

## October 2017 – HR Express

### Upcoming Events

[Brown Bag Lunch: Workers Compensation Update and Practical Tips](#)

October 18, 2017 11:30 am

[LSHRM After Dark Murder Mystery Dinner](#)

October 24, 2017 6:00 pm

[Understanding 13 Common Financial Metrics for Business Success](#)

November 7, 2017 7:30 am

### 2017 HR Person of the Year Award - Nominations Open

The 2017 Selection Committee is seeking candidates who represent “the best” in the human resources management profession. The HR Person of the Year Award recognizes outstanding leaders who are respected and admired by the LSHRM community.

All LSHRM members in good standing are eligible candidates, with the exception of the current President of the Association. This includes but is not limited to Human Resource Management professionals, vendors and consultants.

LSHRM members, including board and committee members, are asked to nominate candidates for this prestigious award.

The logo for the HR Person of the Year award features the letters 'HR' in a large, bold, blue, sans-serif font. Below the 'HR', the words 'Person of the Year' are written in a black, italicized, serif font.

*HR Person of the Year (continued):*

**Criteria:**

- Embodies the ideals and spirit of LSHRM
- Demonstrates Honor, Integrity, Professionalism, Spirit of teamwork, Cooperation, Involvement, and Innovation
- Demonstrates leadership qualities on a regular basis
- Volunteers time and energy toward the success of LSHRM over a period of time
- Makes positive contributions and drives outstanding results
- Inspires and motivates chapter members and others around them
- Assists in developing people and organizations
- Encourages shared vision and establishes direction for LSHRM and/or a project or committee
- Demonstrates spirit of involvement and generates esprit de corps
- Highly respected and admired by LSHRM members ... seen as a role model.

A downloadable nomination form is available on the [LSHRM website](#) for your convenience. Completed nominations should be forwarded to Kathy Horne (khorne@smilebuilderz.com).

**The deadline for submission is November 17, 2017.**

## **Membership Renewal**

The time has come to renew your Lancaster SHRM membership for 2018!

**Renewal starts on November 1, 2017 for the 2018 year.**

Dues for 2018 are unchanged at:

- \$50 for Professional members
- \$75 for General members
- \$10 for Student members

If you choose, you may also pre-register for all nine (9) breakfast program meetings at this time for \$160 (a \$20 savings).

Renew on our website to stay current on the latest trends in your profession with in-depth educational programs and networking opportunities with other HR professionals in Lancaster County.

In addition to these great benefits, if you renew now, you'll be automatically entered in a drawing for an Amazon Gift Card. Names will be drawn at the November Breakfast meeting (\$100) *and* December Breakfast meeting (\$50). Winner need not be present to win.

Finally, if you have ever thought about getting involved with the Membership Committee – we'd welcome you! We meet the third Thursday of the month at 7:30am for breakfast at Lyndon Diner. If you have questions (in regards to renewal or the committee), feel free to contact LSHRM Membership Committee Chair, Emily Stednick at [estednick@lancasterymca.org](mailto:estednick@lancasterymca.org) or 717-598-5595.

## Legislative Affairs

At the 2017 Legal Update, Patrick Brady, SHRM Senior Advisor of Government Relations, provided an update on HR Public Policy.

### Current Washington Environment

At the present, Republicans control the House in the 115<sup>th</sup> Congress with 241 Republicans to 194 Democrats. Control of the House is important because all tax legislation originates in the House, party in control of the House tightly controls policy and 2/3 of the House is needed to override a Presidential veto. Republicans may lose control of the House following mid-term elections. Since 1862, the President's party has lost ground in the House in 36 of 39 mid-term elections.

The US Senate is also controlled by Republicans with 52 Republicans to 46 Democrats, and 2 Independents. Control of the Senate is important because the Senate confirms presidential appointments and judges with a simple majority and approves treaties. The President's party has lost Senate seats in 19 of 26 mid-term elections. Typically, gains only occur during the President's first term.

### 2017 Public Policy Agenda

#### President Trump created a new "2 for 1" Rule

- Creates a Regulatory Reform Office in each agency
- Reports due to agency heads in 90 days
- Focus on regulations that eliminate/inhibit jobs

#### Regulatory and executive actions from the Obama Administration currently under review:

- Final Persuader Rule **rescinded**
- Administrative Interpretations on Joint Employment and Independent Contractors **rescinded**
- EEO-1 Compensation Data Collection Rule **suspended**

#### NLRB actions to be reviewed:

- Browning-Ferris
- Specialty Healthcare
- DR Horton

#### Overtime Rule:

- Preliminary injunction issued November 2016
- DOL published 60 day comment period on a Request for Information on the OT Regulations in July 2017
- Texas Court struck down Obama Administration's OT Rule in August 2017

#### EEOC Activity:

- Final guidance on Sex Discrimination
- Final Wellness Rules under ADA and GINA
- EEOC Best Practices on Harassment

#### Paid Sick Leave and Paid Parental Leave:

- California, New Jersey, Rhode Island, New York and Washing DC will offer Paid Parental Leave in 2018
- Healthy Families Act and Family Act are bills introduced to Congress, but unlikely to gain traction
- Proposals to address maternity/paternity leave are high on Trump Administration priority list
- Representative Mimi Walters (R-CA) is likely to introduce legislation this fall to expand paid leave and workplace flexibility for all employees' coverage, HSA, expansion/coverage mechanisms

*Legislative Affairs continued:*

**Health Care Reform:**

- Nearly 56% of the US population has employment-based health coverage
- Other issues on the horizon include a bipartisan effort to stabilize the individual marketplace, protecting the employer-based system, taxation/cap of employer-sponsored healthcare

**2017 Federal Budget:**

- Consolidated Appropriations Act of 2017 signed into law to fund the federal government through September 30, 2017
- Current federal debt is nearly \$20 trillion – deficit expected to hit \$1.1 trillion a year by 2025
- Federal Government spent nearly \$4 trillion in 2016

**Tax Reform:**

- Tax reform is next focus of the 115<sup>th</sup> Congress
- Changes to employer-sponsored benefits, Social Security and Medicare could be part of tax reform discussion

**SHRM Advocacy Team**

- Testified 7 times in front of congressional committees and twice before federal agencies
- Testified 4 times at the state level
- Invited to 3 congressional roundtables

To learn more about SHRM's involvement in Public Policy, visit [www.advocacy.shrm.org](http://www.advocacy.shrm.org).

## New Members

Dru Plotcher, Verizon Wireless, Student Member

Tawn Poorman, Associated Building Inspections, Director of Operations

Sarah Melin, Day & Zimmermann, HR Manager

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