

Montgomery County SHRM



2007 SHRM SUPERIOR MERIT AWARD
CHAPTER

Volume 22, Number 3

March 2011

MCSHRM Calendar of Events

March 4, 2011
Join us for our first Networking
Event!

March 16, 2011
Breakfast Meeting

April 20, 2011
Dinner Meeting

May 1, 2011
MCSHRM \$2,000 Scholarship—
Applications Due

Sponsor a Meeting!

Contact Robin Campbell at
202-303-5182

Sponsor a Networking Event!

Contact Jackie Krakovsky at
410-245-9900

President's Corner by: Chris Tyler, SPHR

New News for MCSHRM!

Strong showing at our March meeting !! Wonderful to see our membership numbers and attendees skyrocketing! Don't miss our first networking event Friday March 4th, and remember we meet every 3rd Wednesday (breakfast this month!)

It's such a list of benefits & programs it's hard to organize this column!! Best value I know of anywhere is our HRCI scholarship program that reimburses the cost of the HRCI exams for the first 10 members who pass! Just lots going on and I want to pulse the membership on starting a mento- mentee sub meeting. If you'd like to be a mentor, or be a mentee, or coordinate the match ups please reach out to me at chris.tyler_sphr@yahoo.com

We have such a wealth of experience and I want to make us important to the 20-35 yr old future of HR! Let me know if there is more we can do for you!!

MCSHRM Certification Reimbursement Program

The first 10 chapter members who pass their certification exam and request reimbursement will receive a MCSHRM Scholarship to reimburse them for the cost of the exam. To be eligible, you must be an active Member in good standing and will be required to submit proof of achievement and a receipt for payment of the examination fee. Documentation should be e-mailed to Rana Katsha, Secretary and Certification Chair at rkatsha@yahoo.com or faxed to 301-519-4295.

MCSHRM Scholarship

- **Scholarship Name:** Montgomery County Chapter of the Society for Human Resource Management (MCSHRM) Scholarship.
- **Purpose:** The MCSHRM Scholarship is designed to attract and retain academically qualified scholars to the field and to recognize and encourage excellence in students preparing to enter the Human Resource (HR) profession.
- **Principal Donation:** \$2,000 will be given to one Undergraduate student pursuing a career in the Human Resource field. This award will be presented in Spring 2010.
- **Student Qualifications:** The MCSHRM Scholarship will be awarded to a candidate who fulfills the requirements listed below. Preference will be given to an individual who is a SHRM national student member and members who are active in our chapter.

The qualifications and entry guidelines of this scholarship are similar with the requirements of the SHRM National Scholarship Program. All scholarship candidates must:

1. Be a fully matriculated undergraduate.
2. Be majoring in Human Resources or a related field;
3. Have a minimum of a 3.0 out of 4.0 overall/cumulative grade point average; and
4. Show promise in the field of Human Resource Management and possess excellent leadership skills.

Students attending school on a full scholarship are not eligible for this award.

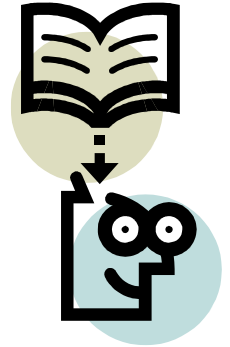
Programs by: Robin Campbell

Greetings to all members and friends of MCSHRM! It was good to see you at the February dinner meeting.

The topic for next month's meeting is sure to be an interesting one – Mergers and Acquisitions. Broad subject? Most definitely, but we're going to take the HR/OD approach. To find out more, attend this month's breakfast meeting where **Dr. Lisa Ross**, president of Pioneer Passion, LLC and experienced presenter and consultant in organizational and workforce development, will talk with us about -

Mergers and Acquisitions: An Organizational Development Perspective

Date and Time: March 16, 2011, 7:00 a.m. – 9:00 a.m.
 Location: Holiday Inn, 2 Montgomery Village Ave., Gaithersburg MD
 Cost: \$20.00 MCSHRM Members
 \$30.00 Nonmembers
 \$35.00 Walk-ins



You will participate in a highly interactive case study to explore best practices in:

- Effective retention and downsizing of employees
- Maintaining stability in an environment of change
- Merging the values, identity, and shared language of two organizational cultures

To register for this program, please visit <http://mcshrm.shrm.org> and click on EVENTS. I look forward to seeing you again!

Professional Development by: Yeny Kerrigan

Greetings! I am very happy to announce that our Professional Development Seminar will be held on May 5, 2011 at the Holiday Inn in Gaithersburg, MD. This will be our first ALL day seminar with excellent Keynote Speakers and Breakout Session. Registration will be starting at 7:30 AM with the program starting promptly at 8:30. Our morning Keynote's will be **Alice Waagen & Paul Siker** speaking on "**Changing Career Ladders into Career Roadmaps: Dynamic Approaches to Employer Development**". Breakout sessions to follow Key Note on the topics of "**Managing Time Resources**" & **Compensation & Offer**

Negotiation/Extension of Best Practices". After lunch and networking, participants will pick again from two breakout sessions "**Employment Law-Top 10 Employment issues that keep HR awake at night**" & **Advocacy Efforts to Impact State & Federal Laws**". The seminar will end with an exciting program from Key Note speaker **Mary Ann Kmetyk**. This seminar is pending HRCI Strategic credits and will be available on line to Register by Mid March. Pass the word along and spend a day learning and networking with HR Professionals!

Membership Update by: Dawn Atwood, PHR

Montgomery County SHRM (MCSHRM) is proud to be a 100% chapter. This means all chapter members also maintain an active national SHRM membership. If you do not renew your national SHRM membership, your MCSHRM membership will become inactive. You can check your national SHRM membership status by logging in at www.shrm.org

Frequently asked membership questions:

Q: As a SHRM member, am I automatically a member of a local chapter?

A: No. SHRM membership is separate from membership in your local chapter. Each chapter has its own membership application process and dues structures. While there are more than 575 locally affiliated SHRM chapters, they are autonomous entities in their operations and membership requirements. To become a member of the MCSHRM local chapter, please visit <http://mcshrm.shrm.org> and then click JOIN.

Q: As a member of my local chapter, am I automatically a SHRM member?

A: No. Please see the previous answer. To join SHRM, please visit www.shrm.org

Q: Can I belong to more than one SHRM chapter?

A: Yes. You can belong to as many chapters as you desire, but we ask that you indicate our MCSHRM chapter as your primary chapter.

Q: How do I know when MCSHRM chapter membership expires?

A: MCSHRM membership follows a calendar year (Jan 1 – Dec 31). Membership for everyone expires on Dec. 31 and all members must renew for the following year. To renew your membership, please visit our website at <http://mcshrm.shrm.org>, click on JOIN, then RENEW.

Q: Why should I belong to a local chapter?

A: Membership in a SHRM-affiliated local chapter means access to a local network of HR professionals, as well as professional-development programs, products and services in your community that can broaden your skills and make you more valuable to your organization. There are resources and services available through SHRM that our MCSHRM chapter can't possibly duplicate, and there are resources and services available through our MCSHRM chapter that SHRM can't provide. You can truly maximize your opportunities by becoming a member of both SHRM and the MCSHRM chapter. **It's a winning combination!**

Montgomery County Society for Human Resources Management Sponsorship and Advertisement Programs

Sponsorship Opportunities

- Executive Sponsor- \$2000
- Associate Sponsor- \$1000
- Monthly Meeting Sponsorship - \$300

Executive Sponsorship

- Company name/logo displayed in chapter publications and at meetings/events (provided by sponsors)
- Company logo displayed on chapter's home web page for 6 months
- Up to 5 complimentary memberships to MCSHRM Chapter
- 2 Opportunities for up to 5-minute presentation at a monthly meeting within a 12 month period (Discretion of Program Chair)
- 2 Opportunities to display company tagline on monthly program announcement at selected meetings (Discretion of Program Chair)

Associate Sponsor

- Company name/logo displayed in publications and at meeting events
- Company logo displayed on chapter's secondary web page for 6 months
- 2 complimentary memberships to MCSHRM chapter
- 1 Opportunity for up to 5-minute presentation at a monthly meeting within a 12 month period (Discretion of Program Chair)
- 1 Opportunities to display company tagline on monthly program announcement at selected meetings (Discretion of Program Chair)

Monthly Program Sponsor

- Company name/logo displayed in chapter publications and at meetings/events (provided by sponsors)
- Company name/logo displayed on chapters web page promoting the monthly program
- 2 complimentary registrants to attend the monthly program meeting
- 5 minute presentation during monthly program meeting
- Display and distribute of company materials during the monthly program meeting

Other Advertisement Opportunities

- Company name/logo/tagline/ad on website- \$100 per month or \$400 for 6 months
- Company name/logo/tagline/ad in E-Newsletter: ¼ page-\$75; ½ page \$125; Full \$150

***Trying to reach HR
professionals? Try advertising in our
Newsletter or at one of our meetings and
reach over 100 HR
professionals***

Legislative Affairs Update by: Karen N. Shapiro, Esquire

February 2011 Legislative Affairs Update

On January 24, 2011, the U.S. Supreme Court ruled that an employer may be liable under Title VII of the Civil Rights Act of 1964 for retaliating against a third party who has a "relationship" with an employee who has filed a charge of discrimination. In this case, Miriam Regalado and her fiancée, Eric Thompson, worked for North American Stainless, LP. Ms. Regalado filed a charge with the EEOC alleging that she was discriminated against because of her sex. A few weeks later, the company fired Mr. Thompson. Mr. Thompson sued the company alleging that he was retaliated against because of Ms. Regalado's complaint. The Court concluded that Mr. Thompson falls within the "zone of interest" protected by Title VII and that he is an intended beneficiary of the statute's anti-retaliation provisions. In identifying the scope of relationships that would likely be entitled to such protection, the Court stated that a family member would almost always be protected and a mere acquaintance would almost never be protected. Clearly this case has important implications for employers. In the wake of a discrimination complaint, employers would be wise not to retaliate against the complaining employee or anyone connected to him or her.

In other news, the 428th session of the Maryland Legislature began on January 12, 2011. Below are some bills of interest.

There are two bills pending that would prohibit an employer from using an applicant's or employee's credit report or credit history in determining whether to deny employment to the applicant, discharge the employee, or determine compensation or the terms, conditions, or privileges of employment. The bill would authorize an employer to request or consider an applicant's credit report or credit history under specified circumstances. The exemptions vary depending on the bill.

HB907 prohibits an employer from refusing to hire, discharge, or otherwise discriminate against an individual because of information indicating that he or she has been convicted of a criminal offense not directly related to employment. The bill does not apply to information relating to a sexual offense or sexual abuse of a minor.

HB988/SB716 seeks to increase the Maryland State minimum wage rate as follows: Beginning July 1, 2011, the minimum wage rate will be \$8.25/hour, beginning July 1, 2012, the minimum wage rate will be \$9.00/hour, beginning July 1, 2013, the minimum wage rate will be \$9.75/hour, and beginning March 1, 2014 and thereafter, the

minimum wage rate will be set by the Commissioner of Labor and Industry. The Commissioner will increase the rate after 2014 only if the Consumer Price Index decreases or remains the same.

HB235 prohibits discrimination based on gender identity and sexual orientation in specified instances, including employment. "Gender identity" is defined as a gender-related identity, appearance, expression, or behavior of an individual regardless of the individual's assigned sex at birth.

SB600 prohibits an employer, or an employee of an employer, from subjecting an employee to abusive conduct that causes harm. Abusive conduct includes verbal abuse; verbal and physical conduct of a threatening, intimidating, humiliating, or cruel nature; and sabotage or undermining of another employee's work performance. The bill provides legal relief to employees who have been harmed psychologically, physically, or financially by being deliberately subjected to such conduct, including punitive damages and attorneys' fees.

HB1002/SB750 authorizes employees to use certain leave for observance of sincerely held religious beliefs under certain circumstances. An employee may only use the leave when it has been earned and in accordance with an employment policy or collective bargaining agreement that pertains to this type of leave. If enough leave time has not been earned or is not eligible with pay, the employer may require the employee to work additional hours equal to the amount of leave or take the leave without pay. Employers can be exempt from this requirement if they can show that reasonable accommodations to comply with the law would cause undue hardship.

HB1136 requires employers with 10 or more employees to provide compensation to an employee responding to a summons for jury service. The compensation will be based on the amount of the employee's average compensation less the amount of the State per diem and other applicable supplements paid.

Contact your legislative officials concerning these pending bills! Go to: <http://mdelect.net/electedofficials>

Don't Miss our First Networking Event!

We look forward to seeing those of you who registered for the March 4, 2011 networking event at Rockville Lifetime Athletic (1151 Seven Locks Road, Rockville, MD 20854) from 6:00 to 8:30 PM! Please be advised that REGISTRATION IS NOW CLOSED. Feel free to dress comfortably or bring gym attire if you wish. Please note that Lifetime Athletic will require those using the facilities to show a picture ID and sign a waiver.



January Chapter Meeting by: Rana Katsha, MS, PHR

Interesting, Informative and Important! If you or anyone in your HR department is responsible for recruiting, THIS was a chapter meeting to attend! Our presenters, Bob Corlett, Founder and President of Staffing Advisors, and Kelly Dingee, Strategic Recruiting Manager also from Staffing Advisors, provided our members and guests with interesting facts, informative ideas and resources as well as important ways to effectively and efficiently recruit great people.

Interesting Facts:

- 57,500 jobs filled in DC Metro Area in 2010
- Unemployment rate for the DC Metro areas in December 2010 was 5.7%
- Unemployment rate for college graduates lower than unemployment rate at approximately 2.3%
- Recruiters moving away from Job Boards
- Failure rate for executive positions at 40%

Informative Ideas and Resources:

- Using LinkedIn to reach talent and post jobs
- Use social media
- Work the alumni groups
- Organize/attend networking luncheons or events
- Promote employee referrals – ask people at work – make employees aware of opportunities.

Important Ways to Effectively & Efficiently Recruit:

- Job advertising needs to look more interesting than a job description
- HR writes job description using Rule of 3 – what to get from candidates
 - 3 expected results one year from date
 - 3 critical skills/abilities
 - 3 reasons candidate wants to take job
- Hone down on 3 most important things looking for in a candidate
- Manage recruiting like a project
- HR (not hiring manager) to set the project timeline
- HR to conduct screenings
- Use lists to find candidates
- Research public resources
 - Google or Bing search by list
 - Start simple
 - Add limitors
 - Xray the page
 - Automate

Inquiring minds want to know more? Check out the Staffing Advisors website at www.staffingadvisors.com. MCSHRM would like to thank Bob Corlett and Kelly Dingee for a wonderful presentation and the Washingtonian Marriott for their hospitality.

Invasion of Privacy or Background Check by: Rana Katsha, MS, PHR

I was watching the CBS News tonight, Tuesday, February 22, 2011, when I heard the reporter mentioned that Robert Collins, who was applying for his old job with the Maryland Department of Corrections was told as part of his background check he would need to provide his employer with his Facebook log-in and password or he would risk not getting recertified to work in the state's correctional facility. Was I correctly hearing this? So I "Googled" invasion of privacy and background checks and found a number of articles but one in particular dated back in 2009 about the city of Bozeman Montana and their background check policy. The city requests potential employees provide their login credentials for any social media sites (YouTube, MySpace, Facebook, Twitter, etc). Apparently this has been an issue for some time now. I continue to further "surf the Net" and found an

article from the Washington Post, posted online an hour after the news report that stated the Maryland Department of Public Safety and Correctional Services "has suspended a roughly year-old practice of asking prospective employees to voluntarily divulge their user names and passwords to social media websites such as Facebook to check for gang affiliations, the department said Tuesday" (retrieved 2/22/2011 from <http://www.washingtonpost.com/wp-dyn/content/article/2011/02/22/AR2011022207486.html>). So I guess my questions to you as an HR professional is, would you implement such a practice in your organization?

FISCAL UNIVERSITY

Cash is boring by: Matt Brock, CFP

Cash is boring. Especially these days with ridiculously low interest rates. Your grandfather may actually be earning more than you under the mattress or in the tin can in the freezer. Still, cash is king because of the flexibility it provides. Without cash, where do you go for unexpected emergencies or unexpected opportunities? Credit cards, Home Equity Loans, sell something on eBay? As boring as cash is, it is one of the most important aspects of being financially fit. Here are three "exercises" you need to do to improve your cash.

Cash Endurance

Building up your cash endurance means having enough money to sustain your lifestyle if you lose your job or source of income. Some recommendations say you need six months worth of expenses in your cash reserves. Others say a year and some even say only three months should be enough. There is no right or wrong answer as long as you consider what is appropriate for your situation. Consider your job security and short term goals. If you are in an unstable job or industry, saving closer to one year's worth of expenses may make more sense. If you have short term goals (i.e. new car, down payment for a house) consider setting a higher goal amount.

Cash Strength

Being strong-willed is important when building a cash reserve. If you are spending more than you are making then you HAVE to scale back. Be

strong and fight the urge to buy the newest gadgets and toys. Practice what I call "cognizant spending" by making sure you are at least considering and thinking about each expense you make. Don't make yourself feel guilty for spending money, but at least think about the action of buying.

Cash Stretch

Stretch out your paycheck over multiple accounts. Try setting up a second checking or savings account that is not directly linked to your current one (often at another bank or credit union). Don't spend too much time worrying about interest rates since right now most all accounts are low. Have a portion of your pay direct deposited to this separate account each time you are paid (ask your HR or payroll department what you need to do to add a second account). Start small if you want to see how it feels at first. Try to stretch your limits a little and increase by \$25-\$50 every 3-6 months.

What are you doing to get your cash in shape? Questions or comments? matt@divergentplanning.com

Securities and Investment Advisory Services Offered through H. Beck, Inc., Member FINRA, SIPC. H. Beck Inc. and Divergent Planning are not affiliated.

CONGRATULATIONS TO MCSHRM MEMBER TOBIE HOLLANDER!!!

Please congratulate Tobie Hollander, CCP, SPHR for being selected to participate in the 2011 NOVA SHRM/Dulles SHRM Mentoring Program! Tobie was matched with a peer mentor who has a strong background in employee benefits (a skill interest of hers!) and who lives in Maryland (always good news!). MCSHRM is now affiliated with this award winning mentoring program, so a big thank you to everyone who expressed interest! Grab a colleague and join mentoring program alumni and friends of the mentoring program for a spring networking event/happy hour on Wednesday, March 30 from 5:30 to 8:30 PM at On the Border (Tex/Mex restaurant) at 8053 Leesburg Pike (Route 7) in Tyson's Corner. For questions about mentoring, please contact Mary Kitson, Mentoring Program Director, at 703-983-1314 or mkitson@mitre.org.

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Montgomery County SHRM Exchange, the general newsletter of the chapter is published monthly except July and August. Topic articles and items of interest to the general membership are welcome. Items may be sent to the attention of Heather Albarano, MA, PHR, Editor, halbarano@gmail.com

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March 10th, 2011



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