

November 2008



Sussex Warren Human Resource Management Association

"SWHRMA"

Newsletter

Fall 2008 Edition

Welcome to Sussex Warren Human Resource Management

www.sussex-warrenhrma.org

Dear Art,

Hope everyone enjoyed the Halloween storm last week!

We are very excited about our November meeting as we are partnering with the Morris Chapter on Wednesday, November 12th, at The College of St. Elizabeth in Morristown. The topic is Accounting for the HR Professional and is scheduled from 6pm to 9pm. We take a break in December but already have an excellent line up for 2009; January, we have a Risk Consulting firm discussing Preventing and Investigating Employee Misconduct, February, is a program on Understanding Influence Management-Your Fast Track to Greater Impact, and in May we have the Cornell Diversity Program being hosted at Centenary College. Please visit our website for the latest HR News and to register for our programs.

We hope that you were able to attend the Garden State Conference in Long Branch November 3rd & 4th. The council has recently partnered with the NJ Chamber of Commerce as well as NJ Biz, Best Places to work in NJ 2009. The council has also been working on an exciting new program for NJ businesses; Affinity Partnerships. A business would complete an application with the Council and be willing to offer a discount on their services to SHRM members in the 11 NJ chapters. It is an excellent opportunity for companies to showcase themselves and gain exposure as well as a wonderful membership benefit to our SHRM members. Please visit their website to find out more information on these topics, <http://www2.qscshrm.org>.

We look forward to seeing everyone at a future meeting and welcome any feedback on ways to improve our service to the local HR Professional.

Regards,
Josette Stock
President Sussex Warren SHRM Chapter, #0604

*Upcoming
Chapter Events*

In This Issue

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November 12

6pm-9:00pm

Seminar

Accounting for HR Professionals

Joseph Desimone, Associate Resources Global Professionals

NEW LOCATION!! The College of St Elizabeth

2 Convent Rd Morristown

January 15

6pm-8:30pm

Employee Misconduct

Vice President and COO of Klink & Co., Inc.
www.klink-co.com

Wyndham Garden, Budd Lake, NJ

February 19

6pm-9pm

Understanding Influencing Management

Mark Green, Founder

Performance Dynamic Group

www.time-for-change.biz

Whine & Dine HR Networking

Sponsorships

SWHRMA BOARD

President

Josette A. Stock
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Past President, Diversity Chair

Nancy Arduengo, Ph.D.

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VP Programs

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Sponsorship Chair

Bill Spigonardo
973.360.0600
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Meeting Notices/Past President

Michele Underhill, PHR
908.689.1118

Wyndham Garden Hotel, Budd Lake, NJ

Michele@abilities-nw.com

[Chapter Advisor](#)
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NOVEMBER 12TH SEMINAR

**SWHRMA PARTNERS WITH MORRIS
SHRM**

ACCOUNTING FOR HR PROFESSIONALS

PRESENTED BY: Joseph Desimone
Adjunct Instructor: Fairleigh Dickinson
University
Associate: Resources Global Professionals

This workshop will cover the key concepts of finance HR professionals need to strengthen their role as strategic partners to "C" suite executives and the organizations in which they serve. The workshop will cover:

- Securities & Exchange Act - 1933
- Financial Accounting Standards Board
- Generally Accepted Accounting Principles
- Concepts
- Future Trends
- Financial Statements - Annual Reports
- Reading and Understanding Income Statements
- Comprehending Balance Sheets
- Cash Flows
- HR & Accounting

- Understanding how knowledge of bottom line will get HR people a seat at "the table"
- ERP - SAP, Oracle, Peoplesoft, JDEdwards
- Impact of P/L on Compensation
- Sarbanes Oxley Act - 2002 (SOX)
- Internal Control Requirements
- How SOX impacts HR

2.25 HRCI Strategic Credits approved for this program!

THE PRESENTER:

Joseph Desimone

Adjunct Instructor: Fairleigh Dickinson
University

Associate: Resources Global Professionals

Joe has extensive knowledge and experience in the area of finance and currently shares that knowledge as an adjunct instructor at Fairleigh Dickinson University. Joe is an Associate at Resources Global Professionals, a professional services firm that helps clients create cost effective execute strategies by providing high-caliber, professional accounting, finance, internal audit, information management, human resources, supply chain management legal consulting. Joe formerly served as the Chief Financial Officer for the Supply Chain Division of Aspen Technology where he managed all financial activities and developed all financial policies. His current client projects include assisting in Sarbanes-Oxley compliance and analyzing and documenting requirements for fringe benefits from an IRS perspective.

TO REGISTER ONLINE:

go to the Morris Shrm website @:

<http://www.shrm-morrisnj.org>

COST:

Pre-Registered:

Members: 50.00

NonMembers: 55.00

Students / In-Transition Members: \$25.00

Event Volunteers, Board Members and
Committee Chairs: \$25.00

Walk-Ins: Please add an additional \$10.00 to the
appropriate category above.

