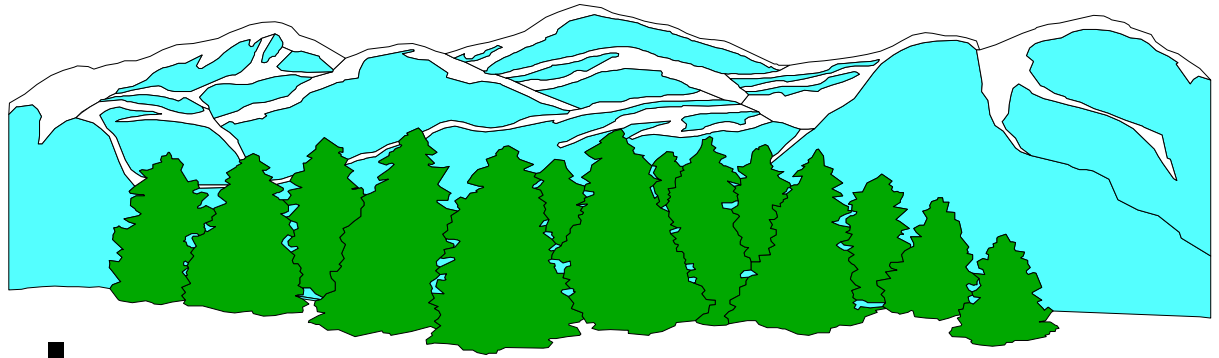


AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



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melissa@hoovercolor.com

NEW RIVER VALLEY CHAPTER

Greetings From The President

September 1, 2001

On August 16, Paula Wilder with WIT Associates led our Chapter meeting in a role-playing workshop. In a short period of time it was a real eye opener to experience first hand what life is like in other parts of an organization. It gives you a better feel and appreciation for one another's worlds. The workshop is about building human systems that share a common business objective from which a common framework then develops.

As promised in last month's newsletter, I would like to share comments I heard from Betsy Knight, Vice President of Member/Chapter Relations at the recent State Council meeting.

- SHRM has been very instrumental in key legislature affecting human resources
- SHRM has 165,000 members as of 5/31/01
- SHRM's goal is to increase membership by 15% and maintain 82% of current membership
- The Learning System will have major enhancements
- SHRM Online will have a new look in October/November which will make it easier to navigate

Our Chapter is gearing up for a Membership campaign in October, as well as looking for energetic members who are interested in volunteering to serve on the Board of Directors. If you have an interest and would like more information about the duties of the various offices, please refer to the Chapter By-laws (located in your membership directory) or contact a current Board member. Chuck Swain will move from the President-elect position to President. The new board takes office January 1, 2002. *We hope to have lots of interest!* Feel free to contact any current Board member or me if you have questions or would be interested in running for an office.

Don't forget to mark your calendar for the Annual Labor and Union Organizing update by Clint Morse on September 20 at 7:30 a.m. at Stones Cafeteria.

Hope you had a Safe and Happy Labor Day!

Cindy

“It’s not just what you knew then, it’s what you know now and how you plan to know it tomorrow.”

THE IMPORTANCE OF RECERTIFICATION

By Sharon Leonard

In the past three years—the equivalent of one recertification period—OSHA issued new ergonomics standards, mandating compliance for thousands of employees. The H-1B visa cap was raised and the rules changed. The Fair Credit Reporting Act was amended to include most routine background investigations of candidates for employment as “credit reports,” setting off a new round of recommended disclosures and waivers. And, the NLRB allowed temporary workers to organize.

These are only a few of the changes to laws, rules and regulations that have made the daily life of an HR practitioner so interesting over the past three years. Add to that the lightening-speed boom and bust of the economy, technological advances, the labor shortage, increasing workplace diversity and employee demand for more family-friendly workplace policies and you have a profession that is not for the sedentary or faint of heart.

