

Upcoming Events



September 12, 2017 7:30 am - 4:00 pm

- [Fall Legal Update](#)

October 4, 2017 7:00 am - 10:00 am

- [Ethics in Business Breakfast](#)

October 10, 2017 7:30 am - 9:00 am

- [Mental Health First Aid](#)

President's Message: Are you a Superhero?

Dear Colleagues,

As we say goodbye to the summer, and I again put my children on the school bus for the beginning of the school year, I again re-don the many hats I wear personally and professionally as a lawyer, spouse, mother, friend, law partner, professional driver, short order cook, problem solver, risk minimizer, finder-of-things to all, etc. I know that many of you have similar experiences in the balancing act you experience each day. My 7-year old son sometimes call me supermom (which relates mostly to my ability to find lost items in the home). Have you ever thought of yourself as a superhero?

I recently attended the PA SHRM Leadership Conference on July 29, 2017 in Gettysburg. This complimentary conference is presented yearly. LSHRM had a reputable showing of 13 attendees. The theme of this year's conference: Be A Superhero. The keynote speaker, Jennifer McClure of Unbridled Talent LLC, presented a study indicating that of all professionals, HR consistently earned a C-rating based on perception of performance. Certainly, the HR profession deserves a higher grade! McClure described how given the many challenges businesses are currently facing, there is a growing need for courageous leaders to undertake a heroic journey. She described the following hero's journey of an HR professional:

1. Commit to serve your purpose and profession.
2. Build into others: find and be a mentor.
3. Be disruptive! Look for the opportunity. Take advantage of restlessness. Shake it up.
4. Live your legacy. What will your legacy be in your profession and personally?

Are You a Superhero? continued

Sometimes it is easy to become complacent given inertia or resistance to change in our companies and juggling personal responsibilities. We easily lose focus and perspective. The keynote speaker recommends that we accept the challenge of superhero leadership, push past uncertainty, and embrace the new world of work.

To coin a phrase from one of my favorite childhood superheroes: "Up, up and away" to all of you as you continue your superhero journey on your personal and professional path. I look forward to seeing all of you at our Fall Legal Update on September 12th!

Theresa A. Mongiovi, Esquire



Ethics in Business... we all have a vested interest in supporting businesses and organizations that "do well by doing good."

Join us October 4th from 7:00-10:00AM at the Lancaster Country Club as we celebrate and honor the 7 nominees, and present the 2017 Ethics in Business Award. Celebrating our 10th year and continuing our partnership with Lancaster SHRM and with Franklin & Marshall College, Samaritan's Ethics in Business Program spotlights local businesses and organizations that "do well by doing good."

HR as well as other Business Leaders are often tasked with reinforcing their organization's ethical culture. In addition to honoring this year's nominees, the program will feature a panel discussion of best practices from the organizations that participated in the program. Panel members will share lessons learned on their organization's journey to integrate core values, integrity and accountability throughout all their business practices. *This program is approved for 1 Professional Development Credit SHRM CPSM/SCPSM.*

The cost for this year's program is \$30.00 per person (Special Discount: \$25.00 per person for organizations registering 3 or more) Register today at www.lancastershrm.org

Congratulations to our 7 final nominees.

Integrity, Fairness & Justice, Stewardship, Life-Enhancing and Transparency.... Do you know a company or organization that demonstrate these five principles?

Nominate them for the 2018 Ethics in Business Award. Get more information online including the easy online nomination/application form!

Participating nominated businesses & organizations receive the following: Employee Ethics Survey feedback, along with an overall organizational report based on a site visit and results from the employee survey.

FYI... there is no cost to a business for participating!

Think about your vendors or suppliers, your favorite restaurant or retail store that you return to time and time again. Think about your own business or organization? Does your organization demonstrate the 5 principles? If yes, complete the easy online form (<http://scclanc.org/ethics-in-business/online-nomination>)

Ethics in Business, continued

Are you interested in being involved in the 2018 Ethics in Business Program?

Consider becoming a Site Visitor or serving on the Steering Committee. Site Visitors play a vital role in the Ethics in Business Award process. Your team of site visitors will see the inner workings of one of the nominated businesses, talk with employees, increase your knowledge of ethics and see how Lancaster County businesses practice and apply ethics in their daily lives.

Sue Overly



Workforce Development Committee Resume Workshop for Students

With summer coming to an end and school back in session the Workforce Readiness Committee is seeking HR Professionals to volunteer in different ways. Help make a difference and prepare our future generations for the workforce.

Here is one opportunity that we are currently looking for volunteers:

Monday, September 18 from 5 pm to 7 pm - Millersville University has a resume workshop, scheduled to begin at 5:00pm with Tim Purcell, Staffing Specialist with The Performance Group, leading a resume building workshop until 6:00pm. Millersville needs volunteers beginning at 6:00pm to help students work through the process of implementing the suggestions and guidance in their resumes that Tim provides. This is also commonly referred to as a resume scrub and review.

To volunteer, please contact: Michele Bote at michele.bote@millersville.edu.

If you are unable to help with this event but are interested in being added to the Workforce Readiness Volunteer List and learning more about how you can help students become career-ready please email your contact information to Lindsay McGuire at lmcguire@lcswma.org.



Government Affairs Committee

OSHA Launches Application to Electronically Submit Injury and Illness Data

The Occupational Safety and Health Administration officially launched its Injury Tracking Application (ITA) on Aug. 1, 2017. The Web-based form allows employers to electronically submit required injury and illness data from their completed 2016 OSHA Form 300A. The application will be accessible from the ITA webpage, <https://www.osha.gov/injuryreporting/>

OSHA published a notice of proposed rulemaking to extend the deadline for submitting 2016 Form 300A to Dec. 1, 2017 to allow affected entities sufficient time to familiarize themselves with the electronic reporting system, and to provide the new administration an opportunity to review the new electronic reporting requirements prior to their implementation. Employers required to submit electronically are those with establishments with 250 or more employees that are currently required to keep OSHA injury and illness records, and establishments with 20-249 employees that are classified in certain industries with historically high rates of occupational injuries and illnesses.

OSHA, continued

The ITA webpage also includes information on reporting requirements, a list of frequently asked questions and a link to request assistance with completing the form.

Keep up to date on OSHA happenings by subscribing to the OSHA Quick Takes newsletter which is distributed semi-monthly.

Adapted from the Occupational Safety and Health website



The Annual PA SHRM State Conference is Just Weeks Away!

Join over 300 of your HR peers from all over PA on September 21 & 22 at the Penn Stater in State College. [Click here](#) to see the schedule of speakers and credits available.

This year we have 15 Breakout sessions, 3 Keynote Speakers, a special early Friday morning session, more Vendors, a SHRM Foundation Raffle and lots of networking opportunities.

Earn up to 9.25 SHRM PDCs and HRCI credits, including up to 8.25 Business Credits!

Join us as we announce the 2017 winner of the PASHRM Chapter of the Year and the 1st PASHRM sponsored SHRM Foundation Scholarship award recipient.

3 Keynote Speakers

Pete Smith

Get in the Game – You can't win if you don't play

Val Grubb

Built to Grow: Leadership Metrics

(and Strategies to turn your HR Department into an Engine for Growth)

Steve Donahue

Make an Epic Journey on Shifting Sands

All conference attendees will receive a FREE copy of Steve's book, "Follow Your Compass".

Special Early Morning Session

Terrienne Procida and Kevin Roller

Healthcare Trends in the Trumpcare Era

[Click](#) to register.

Hope to see you there!

Need Recert Credits? Be an LSHRM Volunteer!

There are many reasons to serve in a volunteer role with LSHRM. In addition to gaining valuable experience and developing new contacts, did you know you can also earn recertification credits? Here's a list, with links to the SHRM and HRCI recertification handbooks.

SHRM: https://www.shrm.org/certification/documents/recertification%20handbook_final.pdf

(See page 10)

Board Member, Officer Committee Chair – 5 PDCs per year

Committee Member – 3 PDCs per year

HRCI: <https://www.hrci.org/docs/default-source/web-files/recertification-handbook.pdf?sfvrsn=16>

(See page 18)

Board Member – 10 credits per year

Committee Chair – 5 credits per year

Committee Member – 2.5 credits per year

Angela Sanders

New Members

| | | | |
|------------|-----------|--|-----------------------------------|
| Lisa | Rohrbaugh | Kegel's Produce | HR Generalist |
| Sah | Howard | N/A | N/A |
| Nathan | Martin | LSC Communications | HR Manager |
| Jacqueline | Swason | Children's Home of York | Hr Coordinator |
| Joan | Bair | Fairmount Homes | Director of Human Resources |
| Gail | Herren | Community Action Partnership | Human Resources Specialist |
| Lori | Werner | Eurofins | Sr. Employee Relations Specialist |
| Kimberly | Fletcher | Community Action Partnership of Lancaster County | Chief Personnel Officer |
| Cory | Myers | Tempstar Staffing | Client Development |

Lancaster SHRM

PO Box 8244

Lancaster, PA 17604-8244

