



APRIL 2018 - HR Express

Upcoming Events

ITS NOT TOO LATE!
Spring Professional Development Conference
Up Your Game: Winning Strategies for Your HR Playbook

April 20, 2018 7:30 am to 4:00 pm
IU13 Conference Center
1020 New Holland Avenue
Lancaster, PA 17601

The deadline to register is 5pm on 4/18/18.

Approved for 6.5 SHRM/HRCI Business Recertification Credits

Non-Profit Fair
Give Help to Get Help: Supporting Workforce Through Community Resources

Ten local non-profits will inform and educate you on the services they offer and how they support the HR community. Grab your seat and enjoy breakfast but don't get too comfy as we'll soon have you up and moving. Hear presentations and get ready for the fast and furious "round robin" as you visit vendor booths to learn more and ask questions. Return to your seat for more presentations as we repeat the process. Keep your raffle ticket on hand for a chance to win a prize between each round and collect clues to unscramble the word that puts you in a drawing for the grand prize!

May 15, 2018 7:30 am to 10:00 am
Farm & Home Center
1383 Arcadia Road
Lancaster, PA 17601

Approved for 2 SHRM/HRCI Recertification Credits

Pennsylvania LEGISLATIVE & LEGAL Conference

Presented by The Pennsylvania State Council of SHRM

RECEPTION: Thursday, May 3, 2018

CONFERENCE: Friday, May 4, 2018

BEST WESTERN PREMIER

The Central Hotel and Conference Center

MAY BROWN BAG

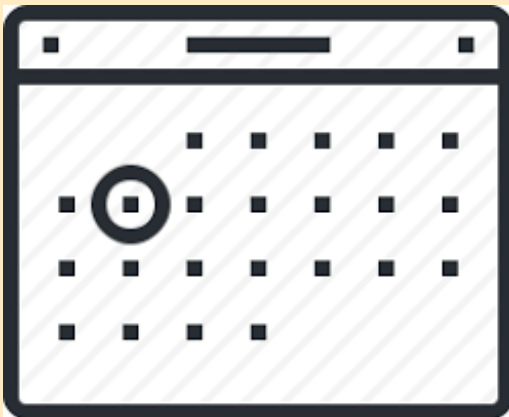
May 16, 2018
11:30 am - 1:00 pm
The Horst Group
320 Granite Run Drive, Lancaster, Pennsylvania, 17601

LSHRM After Dark May Mixer

May 17, 2018
5:30 pm - 7:30 pm
The Vineyard at Grandview
1489 Grandview Rd, Mount Joy, Pennsylvania, 17552

[See All Events](#)

Upcoming Breakfast Programs



May 15th – Non-Profit Fair (2-hour event)
June 12th – Diversity (2-hour event)
July 10th – Workforce Readiness (2-hour event)
October 9th – Retention Strategies
November 13th – Performance Management
December 11th – Retirement Planning

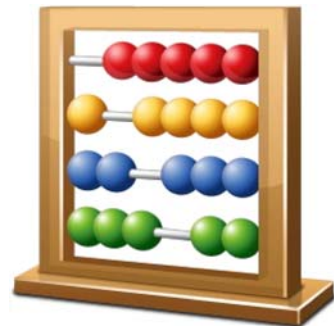
Don't miss out on the great programs LSHRM has to offer this year!!

WANTED!

We are looking for **CPA Firms** interested in submitting an RFP to provide accounting services to Lancaster SHRM!

The Board of Directors of Lancaster SHRM will be reviewing prospective firms to take over the accounting services for our Chapter. We wanted to present this opportunity to participate to our members who might work for an accounting firm.

For more information please contact the Treasurer of Lancaster SHRM, Terri Turner at tturner880@gmail.com.



Have You Renewed for 2018?

Dues for 2018 are unchanged at:



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

Early renewals were entered into a drawing for an Amazon Gift Card, which was conducted at the November and December meetings. Congratulations to Jennifer Good

and Angie Papvasilion, the winners of the gift card drawings.

Renew on our [website today](#) 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.

Navigate Evolving Workplace Public Policy 2018 SHRM Employment Law & Legislative Conference



The March 12 – 14 SHRM Employment Law & Legislative Conference brought together a sold out contingent of over 600 human resource advocates from across the nation to Washington D.C. to participate in the latest developments in employment law and public policy, as well as legislative initiatives being led by SHRM. “HR understands better than anyone how laws impact the real world of work today and tomorrow. That is why no major piece of U.S. legislation should be written without our voice. In today’s rapidly evolving workplace, HR needs to lead with advocacy.” Johnny C. Taylor Jr., President & CEO, SHRM. As the SHRM President & CEO kicked off the conference, he challenged us as HR professionals to elevate our game and be the voice of courage, the voice of all matters work and the voice of non-partisanship. He encouraged us to take the lead in advocacy by taking positions on immigration reform, sexual harassment, pay equity, workplace flexibility, healthcare and more. Throughout the rest of the conference, SHRM leadership echoed this sentiment and encouraged participants and SHRM members to take an active role in helping to shape workplace public policy now and in the future.

A variety of general session speakers, ranging from political strategists to the media, provided their insights relative to the current climate in Washington, civility and a corporate response to sexual harassment. We heard from Political Strategist and Commentator, Donna Brazile, who tends to lean to the liberal side, sharing the stage with Political Strategist and former Trump Administration Press Secretary Sean Spicer, who tends to lean to the conservative side. However, on this stage, they tended to agree that there is polarization throughout the country and we have a Capitol that is in disarray, but shared optimism for the future. The current state of Washington was most evident during CNN Political Analyst, Gloria Borger’s address regarding the fast changing Washington landscape, especially in the Administration, when news broke about the ousting of Secretary of State Rex Tillerson in favor of new Secretary nominee, CIA Chief, Mike Pompeo and new CIA Chief nominee, Gina Haspel, which, if confirmed, will be the first woman to lead the CIA.

Acting EEOC Chair, Victoria Lipnic and L-SHRM friend, Attorney Jonathan Segal were tasked with tackling the topic of what company culture has to do with workplace harassment. They suggested that businesses incorporate a robust Anti-Harassment Policy & Complaint Procedure consistent with a culture of respect. Today’s Anti-Harassment Training needs to evolve to become Civility & Respectfulness Training. The business case presented, “When we protect employees from harm, we protect the company”. They suggested that leadership and accountability are critical to this process.

Concurrent sessions explored marijuana laws, the opioid crisis, wage & hour issues, immigration, pay equity, tax reform, ethics, health care and Supreme Court decisions as well as familiar topics such as ADA accommodations & FMLA misuse. In light of the #MeToo movement, one of the over-arching themes seemed to throw focus on sexual

harassment and what should we, as HR professionals, be doing to address it.

SHRM Vice President, Governmental Affairs, Michael Aitken outlined several other 2018 public policy issues that may have an impact for our profession such as DACA, Joint-Employer clarification, talent development (apprenticeships, credential-based hiring, hiring the formerly incarcerated, visa reform), employer provided education assistance, civil rights (unlawful harassment, wellness rules, EEO-1 compensation data collection), and paid leave (high on the Administration's priority list).

Two hundred plus HR professionals joined SHRM's Governmental Affairs team following the conclusion of the conference to discuss timely legislative issues, offering tips on how to advocate on behalf of our profession with our legislators. Preparations were made by our PA delegation to visit Capitol Hill the next morning to address HR related issues with Legislative Assistants from Senator Pat Toomey's and Senator Casey's offices. It was an honor to represent our chapter in the 16th Congressional Office of Representative Lloyd Smucker. A meeting that began with Rep. Smucker's Legislative Assistant, Noelle Verhelst, quickly turned into a half hour meeting with Noelle and Rep. Smucker. We discussed the benefits of SHRM's legislative initiative, HR 4219, the Workflex in the 21st Century Act, which would amend ERISA to create a Qualified Flexible Work Arrangement Plan. It would allow participating employers to follow a federal framework for paid leave and workflex, as opposed to negotiating an ever-growing, complex and conflicting patchwork of state & local leave laws that exist or are proposed. Key to this legislation is its voluntary nature as opposed to becoming just another government mandate. I urged Rep. Smucker, as did my colleagues with their Representatives, to sign on as a co-sponsor of the legislation. We discussed workforce development through access to a legal workforce. We touched on DACA, work Visa programs, E-Verify and investing in technical school education and programs. We were also able to briefly address pay equity, workplace harassment (including what Congress may do to lead the way), and the Affordable Care Act.

In addition to the legislative agenda, expect to see continued regulatory activity from federal agencies such as the EEOC, DOL, OSHA, OFCCP and others as they continue to address ADA, discrimination, employee safety, affirmative action, and retirement.

Your story matters. The greatest influence an individual can have on public policy issues is through face-to-face meetings with their legislators. In addition, individual letter writing has its place in influencing legislation. Each year tens of thousands of federal letters are written to Congress from SHRM members. Advocacy information can be found at www.shrm.org. Click on the HR Today tab near the top left of the page and get involved.

The L-SHRM Governmental Affairs Committee works on your behalf to track and keep you informed of national, state and local legislation that impacts your job as a human resource professional. The Committee welcomes your input and meets through a conference call the second Thursday of the month at 4:00pm to review current legislation and plan L-SHRM Brown Bag events. Contact Amanda Robinson at amanda.robinson@flaggerforce.com or any Governmental Affairs Committee member for more information.

Thomas Jefferson observed nearly two centuries ago “*America is not governed by the majority, but by the majority of those who participate.*”

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