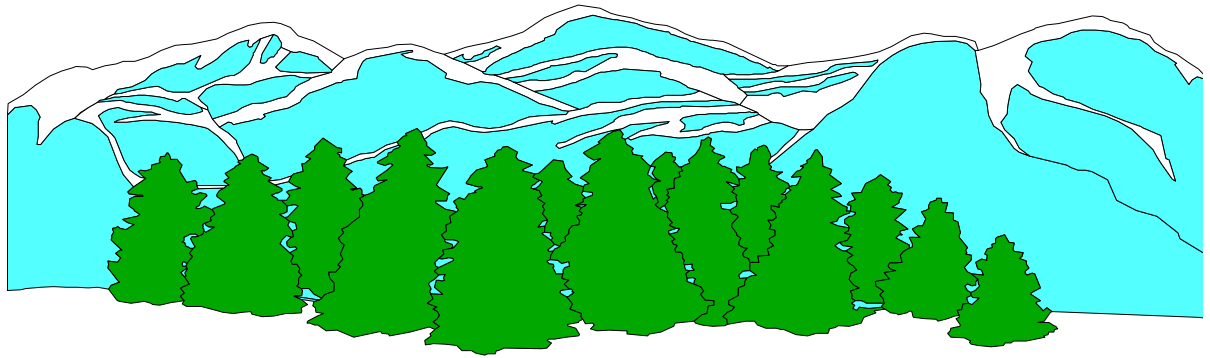




**SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT**



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***New River Valley Chapter
An Affiliate of SHRM***

Greetings From The President

June 1, 2001

Summer is here! To kick it off, our Chapter held our annual golf outing at Auburn Hills on May 11. Everyone enjoyed the beautiful weather, golf, good food, fellowship and, of course, time away from the office. A big thanks to Bob Griffin who did an excellent job organizing the event; Davis Walker who rounded up the give-aways; and to Susanne Allore and Melba Underwood who skillfully drove the snack and beverage cart. (No accidents reported or citations issued). Congratulations to Jim Cloe, Richard Holbrook, and Chuck Swain who were the winners of this year's tournament. Thanks to all who participated.

If you have any feedback regarding the golf outing or have suggestions for a social event for next summer, please contact a Board member.

We had an excellent workshop on "Linking Organization Vision and Action" on May 17. Eileen Van Aiken and Rick Groesbeck with the Enterprise Engineering Research Lab at Virginia Tech conducted the seminar. This workshop was part of our Chapter's ongoing commitment to bring learning opportunities to members. This workshop offered not only theory, but also practical tools that are available to tie the efforts of all employees to a company's vision and mission statement. Good practical stuff!

This month Bayard Harris, Victor Cardwell and Dudley Woody from Woods, Rogers and Hazlegrove will speak to us on June 21 about "The Contingent Workforce". Please mark your calendar to join us!

Hope you all have a wonderful summer!

Cindy

Wage Survey Complete

If you would like a copy of the wage survey, please contact Melissa Zienius or Mike Aamodt. The cost is \$75 for chapter members who did not participate in the survey and \$100 for non-chapter members.

Board Meeting Minutes – May 9, 2001

Attendees: Christy McNeil, Melissa Zienius, Cindy Hale, Bob Griffin, Bruce Jennings

- Golf outing plans were finalized.
- Cindy to write article for paper regarding wage survey

Chapter Industrial Meeting

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, June 12, 2001, at Shoney's Restaurant in Christiansburg. This meeting is held on the second Tuesday of every month and meets at 7:00 a.m.

Board of Directors Meeting

The monthly Board meeting will be held on Wednesday, June 13, 2001, at Bright Services in Christiansburg. This meeting is held on the second Wednesday of every month at 5:00 p.m. Any Board member who cannot attend should contact Cindy Hale at 639-1199 or e-mail to chale@bsi-va.com.

Membership / Treasurer Update

I would like to welcome some new members to the NRV-SHRM group, as well as update a familiar member!

New Members:

Patty Archer, Human Resources
Fontaine Modification
5135 Cougar Trail Road
Dublin, VA 24084

Phone: (540) 674-4638/ Fax: (540) 674-6012

Email: Patty@Fontainemod.com

(Email address to change soon..)

Richard D. Lucas, Esq.
Carter, Brown, and Osborne, P.C.
P.O. Box 13206
Roanoke, VA 24032

Phone: (540) 982-0234/ Fax: (540) 982-8102

Email: rlucas@cbolaw.com

Update:

Michele Clark Holmes, Equal Opportunity Specialist
Virginia Tech, EOAA Office
Virginia Tech

Blacksburg, VA 24060

Phone: (540) 231-8772/ Fax: None Given

Email: mholmes@VT.edu

~Christy

Chapter Financial Activity Report (April)**Balance as of March 31, 2001** **\$4888.99****Deposits:**

None for month of April

Withdrawals:04/04/01 – Check 343 (36.58)
(Flowers for Karen Edmonds)04/18/01 – Check 344 (18.82)
(Cindy Hale/ Board Meeting)04/19/01 – Check 345 (6.00)
(Stone's Cafeteria/ Guest Breakfast)04/19/01 – Check 346 (50.00)
(Cindy Hale/ State SHRM Function)04/19/01 – Check 347 (9.34)
(Cindy Hale/ "Hello" Badges for SHRM)04/19/01 – Check 348 (75.00)
(Auburn Hills/ Golf Outing Deposit)04/30/01 – Check 349 (50.00)
(Rural Retreat Rescue Squad/ Mem. Jerry Frye)**Total Withdrawals:** **(245.74)****Balance as of April 30, 2001** **\$4643.25****Chapter Financial Activity Report (May)****Balance as of April 30, 2001** **\$4643.25****Deposits:**05/30/01 – \$ 1490.00
(Membership Dues, Golf Outing, State Money for
National Membership)**Total Deposits:** **\$6133.25****Withdrawals:**05/11/01 – Check 350 (938.21)
(Auburn Hills Golf Outing)05/30/01 – Check 351 (11.80)
(Postage for Mailings)**Total Withdrawals:** **\$950.01****Balance as of May 31, 2001** **\$5183.24**

Diversity Training in the Workplace

By Bridget Porterfield, Diversity Coordinator

The Employer Network is an organization that brings various community organizations and local employers together to better serve the needs of those seeking employment. Some of the organizations and employers that participate are:

Department of Rehabilitative Services
Department of Social Services
Local school systems
Goodwill Industries of the Valleys-Western Division
Hired Hands
New River Valley Community Services
VA Tech

The Employer Network offers an opportunity for employers to learn more about staffing services, financial incentives, accessibility analysis, and disability education programs. You may contact your local Department of Rehabilitative Services for more information.

What's in a Number? New Census Data About People with Disabilities

--Brian S. Parsons, VA Board for People with Disabilities

The U.S. Bureau of the Census has released its latest data regarding the number and life experiences of people with disabilities in the United States. The data, based on 1997 statistics, reveal that 20 percent of Americans (or 52.6 million people) said they had disabilities. Of that total, 33 million said their disability was severe.

Of the 27.8 million people age 21 to 64 with disabilities, approximately half reported that they worked, with average earnings of \$23,373 per year. Of those with severe disabilities in the same age category, 31 percent had a job, with average earnings of \$18,631 per year. By comparison, 78 percent of all Americans age 21-64 reported working, making an average of \$30,155 a year. The figures also reveal that 28 percent of people age 25 and over with severe disabilities lived in poverty, compared with 10 percent of people with disabilities considered "not severe," and 8 percent of people with disability.

Articles for SHRM Newsletter

Articles for each month's newsletter are due on the last Tuesday of the previous month. For July's newsletter, the deadline would be June 26, 2001. They may be sent to Karen Edmonds at kedmonds@naxs.net

Legislative Representatives

Virginia:

Delegate James Shuler
Room 818 General Assembly Building
P.O. Box 406
Richmond, VA 23218
(804) 698-1012

Senator Madison Marye
Room 426 General Assembly Building
Richmond, VA 23219
(804) 698-7539

Delegate W. B. (Benny) Keister
Room 819 General Assembly Building
Capitol Square
Richmond, VA 23219
(804) 698-1007

Senator Malfourd W. Trumbo
Room 312 General Assembly Building
Capitol Square
Richmond, VA 23219
(804) 698-7522

U.S.:

Senator John Warner
225 Russell Senate Office Building
Washington, D.C. 20510
(202) 224-2023
Fax (202) 224-6295

Senator George Allen
708 Hart Senate Office Building
Washington, D.C. 20510
(202) 224-4024
Fax (202) 228-2138

Representative Frederick Boucher
2187 Rayburn House Office Building
Washington, D.C. 20515
(202) 225-3861
Fax (202) 225-0442

2001 Calendar of Events & Annual Meeting Schedule

January 18, 2001 NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 am. Flippin, Densmore, Morse & Jessee "Legislative Update"
James K. Cowan, Jr. / New regulations regarding Affirmative Action Plans and OFCCP audits

February 15, 2001 NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m.
Dr. Basil Gooden / NRV-NAACP "Diversity, how the NAACP can help your business"

March 15, 2001 NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, **7:30 a.m.-10:00 a.m.**
Theresa Turner / Draper Aden Workshop - "Salary & Benefits Strategies that Attract and Retain Employees"

April 19, 2001 NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m. Flippin, Densmore, Morse & Jessee "Legislative Update"
Bruce Larson – Immigration & I-9

May 11, 2001 NRV-SHRM 7TH ANNUAL CAPTAIN'S CHOICE GOLF OUTING AT AUBURN HILLS GOLF COURSE (Note: Information in this newsletter and more to follow as we get closer...)

May 17, 2001 NRV-SHRM Breakfast Meeting at Stone's Cafeteria in Christiansburg, **7:30 a.m. – 12:00 noon**
Eileen Van Aiken / Enterprise Engineering Research Lab at VT Seminar - "Linking Organizational Vision and Action"

June 21, 2001 NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m. Woods, Rogers and Hazlegrove, "The Contingent Workforce"
Bayard Harris, Victor Cardwell, and Dudley Woody

PLEASE BE SURE TO E-MAIL SUSANNE ALLORE AT sallore@nrbindustries.com BY TUESDAY, JUNE 19, 2001 OR RETURN THE ENCLOSED FAX SHEET IF YOU ARE PLANNING TO ATTEND THIS BREAKFAST MEETING. IT IS IMPORTANT THAT SUSANNE GET AN ACCURATE COUNT OF PEOPLE SO THAT THE STAFF AT STONE'S CAN PREPARE FOOD ACCORDINGLY.

July 19, 2001 NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m. Flippin, Densmore, Morse & Jessee "Legislative Update"
Todd Leeson / Personnel Policy Update (including e-mail and workplace violence issues)

August 16, 2001 NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, **7:30 a.m.-12:00 noon**
Paula Wilder, WIT Associates Seminar - "The Organization Workshop"

September 20, 2001 NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m. Flippin, Densmore, Morse & Jessee "Legislative Update"
Clint Morse / Annual Labor and Union Organizing update

October 18, 2001 NRV-SHRM Breakfast Meeting at Stone's Cafeteria, 7:30 a.m. **TBD**

November 15, 2001 NRV-SHRM Breakfast Meeting at Corning, Inc. 7:30 a.m.
Employee Teams Best Practices and tour of Corning facility hosted by Joe Cardos

Season's Greetings



December 20, 2001 NRV-SHRM Winter Social 5:00 p.m. – 7:00 p.m. **Location TBD**

January 17, 2002 NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 am. Flippin, Densmore, Morse & Jessee "Legislative Update" **Topic & Speaker TBD**

**SOCIETY FOR HUMAN RESOURCE MANAGEMENT
NEW RIVER VALLEY CHAPTER**

**FACSIMILE TRANSMISSION LEAD SHEET
RESERVATION FORM**

To: Susanne Allore (e-mail sallore@nrbindustries.com)
Company Name: NRB Industries
Fax Number: (540) 731-8503 **Phone Number:** (540) 731-8023
Total Number of Pages (Including Fax Lead Sheet): 1

From: _____
Company Name: _____
Fax Number: _____ **Phone Number** _____

PLEASE E-MAIL OR FAX THIS FORM TO SUSANNE ALLORE BY TUESDAY, JUNE 19, 2001, IF YOU ARE PLANNING TO ATTEND THE NEXT BREAKFAST MEETING! IT IS IMPORTANT THAT SUSANNE GETS AN ACCURATE COUNT OF PEOPLE SO THAT THE STAFF AT STONE'S CAN PREPARE FOOD ACCORDINGLY. THEY WILL PREPARE FOOD IN ACCORDANCE ONLY WITH THE TALLY OF PEOPLE PROVIDED TO THEM BASED ON SUSANNE'S RESPONSE FAXES.

I plan to attend the BREAKFAST MEETING on Thursday, June 21, 2001 at Stone's
I will be bringing _____ guests
I will be having coffee ONLY _____

Please list topic suggestions for future breakfast meetings: