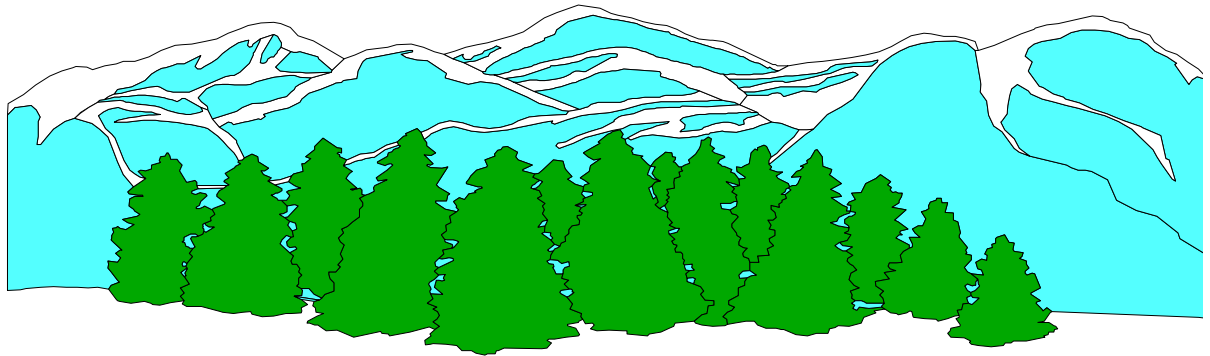




SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



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New River Valley Chapter
An Affiliate of SHRM

Greetings From The President

July 1, 2001

First, I would like to thank Bayard Harris and Dudley Woody from the law firm of Woods, Rogers, and Hazlegrove for joining us at our June meeting and providing information on the contingent workforce. Our Diversity Coordinator Bridget Porterfield also arranged for Mike Rouse from the Virginia Department of Rehabilitative Services to speak to us about the services that his company provides. This tied in very well to the topic of the day! If you were unable to attend and would like the information provided at the meeting, please give me a call.

Our Chapter has also agreed to participate in the Business Decisions Forum with the Southwest Virginia SHRM Chapter on **September 11**. This conference will host such speakers as Sonny Randall, a former professional football player with the Dallas Cowboys and current radio sports personality in the Shenandoah Valley; Eddie Armbrister, Marketing Professor at the University of Tennessee and professional magician; and Dr. Ed Barnes, former President of New River Community College, who will speak on "Creating a Positive Organizational Climate". The cost to attend is \$65 per person. Watch for more details!

At last month's Board of Directors meeting, the Board decided to create committees for Website Development, Public Relations and Membership Growth. If you are interested in participating on one of these committees, please contact me. This is a great way for our Chapter to get some fresh ideas and for you to become more active with our group. We will provide more information in future articles and at the monthly meetings.

Mark your Calendar!

This month (**July 19**), Todd Leeson from the law firm of Flippin, Densmore, Morse & Jessee will give us Personnel Policy Updates, primarily focusing on e-mail and workplace violence issues.

The time of the "The Organization Workshop" scheduled for August 16 has changed from 7:30 a.m. – 12:00 noon to 7:30 a.m. – 10:00 a.m. Please make a note of this change and plan to join us. Paula Wilder with WIT Associates will lead this informative workshop.

Have a Happy and Safe July 4th!

Cindy

Chapter Industrial Meeting

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, July 10, 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 this month on Tuesday, July 10, 2001, at Bright Services in Christiansburg. This meeting is usually 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

Happy July 4th and happy summer! When we started the year 2001, there were 90 members in our local chapter. Since then, we have had enormous interest in membership, and as we finish this first half of the year, I am proud to say that we have had 16 new members join the NRV chapter! I would like to take this opportunity to welcome some of the most recent members to our ever-growing NRV-SHRM chapter!

New Members:

Cheryl Williamson, HR Admin. Asst.
Haleos, Inc.
3150 State Street
Blacksburg, VA 24060
Phone: (540) 552-4610 x3829
Fax: (540) 553-3732
E-mail: cwilliamson@haleos.com

Yvonne Quesenberry, HR Specialist
Haleos, Inc.
3150 State Street
Blacksburg, VA 24060
Phone: (540) 552-4610 x3826
Fax: (540) 553-3732
E-mail: yquesenberry@haleos.com

Maryann Moison, Office Coordinator
Woods, Rogers, & Hazelgrove, P.L.C.
1872 Pratt Drive, Suite 1290
Blacksburg, VA 24060
Phone: (540) 200-0222
Fax: (540) 200-0224
E-mail: mmoison@woodsrogers.com

Marjorie Atkins, Administrative Asst.
New River Resource Authority
P.O. Box 1246
Dublin, VA 24084
Phone: (540) 674-1677
Fax: (540) 674-1431
E-mail: matkins@I-plus.net

Jessica Heinline, NRV Account Rep.
Advantage Staffing Resources
2401 S. Main Street
Blacksburg, VA 24060
Phone: (540) 552-2008
Fax: (540) 553-2018
E-mail: ASRJLH@aol.com

Terri E. Shaffer, Admin. Asst
Pepper's Ferry Regional Wastewater Treatment Auth.
P.O. Box 2950
Radford, VA 24143-2950
Phone: (540) 639-3947
Fax: (540) 633-0215
E-mail: tshaffer@I-plus.net

Please feel free to call me at (540) 382-7213 or contact me at christy@brightservices.net if you have any questions regarding membership. Unfortunately, I will not be at the July 19 meeting at Stone's Cafeteria, as I will be out of town that entire week. However, I will be back in the office July 23.

~Christy

Chapter Financial Activity Report

Balance as of May 31, 2001 **\$5183.24**

Deposits:

None for the month of June

Withdrawals:

06/04/01 – Check 352 (6.00)
(Davis Walker/ Reimbursement for guest breakfast - May)

06/21/01 – Check 353 (36.00)
(SHRM breakfasts for guests)

Total Withdrawals: **(42.00)**

Balance as of June 30, 2000 **\$5141.24**

Articles for SHRM Newsletter

Articles for each month's newsletter are due on the last Tuesday of the previous month. For August's newsletter, the deadline would be July 31, 2001. They may be sent to Karen Edmonds at kedmonds@naxs.net

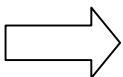
How to Handle Disagreements (from Surviving a Layoff, 1995)

By Bridget Porterfield, Diversity Coordinator

1. Shut up. Listen. Learn. Let the other person speak his/her mind.
2. Stay in control. Don't argue.
3. Ask questions. Not antagonistic questions, clarifying questions.
4. Summarize the complaints.
5. Point out where you think the misunderstanding might be.
6. Stick to the facts. Avoid emotions or personal attacks.
7. Admit when you are wrong. It takes two to tango.
8. Reflect on the big picture.
9. Discuss solutions, "How can we keep this from happening again?"
10. Agree on a solution.
11. Kiss and make up.
12. Communicate.

Board of Directors Meeting Changed!!!

Our chapter Board meeting will be **Tuesday, July 10**, instead of Wednesday July 11! We will meet at 5:00 p.m. at Bright Services in Christiansburg.



Watch for news coming soon
on the upcoming SHRM
Seminar in August. You won't
want to miss it!!

June 13, 2001 Meeting of SHRM Board

Attendees: Cindy Hale, Chuck Swain, Christy McNeil, Bridget Porterfield, Judith Jones, Karen Edmonds

Items Discussed:

- The Board discussed the initiation of several subcommittees, including Web Site, Publicity/Public Relations and New Member Recruitment.
- Chuck has developed a Program Evaluation Form that he will e-mail to the Board for feedback and begin using at the next breakfast meeting.
- Chuck is also developing criteria for a Chapter Professional of the Year Award.
- Christy is investigating the Chapter awarding a small SHRM memento to members who become certified.
- Cindy announced that the Wytheville SHRM Chapter is looking for a co-sponsor of a Virginia SHRM conference to be held in Wytheville on September 11. The cost is \$65. For every member who attends from our Chapter, a \$10 rebate will be returned to the Chapter. Cindy will investigate some possible underwriting sources.
- Chuck indicated that Steve Zimmerman, International Director for the Virginia SHRM State Council, will be visiting the New River Valley. The Board agreed that the Chapter would pay for his lodging costs and Chuck will set up the arrangements.

.... LOOKING FOR

Module Two of the Chapter's SHRM Learning System set (for certification study purposes). Does anyone have it? If so, give Judith Jones a call at 231-6751 or e-mail her at Judith@vt.edu

CERTIFICATION IN PROFESSIONAL HUMAN RESOURCES MANAGEMENT

Bluefield College is offering a class to help prepare students for the PHR/SPHR Exam on December 1, 2001.

Class Site & Times

Bluefield College – Roanoke Higher Education Center
108 N. Jefferson Street, Suite 513
Roanoke, VA 24016
(540) 767-6050 or (800) 817-3554

September 8, 2001 – November 17, 2001

9:00 a.m. through 12:00 noon

No class on September 29 (Labor Day Weekend)

Course Fee

\$795, which includes the SHRM Learning System

Registration

Deadline is August 15, 2001

Call Coy Renick at (540) 767-6050 or (800) 817-3554

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, JULY 17, 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.-10:00 a.m.
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**

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

**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, JULY 17, 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, July 19, 2001 at Stone's
I will be bringing _____ guests
I will be having coffee ONLY _____

Please list topic suggestions for future breakfast meetings: