student scholarships. Our first winner, Amanda Grube formally had her scholarship presented on May 15 at Hempfield High School's senior awards ceremony. Amanda is the daughter of Deborah Grube. She will be attending Penn State University in the fall where she plans to study agricultural science. Amanda is interested in being exposed to the latest research and agricultural practices to perhaps someday take over the family farm.

Our second student winner was Kayla White, the daughter of Gina Geib. Kayla is a student at Shippensburg University and is studying Human Resource Management. Kayla wrote in her essay that "in the future, she can play a part in making the Equal Pay Act a strong reality that comes to fruition. This step in earning my degree will lead me to much bigger and better things in the world to resolve conflict in the workplace and recognizing and leveraging the talents of people for economic success".

Please consider applying next year. Scholarships are available for member's college degrees, as well as for children and grandchildren of members. We also support the cost for Leadership Lancaster's Core Program for a member.

THE ANATOMY OF AN EEOC CHARGE/LAW SUIT

On May 17th the Government Affairs Committee conducted a panel discussion on the anatomy of an EEOC Charge/Law Suit.

Laura Gallagher, Attorney at Harmon & Davies provided the introduction of what to know and do before you receive a charge. Have appropriate policies in place to prevent incidents of

discrimination. Develop and retain documents, with dates, names, and specific authors. Communication is KEY!

When an employee makes a complaint, conduct an investigation, follow up with the person who made the complaint. A number of EEOC charges occur because the employee felt there was nothing done after they voiced their concern. EEOC Charges can now be delivered through mail or their electronic portal. Be aware that these charges can be delivered to an inactive email account and appear to be SPAM. Upon closer review, the email should include the notice of the charge and a password to access the portal. The EEOC and attorneys generally recommend you participate in the mediation process. This is an option that both parties can elect, but if either party is not interested in participating in mediation, the charge process will continue.

The Position Statement that is sent in response to the charge sets out to explain your defense. Please note that whatever is provided in this statement will be shared with the complainant. The complainants' statements are not shared with you. Should the EEOC dismiss the charge, the charging party has 90 days to appeal. Also, the complainant now has the Right to Sue.

Shane Ulrich, previous EEOC Intern (DC area) shared his insights from his experience. Complaints are generally dually charged with other state agencies. One agency will take the lead on the case. Shane stated that each case is reviewed and confirmed that the EEOC has jurisdiction over the complaint; otherwise the case is referred to a different agency. The cases are rated as A, B, or C. A-cases are those that have merit and it appears discrimination occurred. B-cases are those that have some merit, and require additional information in order to proceed. C-cases are seen as not having much strength in support of the charge of unlawful discrimination. He shared how the EEOC interprets the ADA as amended very broadly so that it offers protection to many more individuals than originally when it was first enacted.

Bill Young, Murray Securas shared insights from the insurance company perspective. He pointed out that the insurance companies have a number of resources for you to access so take advantage of these resources. In addition he emphasized: KNOW your Employer Practices Liability Insurance Policy. Generally the policy states that you can use to defend your case. If you want to retain your current attorney that knows you, look to have them be an approved attorney under your policy. Know the time frame in which you must present the claim to your insurance company in order for the EPLI protection to be effective. Beware of the "Hammer" Clause. If the insurance company agrees to settle the claim and you disagree on principle, any settlement above the once approved amount would be the employer's responsibility.

A great resource can be found [here](#):

We want to hear from you!!

At our July 11th LSHRM meeting, the Workforce Readiness Committee will present a panel of local industry leaders who will share their thoughts, ideas and programs surrounding cultural change in the workplace, particularly as it applies to the integration of the new Millennial labor force. We are asking members to submit any questions you would like to have answered regarding changing culture in your workplace or any cultural issues you have in your own workplace that impact things like recruiting and retention. We want to make sure you leave this meeting with ideas that surround your real time needs. We plan on sharing your questions and concerns with the panel ahead of time, providing them ample time to prepare valuable feedback. **The deadline for question submission is Friday June 16th at the end of the business day. Please email to: Debbie Stremmel at dstremmel@lpnews.com**

Please invite your CEO or the managers within your organization that are change influencers to attend this breakfast with you. Their buy in will be monumental when it comes to the execution of new ideas and the success of those changes.

To help you facilitate their attendance we have included the name and title of each panel member.

- Dr. Damaris Rau – Superintendent of the Lancaster School District
- Mr. Robert M. Krasne – Chief Executive Officer of Steinman Communications
- Mr. Arthur B. Dodge – President of ECORE International
- Mr. Peter J. Velotas – Operations Director at Arconic

Thank you in advance for your consideration and we look forward to hearing back from you.

Registration for the PA SHRM Leadership Conference is now open!

This FREE conference is open to all LSHRM Members – you do not need to be on the Board or be a Committee Chair to attend, so it's a great opportunity for emerging LSHRM Leaders. Additionally, it is typically approved for recertification credit through SHRM and HRCI, so it's a win-win!

Reception
Friday, July 28
6 pm – 8 pm

Leadership Conference
Saturday, July 29
8 am – 3:30 pm

Wyndham Gettysburg
95 Presidential Circle
Gettysburg, PA 17325

[Register online](#)

If you have questions about registration, please contact:
Samm Smeltzer at samm@leadershipisart.com

Mapping Your Organization's D&I Journey

The LSHRM Diversity Committee is proud to host the June breakfast event on Tuesday, June 13th. Our theme is "Mapping Your Organization's D&I Journey" and it incorporates a robust discussion that will give you insights and strategies to put into action for your organization.

We will have Joe Morales, Sr. (President/CEO of J Morales Diversity Consulting) facilitate a 5 person panel discussion (from a variety of organizations) that will speak directly to the best ways to develop a sound strategy for developing and implementing a Diversity and Inclusion program.

LSHRM Diversity Committee

The LSHRM Diversity Committee meets once a month in order to share ideas and devise strategies that will enable the LSHRM organization's members to better understand and put into practice the principles of a diversity and inclusion. We strive to bring forth concepts from a diverse and inclusive perspective that provoke thought and inspire others to reflect on ways in which they can impact others around them in positive way in order to promote diverse and inclusive behaviors. We strive to educate our internal members through presentations, articles and webinars. We partner with organizations throughout the community in order to establish a collaborative effort for the purposes of education and service within the community.

If there is any interest in joining our team, please reach out to the committee chair, David Weisglass at (717)371-9803 or by email dweisgla@aerotek.com.