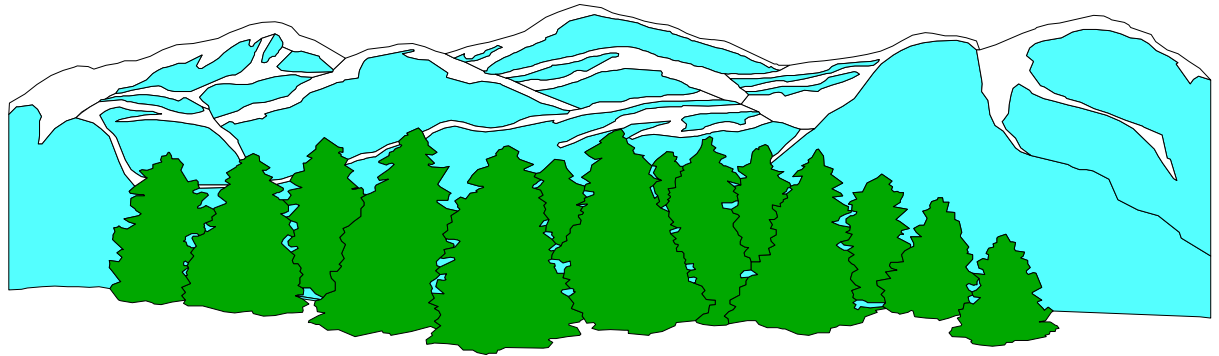


AFFILIATE OF



SOCIETY FOR
HUMAN
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MANAGEMENT



NEW RIVER VALLEY CHAPTER

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Past President 980-7233

melissa@hoovercolor.com

Greetings From The President

October 1, 2001

First, I would like to mention what has been at the forefront of our minds over the last couple of weeks - the terrorist attacks on September 11. These acts of terrorism have had a tremendous effect on every aspect of our nation. We, as HR professionals, need to stay on top of the situation. SHRM is helping us to do this by creating a section titled "*HR Responds to Terrorism*" on their website, www.shrm.org. This section covers a wide variety of articles that can assist you during this time. Following is just a brief sample of what is included: "Disasters – Emergency Preparedness; Crisis Action & Planning Guide; Military Leaves of Absence & Reemployment Rights; Peace at Work in Turbulent Times and National Outrage and Its Impact on the Workplace".

A big thanks to Clint Morse with the law firm of Flippin, Densmore, Morse & Jessee for speaking to our Chapter last month on labor and union organizing. As always, Clint was not only informative, but also entertaining.

Several of our members, including myself, had the opportunity to attend the Business Decisions Forum in Wytheville on September 26. As you know, our Chapter was a co-sponsor of this event along with the Southwest VA SHRM, the Twin County SHRM, and the Appalachian Chapter of the Virginias SHRM. Attendees had the opportunity to network with other HR/business leaders and listen and interact with great speakers who covered a variety of thought provoking topics.

In the month of November our Chapter will hold a **Membership Campaign** in an effort to get all members involved in educating and recruiting new members. The PR/Membership Committee is diligently working to create new materials and develop the logistics of the campaign. The committee will provide information at this month's breakfast meeting and in the November newsletter. *Prizes will be awarded!* Watch for details and join in the fun!

This month Steve Zimmerman, International Director for the Virginia SHRM State Council, will visit our Chapter and present "Why Globalization Matters to HR". Steve has been a HR leader with a Fortune 50 company in Saudi Arabia and an international Japanese firm in the United States. Steve is the owner of Recruiting Options. Please mark your calendar to join us on October 18 at 7:30 a.m. at Stone's Cafeteria.

Enjoy the fall season!

Cindy

Chapter Industrial Meeting

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, October 9, 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, October 10, 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.

The **Chapter Financial Activity Report** and **Membership / Treasurer Update** will be forthcoming in a later mailing. Christy McNeil has taken a new position and is experiencing computer problems. If you wish to contact her, she can now be reached at:

Christine McNeil
Human Resources Manager
Trim Systems – Dublin Division
320 Newbern Road
Dublin, VA 24084
Phone: 540-643-1250
Fax: 540-643-1253
e-mail: Christine.mcneil@trimsystems.com

Best wishes Christy!

Post Traumatic Stress Disorder

By Bridget Porterfield, Diversity Coordinator

Mental health professionals state that the United States may have an onset of individuals experiencing post traumatic stress disorder after the attacks on September 11 of the World Trade Center and the Pentagon. This may directly affect some employees whereas others may be indirectly affected. Please note the description and symptoms associated with post traumatic stress disorder listed below. You may contact your EAP or local mental health professional for more information.

Post traumatic stress disorder occurs when a person has been exposed to a traumatic event in which the person experienced, witnessed, or was confronted with an event or events that involved actual or threatened death or serious injury, or a threat to the physical integrity of self or others. The person's response involves intense fear, helplessness, or horror. Children may express post traumatic stress disorder by disorganized or agitated behavior.

The person may have recurrent/intrusive recollections of the event including images, thoughts, perceptions, or dreams. They may experience flashbacks, illusions, or hallucinations. Internal or external cues that symbolize the traumatic event may add to the disorder.

The individual may resist thoughts, feelings, conversations, activities, places, or people associated with the trauma. They may be unable to recall certain aspects of the traumatic event. The inability to show loving feelings and a sense of a foreshortened future (does not expect to have a career, marriage, children, etc.) may be present.

Other symptoms may include:

1. Difficulty falling or staying asleep
2. Irritability or outbursts of anger
3. Difficulty concentrating
4. Depressed mood
5. Sexual dysfunction
6. Guilt
7. Obsession
8. Addiction

Upcoming HR Survivor 2001 Seminar

An information resource for HR professionals

Labor and employment law issues are business realities. Understanding regulations, evaluating procedures, and implementing policies effectively can enhance a company's performance, employee productivity and morale. To help clients and friends thrive in the 21st Century, Woods, Rogers & Hazlegrove continues its tradition of service and support to management with its 20th Annual Labor and Employment Law Seminar. Management of human resources and the attendant legal risks is vital to all competitive businesses.

Intended for managers, corporate counsel, and human resource professionals, this seminar will address the legal issues confronting all employers, provide networking opportunities, and include a seminar manual designed for use as a handy desk reference.

Comments from past participants have been highly complimentary. One stated that these were "Excellent presentations, professionally given and relevant to today's workplace." Another commented that the seminar was "Very well organized and helpful."

Participants will gain insight and knowledge from WRH's Labor and Employment Law Group and their combined years of experience. For a dramatic presentation of "HR Survivor," the Woods, Rogers & Hazlegrove Players are back by popular demand, and the general session presentations include:

- Legal Developments Update
- Managing Your Employees' Rights Without Giving Up the Right to Manage
- The Top 10 Most Controversial Personnel Policies
- State Law Employment Claims: The Plaintiff's Unlimited Possibilities
- Harassment: It's Not Just About Sex Anymore.

Morning and afternoon clinics will allow participants to explore the following timely topics:

- Strategic Approaches for Using Non-Employee Workers
- Successful Workforce Restructuring: Dealing with Labor & Employment Issues in Mergers, Acquisitions, Downsizings and Reductions in Force
- Measuring Employment Effectiveness: Knowing When to "Vote an Employee Off the Island"
- The Worst Case Scenario: HR's Role in Preparing For and Defending Employment Litigation
- Mediation: An Alternative to Tribal Council
- Trial by Fire: When Employees Take Matters into Their Own Hands

The day long seminar will be held in three locations throughout Southwest and Central Virginia: Danville on Tuesday, October 16 - Stratford Inn and Conference Center; Lynchburg on Tuesday, October 23 - Radisson Inn; and Roanoke on Tuesday, October 30 - Hotel Roanoke and Conference Center. Registration and a continental breakfast begin at 8:00 a.m. with the sessions beginning at 8:30 a.m. and ending at 4:30 p.m. The registration fee is \$135 per person or \$125 per person for three or more attending from one company. Lunch is provided for participants.

For additional seminar information and details, contact Kathleen Kinsey, 540.983.7530. You may also visit the firm's web site at www.woodsrogers.com.

August Board Meeting Minutes

Date: September 12, 2001

Location: Va. Tech Corporate Research Center, #1715

Attendees: Cindy Hale, Chuck Swain, Melissa Zienius, Mike Aamodt, Jim Cowan, Bridget Porterfield, Christy McNeil, Keith Foreman, Davis Walker, Judy Ridinger, Margie Kark

- Margie and Judy presented to the SHRM Board a recommendation that we consider expanding the SHRM Salary Survey to include Virginia Tech and Radford University and maybe categorizing by different sectors, including public, manufacturing, service, and small business. Members who participate in the survey could get copies of the entire survey. Non-members/participants would be able to buy the survey by sector at "x" \$. Non-members/non-participants would be able to buy the survey at "x" + "y" \$. After discussion, a committee was established as follows to look into this proposal and to develop specific SHRM guidelines and stipulations:

Mike Aamodt, Chair

Margie Kark

Judy Ridinger

Melissa Zienius

Bob Griffin

Davis Walker

- A \$250 SHRM Foundation contribution was agreed upon.
- The Board has several openings to fill for next year.

Website Development Committee Meeting Minutes

Last meeting was held on October 3, 2001 at Anderson & Associates

Attendees: Stacye Lucas, Kathy Janosko, Cindy Hale, Jim Cowan and Chuck Swain

The committee made a selection from the web page designs Stacye created. Each item on the web page was discussed and action items were assigned to members to collect various information. Once the basics are filled in, the web page will then be turned over to Kathy Janoska with Advanced Logic Industries, who will fine tune and maintain the web site for us. As mentioned before, Advanced Logic Industries is hosting the site for us.

The committee is on track to meet the deadline of December 15. Next meeting is October 17 at 11:00 a.m. at Anderson & Associates. If you have any suggestions or comments, please contact Stacye Lucas at slucas@andassoc.com.

Membership/Public Relations Committee Minutes

Last Meeting: October 3, 2001 at the Blacksburg Chamber of Commerce

Attendees: Keith Foreman, Melani Bland, Cindy Hale, David Frye, and Chuck Swain

Discussion:

- Invoices to current members will go out in October.
- Promoting the October Online National SHRM Membership Program.
- Theme, logistics and prizes for membership drive which will be called the New River Valley SHRM Networking Campaign.
- Campaign will kick off at the October 18th breakfast meeting and continue through the end of November.
- NRV-SHRM brochure was finalized.
- Bridget Porterfield and Keith Foreman will finalize information to be included in prospective member packets and plan to put them together.
- Committee will present proposal to the Board at its meeting on October 10.

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 October 30, 2001. They may be sent to Karen Edmonds at kedmonds@naxs.net

New SHRM Benefits Online

Great new additions to the SHRM web site! These new benefits can be found in the Information Center at www.shrm.org/whitepapers. There's a new section on Business Literacy that includes resources for business planning, budgeting, finance, strategic planning, marketing plans, payroll, and starting a business.

There are two new toolkits online:

- The Internship Toolkit answers questions such as “How do I get started in implementing an internship program? Do we have to compensate interns? and Can we stipend as opposed to an hourly rate?” If so, you'll want to check out the resources available on the SHRM website.
- The Visa Toolkit contains materials from SHRM Online gathered into one convenient place. From the very basic questions to the more sophisticated, the Visa toolkit is your A to Z visa and immigration reference source.
- The Compensation Toolkit and the Benefits Toolkit are also relatively new—check them out!

Also available are State resources:

- Need to find your State's resources for wage and hour, discrimination, unemployment layoff, and workers compensation? Answers are available on the SHRM web site!
- Touching Lives Calendar: It has long been recognized that HR practitioners have the influence to positively impact the lives of your employees as well as those of the people in your communities. To assist you, the Information Center has compiled the HR Touching Lives Calendar. In choosing which events to include, they focus on four areas: employee relations, health & safety, diversity, and community relations.

Hope you take the opportunity to use these new benefits!

SHRM October Online Promotion

If you are thinking of becoming a SHRM National Member then the month of October is the time. The SHRM October Online Promotion begins Monday, October 1. This special promotion offers a first year rate of \$145 to all new, first-time members who join SHRM national through October 31, 2001 using the online application. This is a \$15 savings. You will also save \$10 annually on your local chapter dues. The offer is a win-win situation for you, SHRM national and our local chapter. Not only do you save money and gain access to a great resource, our chapter will receive credit toward our 2001 affiliation goals plus gain financial support from SHRM National. To join online go to www.shrm.org

Legislative Representatives

Virginia:

Delegate James Shuler
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P.O. Box 406
Richmond, VA 23218
(804) 698-1012

Senator Madison Marye
Room 426 General Assembly Building
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(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

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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

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

PLEASE BE SURE TO E-MAIL SUSANNE ALLORE AT sallore@nrbindustries.com BY TUESDAY, OCTOBER 16, 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.

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., Farmhouse Restaurant

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@nrindustries.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, OCTOBER 16, 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, October 18, 2001 at Stone's
- I will be bringing _____ guests
- I will be having coffee ONLY _____

Please list topic suggestions for future breakfast meetings: