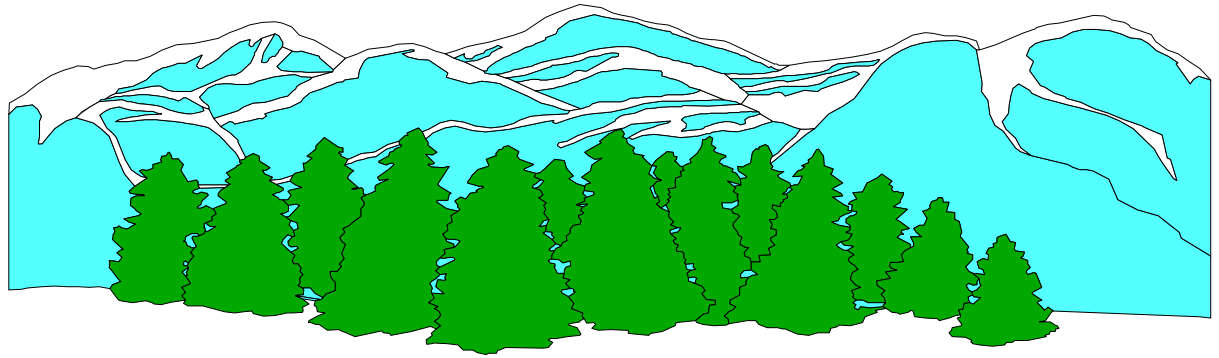


AFFILIATE OF



SOCIETY FOR  
HUMAN  
RESOURCE  
MANAGEMENT



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## *NEW RIVER VALLEY CHAPTER*

### Greetings From The President

**November 1, 2001**

Last month, Steve Zimmerman, the International Director for the Virginia SHRM State Council, spoke to our group on "Why Globalization Matters to HR." His presentation was very interesting as he was able to tell us stories of his international experiences. He provided us with a brief history of the SHRM Global Forum. For more information or to join the SHRM Global Forum, visit [www.shrmglobal.org](http://www.shrmglobal.org) or contact Steve at 540-248-2300.

*Network Campaign Currently in Progress!* I hope that each of you received the e-mail last week with the 2002 NRV SHRM invoice and the article highlighting the Network Campaign. As the article mentioned, a \$75 and a \$50 gift certificate to Outback Steakhouse will be awarded to the member who refers the most new members to our Chapter. We have put together packets for prospective members. Please contact Keith Foreman, Christy McNeil, Bridget Porterfield, Melani Bland or myself if you need a packet(s). Also, remember to get your membership dues in by 12/1/01 and your name will go into a drawing for a \$50 gift certificate to Outback Steakhouse.

Attached is the ballot for the 2002 Board Members. You will be asked to vote at this month's meeting. If you are unable to attend, you may fax your vote to me at 639-6103 by November 15.

This month, Haleos has graciously agreed to host a tour of their facility in Blacksburg. Mark your calendar to join us at 7:30 a.m. Thursday, November 15 at Haleos. If you need directions, they are provided later in the newsletter.

Please be sure and RSVP by November 8 so that Haleos can determine the number of tour guides needed and the amount of food to provide.

Plan ahead! Mark your calendar for the Winter Social at the Farmhouse on Thursday, December 20 from 5:00 – 7:00 p.m.

Have a Happy Thanksgiving!

*Cindy*

### **Chapter Industrial Meeting**

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, November 13, 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, November 14, 2001, at Applebee's Restaurant. 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](mailto:chale@bsi-va.com).

### **Membership/ Treasurer Update**

Happy Fall!! That time is upon us again to be thinking about Membership for 2002! Thank you to the Membership Committee for all the hard work, time, and dedication that they have given in order to get the Membership Drive underway!! This week, I have already received several invoices from members for 2002 membership. Please let me know if you have any questions regarding membership. As many of you know, I am now working at Trim Systems in Dublin. My direct phone number is 540/ 643-1253. My email address is [christine.mcneil@trimsystems.com](mailto:christine.mcneil@trimsystems.com). I look forward to seeing a great turnout at the next breakfast meeting!

~Christy

### **Chapter Financial Activity Report**

<b>Balance as of August 31, 2001</b>	<b><u>\$5787.27</u></b>
<b>Deposits:</b>	<b><u>\$0</u></b>
<b>Withdrawals:</b>	
9/12/01 – #357 Macados (Membership Committee Meeting)	\$ 46.00
9/12/01 – # 358 Cindy Hale (Postage for Bus. Decisions Forum Brochures)	\$ 34.00
9/12/01 – #359 Cindy Hale (Board Meeting)	\$ 12.00
9/20/01 – # 360 Stone's Cafeteria (SHRM Meeting Guests)	\$ 30.00
9/20/01 – # 361 Christy McNeil (Past President Plaque – 2001)	\$ 69.60
10/18/01 – #362 Cindy Hale (Hotel Rm. For Speaker; Supplies for membership packets)	\$132.82
10/18/01 - #363 Stone's Cafeteria (SHRM Meeting Guests)	\$ 54.00
<b>Total Withdrawals:</b>	<b><u>\$ 378.42</u></b>
<b>Total Balance as of October 31, 2001</b>	<b><u>\$5408. 85</u></b>

## **Repetitive Strain Injuries (Safety, October 22, 2001)**

By Bridget Porterfield, Diversity Coordinator

- Number of repetitive motion injuries from typing or keyboarding involving lost time in 1999: 11,105
- Number of repetitive motion injuries from use of tools involving lost time in 1999: 12,372
- Number of repetitive motion injuries from placing, grasping or moving objects other than tools involving lost time in 1999: 22,529
- The top type of injury or illness from repetitive motion: carpal tunnel syndrome, with 27,729 cases.
- Second place: strains and sprains, with 14,820 cases.
- Part of the body most often affected: wrists, with 49.3% of all cases.
- Second place: shoulders, with 8.9% of all cases.

## **Articles for SHRM Newsletter**

Articles for each month's newsletter are due on the last Tuesday of the previous month. For November's newsletter, the deadline would be November 27, 2001. They may be sent to Karen Edmonds at [kedmonds@naxs.net](mailto:kedmonds@naxs.net)

### **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

## **Board Meeting Minutes**

**Date:** October 10, 2001  
**Location:** Va. Tech Corporate Research Center, #1715  
**Attendees:** Cindy Hale, Melissa Zienius, Jim Cowan, Keith Foreman, Davis Walker, Bob Griffin, Karen Edmonds

- Flowers were sent to Chuck Swain in sympathy due to the death of his grandfather.
- A room was reserved for Steve Zimmerman at the Hampton Inn - \$77.
- Chuck will be attending the 2001 Leadership Conference on November 15-17 in Arlington, Virginia.
- The Web Page Development Committee is making lots of progress; have selected format-loading information and will meet the deadline.
- Networking Campaign Guidelines:
  - #1 Recruiter \$75 Gift Certificate.
  - #2 Recruiter \$50 Gift Certificate.
  - Invoices postmarked by 12/1, name goes into a drawing for a \$50 Gift Certificate.
  - Flyer being developed for distribution to members at the meeting on October 18.
  - Invoices for current members with flyer to be sent out via e-mail.
- Wage Survey Committee: Mike Aamodt is Chair; hasn't called together yet. Melissa will contact him.
- Chapter will be receiving \$90 from Southwest Virginia SHRM for our presence at the Business Decisions Forum.
- The SHRM Foundation invoice will be given to Christy.
- \$1,000 was agreed upon to give to the Radford Student Chapter.
- Winter Social to be held on December 20, 5:00-7:00 p.m., \$1,500 limit  
Charge \$5/person  
New members will be honored guests and receive a personal invitation; no charge; and introduced to the Chapter.
- Cindy will call New River Community College and ask David Frye regarding Virginia Tech to see if they have an HR Magazine subscription.
- A \$400 donation was agreed upon to send to Junior Achievement.
- Appreciation gifts to Board members \$25-30.

## **Website Development Committee Meeting Minutes**

Last meeting was held on October 26, 2001

- Reviewed the recent updates of the website.
- The different sections of the site include: About NRV SHRM, Contact Information, Membership, Newsletters, HRCI Certification, HR Links, and Upcoming Events.
- A few minor changes need to be made to the content, but all of the information has been gathered. The committee will focus on making changes to the design over the next few weeks.

## **Membership/Public Relations Committee Minutes**

Attendees: Keith Foreman, Melani Bland, Cindy Hale, David Frye, and Bridget Porterfield

Discussion:

- New committee packets and flyers are updated and ready for distribution.
- Committee developed New Member Drive presentation for the October Chapter meeting.
- Ideas were discussed for promotion of Winter Social.
- Promotion for 2002 Chapter invoicing was developed for distribution to membership.

Keith commends all of the committee members for giving their time this month to make the Networking Campaign kickoff a great success.

## 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 7<sup>TH</sup> 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**

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"**

**PLEASE BE SURE TO E-MAIL SUSANNE ALLORE AT [sallore@nrbindustries.com](mailto:sallore@nrbindustries.com) BY THURSDAY, NOVEMBER 8, 2001 OR RETURN THE ENCLOSED FAX SHEET IF YOU ARE PLANNING TO ATTEND THE HALEOS TOUR. IT IS IMPORTANT THAT SUSANNE GET AN ACCURATE COUNT OF PEOPLE SO THAT FOOD CAN BE PREPARED ACCORDINGLY.**

November 15, 2001 . . . . . NRV-SHRM Breakfast Meeting at Haleos 7:30 a.m.  
**Tour of Haleos Facility in Blacksburg (directions attached)\***

*Season's Greetings*



December 20, 2001 . . . . . NRV-SHRM Winter Social 5:00 – 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**

Directions to Blacksburg Facility Haleos IV

3150 State Street

(540) 552-4610

From I-81

- 1.) Take exit 118 onto 460 West towards Blacksburg
- 2.) Stay on 460 West for ~10 miles, past the New River Mall/Retail area
- 3.) Once you have past the Mall area, begin looking for the first Blacksburg exit (South Main)
- 4.) Stay in the right lane, as there is a lot of construction in that area.
- 5.) Once you have exited onto South Main Street, take a right at the first light (Industrial Park Blvd.)
- 6.) Go approximately a tenth of a mile and take a right onto Commerce St.
- 7.) Take the first left onto Trade Street (you will see the facility at the top of the hill)
- 8.) At the top of the hill the street makes a right turn and changes into State St.

**The entrance to the facility is at the far right end of the building**

**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

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**From:** \_\_\_\_\_  
**Company Name:** \_\_\_\_\_  
**Fax Number:** \_\_\_\_\_ **Phone Number** \_\_\_\_\_

**PLEASE E-MAIL OR FAX THIS FORM TO SUSANNE ALLORE BY THURSDAY, NOVEMBER 8, 2001, IF YOU ARE PLANNING TO ATTEND THE NEXT BREAKFAST MEETING! IT IS IMPORTANT THAT SUSANNE GETS AN ACCURATE COUNT OF PEOPLE SO THAT FOOD CAN BE PREPARED ACCORDINGLY.**

I plan to attend the BREAKFAST MEETING/TOUR on Thursday, November 15, 2001 at Haleos

I will be bringing \_\_\_\_\_ guests

I will be having coffee ONLY \_\_\_\_\_

Please list topic suggestions for future breakfast meetings:

**2002 NRV SHRM BOARD  
BALLOT**

The following members have volunteered to serve on the Board in 2002. We have three positions that require a vote: Secretary and two Member-at-large positions. Please select one person for Secretary and select two from the list of four for member-at-large by marking the slot next to the person you are selecting.

<u>POSITION</u>	<u>CANDIDATE(S)</u>
<b>Immediate Past President</b>	Cindy Hale
<b>President</b>	Chuck Swain
<b>President-elect</b>	Karen Edmonds
<b>Membership Director/ Treasurer</b>	Keith Foreman
<b>Secretary</b> (Select one)	<input type="checkbox"/> Melani Bland <input type="checkbox"/> Stacey Lucas
<b>Legislative Coordinator</b>	Jim Cowan
<b>Diversity Coordinator</b>	Bridget Porterfield
<b>Student Chapter Liaison</b>	Mike Aamodt
<b>HRCI Coordinator</b>	Lorraine Wachsman
<b>Retiree Liaison</b>	Davis Walker
<b>Member-at-Large</b> (Select two)	<input type="checkbox"/> Susanne Allore <input type="checkbox"/> Bruce Jennings <input type="checkbox"/> Christy McNeil <input type="checkbox"/> Melissa Zienius

We will vote at the meeting on the 15<sup>th</sup>. Ballots will be available. If you are unable to attend and would like to vote, please fax to Cindy Hale at 639-6103 by November 15.