WHINE & DINE

HR NETWORKING

**WHINE & DINE HR SOCIAL
NETWORKING GROUP HAS
EXPANDED TO THE POCONOS AND
NW JERSEY.**

**Date: Wednesday, November 19,
2008**

**Time: Start gathering at 6:00PM,
drop by whenever you can!**

**Purpose: Eating, networking, drinks, &
networking, story-telling (lots of that)**

Place: Morris County

Location to be announced

Chairs:

**Michele Underhill
underhilljm@embarqmail.com**

Georgeanne Klingensmith

afsr71@ptd.net

**NEW JERSEY'S NEW PAID FAMILY LEAVE
INSURANCE**

Howard Vex, Chapter Legislative Chair

The Bill signed into law by Governor Jon S. Corzine on May 2, 2008 extends the State's existing Temporary Disability Insurance program to provide insurance benefits to all New Jersey workers when they take time off to care for newborn and newly adopted children, or sick family members.

As an employee-funded insurance program, the new law:

1. Permits up to 6 weeks of leave for workers to provide care for a sick family member or care for a newborn or newly adopted child.
2. Allows workers to receive no more than two-thirds of their weekly pay, up to a maximum weekly benefit (\$524 in 2008). The employer may require the employee take up to two weeks of available sick or vacation pay and workers must provide as much as 30-days advance notice of leave.
3. Requires no contributions from employers. The program is 100% funded by employee contributions, through a payroll deduction on the first \$27,700 earned (in 2008). The deduction would amount to approximately \$33 a year, or 64 cents a week. provides small businesses, (50 or fewer employees), with the option to replace employees receiving FLI benefits. Small businesses do not have to hold jobs open and provisions in the law allow small businesses, to fill a worker's position with a permanent replacement without running the risk of being sued.
4. Prevents fraudulent claims by using measures contained in the Temporary Disability Benefits Law, including criminal penalties and increased fines for those who improperly claim benefits. Employers receive notice when benefits are claimed and have the right to appeal eligibility determinations.
5. Ensures benefits would run concurrently with any leave provided under the N.J. Family Leave Act and the Federal Family and Medical Leave Act, not consecutively.

SWHRMA

IN-TRANSITION

Are you in transition and looking to practice and learn effective job seeking skills or share experiences and information pertaining to job search. Join this dynamic group of HR professionals. We meet bi-weekly in Hackettstown..

For more information or to learn where the next meeting will be held contact Michele Underhill @ underhilljm@embarqmail.com

SPONSORSHIPS AVAILABLE

Sussex Warren Human Resources Management Association (SWHRMA) provides opportunities for companies to sponsor our chapter meetings. Companies may elect to sponsor monthly SWHRMA meetings at the following levels:

Select Meeting Sponsorship \$500 §
As a Select sponsor you will enjoy having your Company Logo and link promoting your services on the SWHRMA website home page for 6 months and more...

Elite Partner Sponsorship

\$1,000 §
As an Elite Partner, you will enjoy having your Company Logo and link promoting

6. Offers employees the option to receive benefits intermittently creating a flexible arrangement to meet the needs of both employees and employers.

The Department of Labor estimates that approximately 38,000 individuals - about 1 percent of New Jersey's workforce - will collect benefits annually. Studies anticipate 87 percent of those who collected benefits were parents of a newborn or newly-adopted child.

your services on the SWHRMA website for 12 months and more...

Contact Bill Spigonardo:
bspigonardo@raskinbenefits.com
973.360.0600

**2008 Governor's Workforce and Economic
Development Conference**
Trump Plaza, Atlantic City
The Boardwalk at Mississippi Avenue
December 1, 2008 -- December 3, 2008

LEAVING WORK IN 2009? NOW'S THE TIME TO APPLY FOR RETIREMENT

By Everett M. Lo

Social Security Administration's Regional Public Affairs Office in New York

Are you planning to "clock out" of the workforce once and for all in January 2009? Generally, you should apply for your Social Security retirement benefits three months before you'd like them to start. So now's the time to apply for retirement benefits to beat the rush - and you can do it online. Applying online is a convenient and secure way to apply for your benefits.

Not only can you apply for retirement benefits online at www.socialsecurity.gov you can use several tools to help you estimate your monthly benefit. Visit our online Retirement Estimator at www.socialsecurity.gov/estimator or use one of our other online benefit calculators.

Although applying for benefits online is convenient, choosing

Participants will:

- Explore the latest trends in workforce and economic development
- Participate in educational seminars with industry leaders in business and other sectors
- Receive enlightening updates of best practice models for workforce development
- Network with leaders in business, labor unions, faith-based organizations, and community-based organizations

· Increase awareness of state and federal programs that are available to help New Jersey businesses, nonprofit organizations, and New Jersey workers

· Learn how New Jersey businesses are adapting to the changing global economy

For more information and to register go to:

www.regonline.com/2008GovernorsConference

when to begin receiving your benefits can be complicated. Remember, you can get a reduced Social Security retirement benefit as early as age 62, wait until your full retirement age (66 for people born between 1943 and 1954), or increase the amount of your benefit by working as late as age 70. To assist you, Social Security has created an online publication, When To Start Receiving Retirement Benefits, at www.socialsecurity.gov/pubs/10147.html.

This publication explains the factors to consider before deciding when to collect benefits. Regardless of when you retire, you become eligible for Medicare at age 65. Meanwhile keep an eye out for updates and improvements that soon will make applying for benefits online even faster and easier. Get started with your retirement by visiting www.socialsecurity.gov.

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