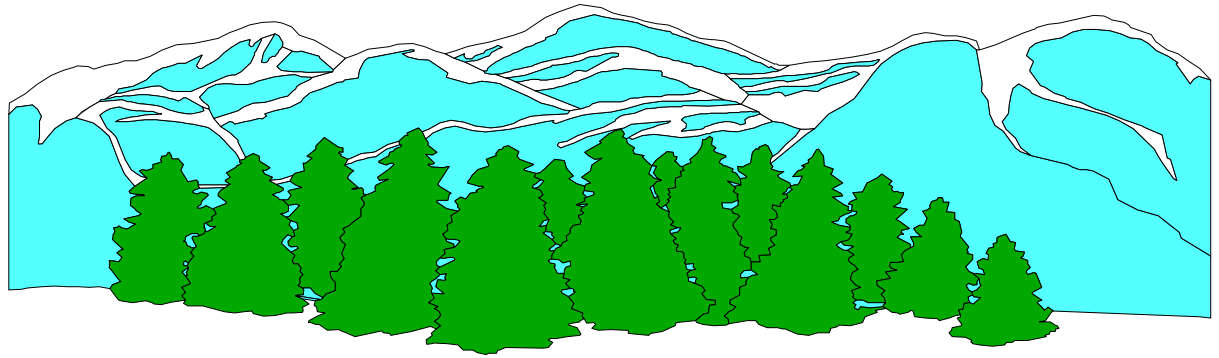


AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



NEW RIVER VALLEY CHAPTER

Board of Directors

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Past President 980-7233
melissa@hoovercolor.com

Greetings From The President

December 1, 2001

I can hardly believe Christmas and the New Year are right around the corner. I am sad and excited to be relinquishing the presidency over to Chuck Swain. I have thoroughly enjoyed being the President of the New River Chapter of SHRM this year. We as a Chapter have accomplished many great things this year, but only with the help of the members who volunteered their time to make things happen. My first thought was to thank each individual who helped me this year, but the list would be long and I'm sure I would leave someone out. So thanks to EVERYONE who made this a successful year for NRV SHRM!

Last month, Haleos graciously hosted the meeting at their facility in Blacksburg. We had a great turnout and lots of opportunity to network with those attending. A big thanks to Art Pumo, Yvonne Quesenberry, and Cheryl Williamson with Haleos for organizing this excellent event.

Congratulations to the 2002 Board of Directors!

President	Chuck Swain
President-Elect	Karen Edmonds
Membership Director/Treasurer	Keith Foreman
Secretary	Melani Bland
Diversity Coordinator	Bridget Porterfield
HRCI Coordinator	Lorraine Wachsmann
Industry Liaison	Bob Griffin
Legislative Coordinator	Jim Cowan
Member at Large	Bruce Jennings
Past President	Cindy Hale
Retiree Liaison	Davis Walker
SHRM Foundation Representative	Melissa Zienius
Student Chapter Liaison	Mike Aamodt

This month we will have our WINTER SOCIAL at the Farmhouse. Mark your calendar for December 20th from 5:00 p.m. – 7:00 p.m. Come and join the fun! Also, highlighted in the newsletter is a listing of our 22 new Chapter members whom we want to officially welcome and recognize at this annual event.

Thanks for the opportunity to serve. It has been a real privilege. My sincere wishes to you and yours for a great holiday season! Hope to see you on the 20th!

Cindy

UPCOMING SHRM WINTER SOCIAL

Our Winter Social will be held on Thursday, December 20, 2001, 5:00-7:00 p.m. at the Farmhouse Restaurant in Christiansburg. RSVP to Davis Walker (dgwalker@usit.net or phone 552-9227) by Thursday, December 13. There will be a small admittance fee of \$5 (with free admittance for new Chapter members). The food is always terrific and lots of it! It's also a great time to catch up with old friends and colleagues and to get to know new ones. This year, there will be a 50/50 raffle (you must be present to win) and a drawing for all those who have sent in their membership dues by December 1. And...the Chapter's new website will be unveiled at the Social. So... there's lots of fun in store. You don't want to miss it!! Mark your calendars so you don't forget.

CHAPTER FINANCIAL ACTIVITY REPORT

Balance as of October 31, 2001	\$5411.65
Deposits:	\$0
Withdrawals:	
11/6/01 – Ck 364 (Stacye Lucas/ NRV-SHRM Website)	\$35.00
11/14/01 – Ck 365 (Applebee's/ SHRM Board Meeting)	\$38.00
11/16/01 – Ck 367 (SHRM Foundation)	\$250.00
Total Withdrawals	\$323.00
Total Balance as of November 30, 2001	\$5088.65

Membership/ Treasurer Update

Happy Holidays!! It is hard to believe that we are nearing the end of the year 2001! We have had a great response for membership for the year 2002. We are currently in the process of recording everyone's information for the 2002 Membership Directory. For those of you who have not returned your invoices and your dues for the upcoming year, please do so as soon as possible. I am looking forward to seeing everyone at the Winter Social on December 20 at the Farmhouse! Until then, everyone have a great (warm!) month of December.

~Christy

Articles for SHRM Newsletter

Articles for each month's newsletter are due on the last Tuesday of the previous month. For January's newsletter, the deadline would be December 26, 2001. They may be sent to the Chapter's new secretary, Melani Bland, at melani.bland@na.manpower.com Melani's telephone number is 540-381-2386 and fax 381-2388.

Winter Social to Recognize 22 New Chapter Members

WELCOME TO THE NEW RIVER VALLEY CHAPTER OF SHRM

Patty Archer, Fontaine Modification
Marjorie Atkins, NR Resource Authority
Jennifer Blank, Draper-Aden
Rhonda Chrisley, Xaloy
Colette Donnelly, Hubbell
Sue Foster, Electro-Tec
Phillip Griffiths, Hubbell
Dianne Hall, Pulaski Furniture
Jessica Heinline, Advantage Staffing Resources
Doug Howell, New River Foundry/Intermet
Ben Jarrells, Rowe Furniture
Anita Lilly, Recognition Research
Thomas Lintz, BB&T
Richard Lucas, Esq., Carter, Brown & Osborne
Doug McEldowney, Duncan Automotive Network
Cindy Mikoychik, Alliant Tech
Maryann Moison, Woods, Rogers, & Hazelgrove
Andrew Monsour, Raymond James Financial Services
Yvonne Quesenberry, Haleos
Terri Shaffer, Peppers Ferry Regional Wastewater Treatment Authority
Cheryl Williamson, Haleos
Mark Woodward, Rowe Furniture

Chapter Industrial Meeting

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, December 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, December 12, 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.

Board Meeting Minutes

Date: November 15, 2001

Location: Applebee's Restaurant

Attendees: Cindy Hale, Bob Griffin, Judith Jones, Melissa Zienius, Bridget Porterfield, Davis Walker

- Winter Social December 20th 5:00 p.m. – 7:00 p.m. was discussed. The Social will recognize the members who joined our Chapter this year. New members to receive a personal invitation from someone on the Board. A list to be included in the December newsletter. Cindy will e-mail the list to Karen. \$5.00 charge for members and guests. No charge for new members who joined our Chapter this year. Membership committee is developing a short program.
- 2002 Ballot – Voted to change the by-laws to increase the board members from 12 to 13. Melissa Zienius agreed to serve as the SHRM Foundation Representative versus a Member At Large. The Industrial Committee Chairman position held by Bob Griffin has changed to Industry Liaison. 2002 Board members to be included in the December newsletter.
- Wage Survey – Our chapter will be revamping the survey next year. Virginia Tech, Radford University and the Chamber will do something separately.
- Chapter donated a subscription to HR Magazine to New River Community College.
- Networking Campaign underway.
- Web Page – www.nrvshrm.com is up and running. A company in our Chapter, Advanced Logic, hosts the site. Kathy Janosko is the web master.
- Cindy and Chuck worked on the Chapter Activity Report in November and have it almost ready to submit to SHRM.

Membership/Public Relations Committee Minutes

Attendance: Davis Walker, Cindy Hale, Chuck Swain, Keith Foreman, Bridget Porterfield, David Frye, Christy McNeil

Topics of Discussion:

- Networking Membership Campaign drive final promotion and new NRV target members.
- Duties were delegated for extending to additional publications meeting notifications.
- Winter Social topics of discussion regarding activities and awards were identified and final arrangements will be made during the December committee meeting.

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

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"

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

PLEASE BE SURE TO E-MAIL DAVIS WALKER (dgwalker@usit.net) by DECEMBER 13, 2001 OR RETURN THE ENCLOSED FAX SHEET IF YOU ARE PLANNING TO ATTEND THE WINTER SOCIAL. IT IS IMPORTANT THAT DAVIS GET AN ACCURATE COUNT OF PEOPLE SO THAT FOOD CAN BE PREPARED ACCORDINGLY.

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" James Cowan "Compensation Discrimination"