That is why the Human Resource Certification Institute (HRCI) requires certified professionals to recertify every three years. While achieving the PHR or SPHR designation is a significant professional milestone, it is really just the start. Recertification demonstrates that you’ve kept abreast of the changes in this dynamic field.

PHR and SPHR candidates can recertify by either accruing 60 hours of professional development experiences over a three-year period or by taking the examination again within six months of one’s certification expiration date. Although there are those who prefer to retake the examination because they find the studying process a stimulating and intense professional development experience, a significant majority would rather recertify by accumulating the required recertification credit hours.

While accumulating 60 contact hours may sound daunting, it may not be as difficult as you think, particularly if you consider the variety of ways HRCI allows to earn the credit hours. HRCI awards recertification credits on an hour-for-hour basis, meaning that an HR-related one-day seminar with six hours of educational offerings will be awarded six recertification credit hours. The SHRM Annual Conference and Exposition can count for 12, more if one participates in pre-conference offerings. HRCI also awards up to 20 credit hours per recertification period for instruction; up to 10 hours for a first-time on-the-job experience; 20 hours for research or publishing; 10 hours for leadership roles; and up to 10 hours for membership in SHRM and other HR-related professional membership associations.

Take some time to chart your recertification plan. Take for example Mary Jones, SPHR, director of human resources for the Widget Company. Jones recently learned that she passed the SPHR examination and is eager to get going on recertification; she never wants to take that examination again and she doesn’t want to ever have to reprint her business cards without the “SPHR” designation. She hopes to be able to proudly say (in a cycle or two), “I’ve been continuously SPHR certified since 2001.”

Jones plans on retaining her national SHRM membership for the entire length of her recertification period. She will accrue a total of 9 credit hours. She is also a member of WorldAtWork, and will accrue the maximum 10 credit hours in that category. Jones will also serve on the HR committee of the local Chamber of Commerce for two years and then became a board member of her local SHRM chapter. She will also design and implement her company’s new compensation plan and will be awarded 10 credit hours for on-the-job experience. Only 30 credit hours left and she hasn’t even attended a workshop or seminar!

Jones divides the remaining credit hours over the next three years. She plans to attend the SHRM annual conference next year and will receive at least 12 credit hours for that. She’s not so sure about two years from now, however, so she plans on accumulating 6 credit hours that year by attending a labor law seminar offered by a local law firm. In the third year, she’ll have 12 recertification credit hours left to go. Jones is planning on starting her CEBs work then and the classes she takes for them will easily put her over the top. If that doesn’t work out, she can always earn recertification credits by participating in an HR-related online course or seminar.

Recertification demonstrates that you are an HR professional fully engaged in this rapidly changing, always exciting field. For

more information about HRCI and recertification, please visit the Institute's website at www.hrci.org.

Sharon Leonard is the Manager of Program Administration for HRCI. She was formerly SHRM's Manager of Workplace Trends and Forecasting.

Chapter Industrial Meeting

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, September 11, 2001, at Stone's Cafeteria 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, September 12, 2001, at the Virginia Tech Corporate Research Center in Blacksburg. 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.

Chapter Financial Activity Report

Balance as of July 31, 2001	\$ 5655.74
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Deposits:

8/31/01 – Membership Dues	\$ 190.00
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<u>Total Deposits:</u>	\$ 190.00
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Withdrawals:

8/06/01 – Check 355 (USPS postage for Membership directories, letters, etc.)	(22.47)
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8/16/01 – Check 356 (SHRM breakfasts for guests)	(36.00)
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<u>Total Withdrawals:</u>	(\$ 58.47)
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<u>Total Balance as of August 31, 2001</u>	<u>\$5787.27</u>
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Membership / Treasurer Update:

Welcome new members!

Anita Lilly, Business Manager
Recognition Research, Inc.
1750 Kraft Drive, Suite 2000
Blacksburg, VA 24060
Phone: (540) 961-6500
Fax: (540) 961-3568
E-mail: Alilly@rrinc.com

Dianne Hall, Human Resource Director
Pulaski Furniture Corporation
P.O. Box 1371
Pulaski, VA 24301
Phone: (540) 994-5200
Fax: None
E-mail: dhall@pulaskifurniture.com

Phillip Griffiths, Personnel Manager
Hubbell Lighting, Inc.
2000 Electric Way
Christiansburg, VA 24073
Phone: (540) 381-3558
Fax: (540) 382-1544
E-mail: pgriffitts@hubbell-ltg.com

Colette Donnelly, Personnel Assistant
Hubbell Lighting, Inc.
2000 Electric Way
Christiansburg, VA 24073
Phone: (540) 381-3562
Fax: (540) 382-1526
E-mail: cjdonnelly@hubbell-ltg.com

We are looking forward to our Membership Drive Kick-Off in October! There will be more information to follow in the newsletter and at the next meeting!

~Christy

Articles for SHRM Newsletter

Articles for each month's newsletter are due on the last Tuesday of the previous month. For October's newsletter, the deadline would be September 25, 2001. They may be sent to Karen Edmonds at kedmonds@naxs.net

Employer Network Meeting

By Bridget Porterfield, Diversity Coordinator

The next Employer Network meeting will be held on September 27 from 8:00 a.m.-10:00 a.m. at Stone's Cafeteria in Christiansburg. Breakfast is \$6.00. Last month's speakers were Muriel Flynn from Virginia Tech and Brian Spencer from Shoney's Restaurant. The Employer Network brings various community organizations and local employers together to better serve the needs of those seeking employment.

School News

Montgomery County Schools are seeking local businesses to speak to various classes on Marketing Education, Business Education, and Special Education. If your business would like to speak, please contact me at (540) 639-9027, ext. 116.

Job Fair

The Workforce Development Center held its first annual job fair in Dublin on August 14. Thirty businesses, training facilities, and community organizations were present. Approximately 150 job seekers attended the job fair sponsored by Goodwill Industries. PSK broadcasted from the location with on-air interviews. Subway and Goodwill Industries provided refreshments. The Workforce Development Center will host another job fair in the spring. Please contact Linda Matthews at (540) 674-1721 for more information.

August Board Meeting Minutes

Date: August 8, 2001
Location: Va. Tech Corporate Research Center, #1715
Attendees: Cindy Hale, Chuck Swain, Melissa Zienius, Mike Aamodt, Bruce Jennings, Jim Cowan, Stacye Lucas, Bridget Porterfield

- Cindy shared information from the State Council meeting. Items included State Director's report, Area II manager report, updated directories of the State Council board and National representatives.
- Stacye Lucas gave the Website Development Committee report. Refer to Website Development Meeting minutes.
- Discussion of November meeting, which is a tour of a local business. Echo Star and Haleos both graciously offered to host this meeting. It was decided to let Haleos host in November and ask EchoStar to host in 2002. Jim Cowan will firm up the plans for the November meeting and Chuck and Keith Foreman will talk to Echo Star.
- Time to begin thinking about the 2002 SHRM Board. It was agreed it is time to advertise to our members and get volunteers and nominations to fill the Board openings. Chuck Swain is writing a newsletter article.
- Action item for all Board members is to read over the bylaws (located in your SHRM directory) before the next meeting, reviewing the responsibilities of each of the Board positions.
- Board provided tidbits of the history of our Chapter so that Cindy can write a short bio on the Chapter to include in the Business Decisions Forum brochure, which our Chapter is co-sponsoring.
- Mike Aamodt was approached by Virginia Tech, Radford University and the Chamber of Commerce regarding the possibility of being involved in the wage survey that our Chapter produces each year. Representatives from each group will attend the September 12 Board meeting at the CRC to discuss further.
- Jim Cowan to submit an article on the Labor Law Seminar coming up on October 5.
- Cindy to ask Christy McNeil to provide the Board the amount of money given to the SHRM Foundation last year. Cindy to look up on the SHRM website to see the different levels of giving.

Website Development Committee Meeting Minutes

Stacye Lucas chairs the committee; members include Kathy Janosko, Jim Cowan, Cindy Hale and Chuck Swain. The committee has met two times. The committee set a goal to have the website up by December 15. The website has been registered as www.nrvshrm.com. Advanced Logic Industries, the company where Kathy is employed, has graciously agreed to host the site. The committee is currently gathering content information and working on a design. If you have any suggestions or comments, please contact Stacye Lucas at slucas@andassoc.com.

Membership/Public Relations Committee

Attendees: Melani Bland, Keith Foreman, David Fry, Cindy Hale, Christy McNeil, Davis Walker

Discussion:

- October will be the kickoff for the membership drive and annual invoicing.
- New member packet contents were discussed and assignments were accepted for updating the packets.
- David Fry will address the student membership regarding increasing membership.
- The committee will submit SHRM meeting dates and activity information to local newspapers for publications.

2001 HR ODYSSEY

Virginia SHRM State Conference

September 23, 24, 25

Keynote Speakers – two best selling authors:

Otto Kroeger, author of "Type Talk"

Marcus Buckingham, author of "First Break All the Rules"

Hosted by Hampton Roads SHRM

For further details visit www.hrshrm.org

Flippin Densmore Announces Guest Speakers for WORKFORCE 2001

Roanoke, VA – Flippin, Densmore, Morse & Jessee, Attorneys at Law, is pleased to announce its upcoming labor and employment law symposium, WORKFORCE 2001, and the slate of guest speakers at this event. The event will be held on Friday, October 5, 2001 from 8 am to 4 pm at the Hotel Roanoke and Conference Center.

Guest speakers for the training sessions include Robert E. Meade, Esq., Senior Vice President, Program Development with the American Arbitration Association (New York, NY), Steven E. Jones, Jr., Director of Business Communications with Baltimore Gas & Electric Co. (Baltimore, MD), Charles G. Waldron, Manager of Labor Relations with Celanese Acetate (Charlotte, NC), and Glenn Smith, Director of Business Ethics and Compliance for McDermott Incorporated and its regional subsidiary, BWX Technologies (Lynchburg, VA).

The Keynote Luncheon for WORKFORCE 2001 will offer remarks from two guests, Chris Spear, Esq., Assistant Secretary for Policy with the U.S. Department of Labor (Washington, DC), and Carolyn L. Wheeler, Esq., Assistant General Counsel with the Equal Employment Opportunity Commission (Washington, D.C.). The Keynote topic will address latest law enforcement emphasis under Title VII, ADEA, ADA, FLSA and FMLA statutes.

This event is co-sponsored by the New River SHRM, the Roanoke Valley SHRM, the Central Virginia SHRM, the Southwest Virginia SHRM, the Blue Ridge Human Resource Association and the Management Association of Western Virginia.

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For more information on WORKFORCE 2001 or a press pass to the Keynote Luncheon, please contact Janie Osterhaus at 510-3053. The agenda for WORKFORCE 2001 is available online at www.flippindensmore.com/workforce2001

Legislative Representatives

Virginia:

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

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

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

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

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

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

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

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"

PLEASE BE SURE TO E-MAIL SUSANNE ALLORE AT sallore@nrbindustries.com BY TUESDAY, SEPTEMBER 18, 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.

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.
Steve Zimmerman/International Dir. for Virginia SHRM State Council "Global Forum and International HR"

November 15, 2001 NRV-SHRM Breakfast Meeting at Haleos 7:30 a.m.
Tour of Haleos Facility in Blacksburg

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, SEPTEMBER 18, 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, September 20, 2001 at Stone's
- I will be bringing _____ guests
- I will be having coffee ONLY _____

Please list topic suggestions for future breakfast meetings: