



## March 2018 - HR Express

### Upcoming Events

#### March Breakfast Meeting

Employment Law Review will take place March 13 at the Farm and Home Center. Tickets are on sale until Friday, March 9 @ NOON. Hope to see you there!

#### New Member Orientation Session Offered

Learn about Lancaster SHRM and how to get involved! An orientation webinar for new members will be held on Wednesday, Mar 14 at 12:00 Noon. If you would like to participate in this 20- to 30- minute session, please contact Emily Stednick at [estednick@lancafterymca.org](mailto:estednick@lancafterymca.org)

#### 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

MEMBER EXCLUSIVE: Early bird registration for LSHRM members will open on February 13, 2018 at a discounted registration rate. Beginning March 1, LSHRM will be marketing this conference to non-member Lancaster County businesses and SHRM-affiliate chapters. Register early to secure your spot and receive a \$25 discounted rate.

#### Non-Profit Fair

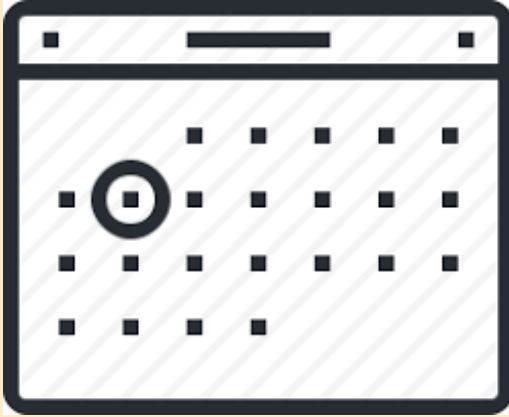
#### Give Help to Get Help: Supporting Workforce Through Community Resources

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

See All Events

## Upcoming Breakfast Programs



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

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

## LSHRM Scholarship for 2018

There is still time to apply for a scholarship from LSHRM!

- The \$1,000 student scholarship is available to a child/grandchild of an LSHRM member who is pursuing a college or trade school degree.
- The \$1,500 member scholarship is for a professional or general member who is pursuing their education in an HR-related field.
- The Leadership Lancaster Core Program scholarship is available to an LSHRM member and covers all but \$150.00 of the tuition.



To apply visit <https://lancastershrm.org/scholarship-opportunities/>.

Applications are due April 6, 2018.

If you have any questions, please see anyone on the Scholarship Committee or email [scholarship@lancastershrm.org](mailto:scholarship@lancastershrm.org)



## Have You Renewed for 2018?

Dues for 2018 are unchanged at:  
\$50 for Professional members  
\$75 for General members  
\$10 for Student members

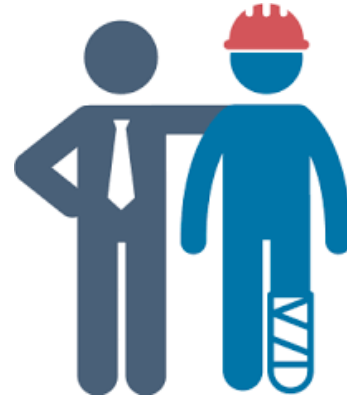
Early renewals were entered into a drawing for an Amazon Gift Card, which was conducted at the November and December meetings. Congratulations to Jennifer Good and Angie Papvasilion, the winners of the gift card drawings.

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

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## Worker's Compensation Part II

Another well attended Brown Bag Lunch! Attorney Jim Devine continued the discussion of how to build an Effective Worker's Compensation Program.



Starting with job descriptions; be deliberate in defining the essential functions for all positions. Be as specific as you can. Also, it was recommended having the Safety Committee review job descriptions every 18 months. Some things to be aware of and avoid are:

- *Having conflicting narratives and physical capability charts.*
- *Having every job description with the same education requirements.*
- *Using the terminology, "other duties as assigned".*

*Having accurate job descriptions provides the basis for qualification, performance evaluation, wage and salary determination and review for accommodation.*

It is best to begin worker's compensation investigations immediately upon report. Based on the findings of the investigation, FMLA, and ADA may need to be considered. Whenever discussions involve medical information, the employee should be directed to Human Resources.

As the underlying expectation is that the employer is to preserve the employment relationship, having Return to Work policies is essential. Whether it is to control your worker's compensation costs, or be part of the interactive dialogue of reasonable accommodation, the employer is expected to utilize available resources in order to preserve the employment relationship. Don't forget the DOL's Job Accommodation Network.

Thanks to our host, The Horst Group. Their training room is a perfect venue for these meetings.

The Government Affairs committee hosts 3 Brown Bag Lunches each year, connects with elected officials, and tracks legislation. If you are interested in joining our committee, let us know by emailing [info@lancastershrm.org](mailto:info@lancastershrm.org).

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## February 2018 New Members



First Name	Last Name	Company	Title
Daphne	Young	Casual Living Unlimited	Human Resource Manager
Amy	Jacobs	Lift, Inc.	Human Resources Generalist
Sherry	Hawk	Integrity Search Solutions	Principal/Recruiter
Jaime	Shank	Sight & Sounds Theatres	HR Generalist
Martina	Royer	SlateHouse Group	Office/HR Manager
Hazel	Johns	QVC	Engagement Partner
Leslie	Bell	Granite HR Consulting	Executive Director
Heidi	Hollinger	BR Kreider & Son	HR Manager
Benjamin	Markey	BB's Grocery Outlet	HR & Safety Manager
Susan	Connors	Credit Bureau of Lancaster County	Marketing Manager
Stacy	Hollinger	RLPS Architects	Partner
Brittni	Paxson	JL Clark	HR Generalist
Natasha	Jones	Lancaster Parking Authority	Generalist

[Website](#) [About Us](#) [How To Join](#) [Events](#) [HR Job Bank](#)

## Lancaster SHRM

P.O. Box 8244  
Lancaster, PA 17604-8244

