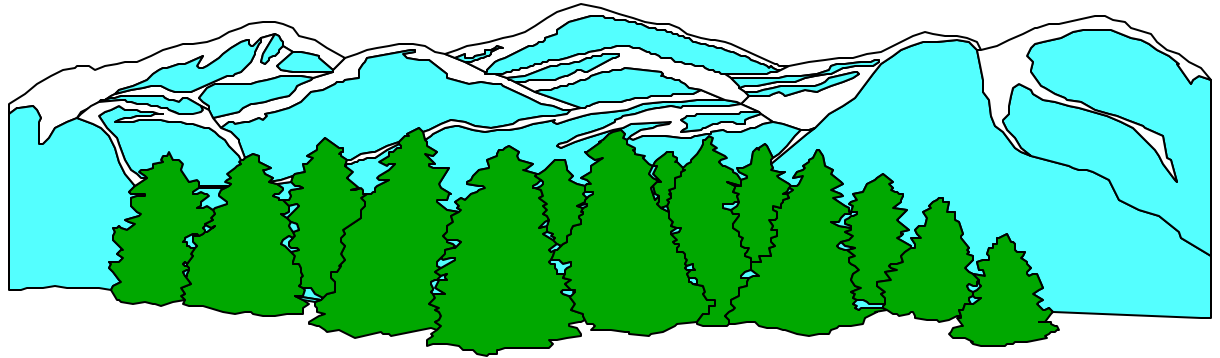


AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



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NEW RIVER VALLEY CHAPTER

Greetings From The President

January 1, 2002

The new team is off and running, I have been informed of the items I am delinquent on (this is one of them) and am trying to keep up. I am very excited about this year and what it will bring for our organization. I am grateful to have been given the opportunity to play a part in this fantastic organization. I see the NRV SHRM having a larger impact on the profession in particular and community in general in the next several years. Ours is an incredibly important profession (although maligned at times) that is evolving with increasing rapidity. It is more difficult now than ever to maintain much less increase competency. This is why ours is such an important organization.

I want to Thank Cindy Hale for the fantastic job she has done and all of the wonderful and exciting changes she accomplished in 2001. The new web site (www.nrvshrm.com), the growth to well over 100 members, enlistment of several new energetic committee and board members, as well as retention of experienced senior board members.

For those of you who weren't able to attend the Winter Social at the Farmhouse in December, you missed an excellent time of networking, fellowship and fun (especially for a bunch of HR types). The room was packed the food and beverages were outstanding, the agenda was informative and well run. Thanks to all of you who worked so hard to make that happen.

This month Jim Cowan will be making a presentation on "Compensation Discrimination." New initiatives from plaintiff's attorneys and the OFCCP make this an important area for all employers. Don't wait until it's too late to get educated on this pertinent topic!

Sincerely,

Chuck Swain, PHR

Winter Social Update

The Gift Certificate winners at last months Winter Social were:

John Clark
Ruth Clark
Colette Donnelly
Mike Aamodt
Bob Griffin
David Gendron

Congratulations to all!

Chapter Industrial Meeting

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, January 8, 2002, 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, January 9, 2002, at the Va. Tech Corporate Research Center. 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 Chuck Swain at 557-5384 or e-mail to cswain@kaydon.com.

Wage & Benefit Survey

The Wage & Benefit Survey Committee will begin meeting in January to prepare for the 2002 survey. If there are any additional job descriptions that you would like to see included in the survey, please e-mail or fax your desired job title and a brief job description to Melissa Zienius/ Hoover Color Corporation at melissa@hoovercolor.com or via fax: (540) 980-8781. If your company has not participated in the past in completing the survey and you would like your company's wage & benefit survey to be included this year, please advise Melissa Zienius at the above e-mail address or fax number.

Membership/ Treasurer Update

Christy and I are currently in the process of recording everyone's information for the 2002 Membership Directory. **If you have not paid your 2002 membership dues, they must be received no later than January 31, 2002 to be included in the 2002 Directory. Please send them in immediately and contact me to let me know that your "check is in the mail", as we want to have a complete listing of all members in the Directory.** There is a revised invoice attached to this newsletter for those who need them. You may contact me at 951-0841 or keith.foreman@adeccona.com. Please send your 2002 membership dues to:

Keith Foreman
Membership Director/ Treasurer, NRV-SHRM
c/o Adecco
1999 South Main Street, Suite 405
Blacksburg, VA 24060

Happy New Year!
Keith

Human Resource Certification Institute (HRCI)

Now is the time to plan for taking the certification exam to achieve your Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR). The tests for 2002 are scheduled as follows:

May 4, 2002	First post-mark deadline for application:	February 22
	Second post-mark deadline (\$20 late fee added):	March 8
June 22, 2002 (given only at the SHRM Conference in Philadelphia, PA)	First post-mark deadline for application:	May 3
	Second post-mark deadline (\$20 late fee added):	May 17
December 7, 2002	First post-mark deadline for application:	September 27
	Second post-mark deadline (\$20 late fee added):	October 11

Patrick Henry Community College is offering a 3 credit course that is designed to provide an overview of key areas in HR management that will prepare you for the certification exams. Contact Barbara Turner at Patrick Henry for more information at (276) 656-0224, by fax at (276) 656-0224, or by e-mail at bturner@ph.vcs.edu
This class is available on-line.

For additional HRCI information, including the registration application for the exam, check out their website at "http://www.hrci.org". You can also contact the NRV chapter coordinator Lorraine Wachsmann, PHR, at 961-2623, or e-mail at lwachsmann@warmhearth.org.

Diversity Update

From Bridgett Porterfield (bporterfield@goodwill-the-valleys.com):

This is a great website for job seekers and employers! Check it out!

HireDiversity.com is the premier online service for career development and diversity recruitment. We provide top quality services and networking opportunities, while linking candidates with companies committed to workplace diversity.

HireDiversity.com specializes in recruiting diverse candidates including women, minorities, bilingual, veterans, disabled and mature workers.

Free service to you:

- Resume posting
- In-house recruiters connecting you to your future
- Thousands of entry to senior-level career opportunities
- Tracking tools to manage your job applications
- Job search agent services

Visit our web-site at <http://www.HireDiversity.com> to view our comprehensive services.

You may post your resume on our site or send it as an email or attached as a Word Document to:

Resumes@HireDiversity.com

Legislative Update

Jim Cowan provides highlights from the Advanced Employment Law Seminar held in Washington, D.C. in December, 2001 (sponsored by the American Bar Association and the American Law Institute Joint Committee on Continuing Professional Education):

- New EEOC Chair, Cari Dominguez, listed her top 5 priorities as "proactive prevention" (employer outreach, education and assistance), using technology to efficiently resolve charges, reducing the backlog of charges, expanding and promoting EEOC's mediation program and strategic litigation (focus on charges under multiple

statutes and charges that reveal systemic problems, more partnering between EEOC investigators and attorneys, and making the EEIC “the model workplace”). Key initiatives will be revisions to the EEO-1 report and updating the Uniform Guidelines on Employee Selection Procedures. The current guidelines date back to the late 1970’s.

- Employers who use electronic mail in the workplace should think about these issues. Does your e-mail policy protect you against the invasion of privacy claims by employees? Are your employees exchanging off-color or otherwise offensive e-mails that could expose you to a harassment lawsuit? Is your e-mail system easing the way for more effective union organizing? Are you taking the necessary steps to protect your own confidential information? Consult your attorney for advise on these issues.
- If your HR staff has access to health-related information, you may need to train them in the requirements of HIPAA (Health Insurance Portability and Access Act). Your attorney can tell you whether HIPAA will affect you and if so, what you need to do to comply.
- Employers who want to get summary judgement claims under the Age Discrimination in Employment Act spawned by a reduction-in-force should avoid using subjective factors to decide who stays and who goes. For example, “sales over \$1 million per year for 5 years” is more objective than “substantial sales experience”. In *Medina v. Ramsey Steel Co.*, 238 F.3d 674 (5th Cir. 2001), the court held that “substantial sales experience” was subjective and allowed the employer the opportunity to discriminate. The court reversed the summary judgement in favor of the employer.
- September 11th and its’ aftermath are having a contradictory effect on jurors. The jurors who tend to see themselves and others as victims feel that employers should view employees as more fragile after Sept. 11th, and will punish them for being insensitive. But, in a time of economic downturn, other jurors tend to shy away from bug verdicts if they believe that the employer will have to cut jobs to pay the verdict.
- Tips on non-compete agreements: Establishing a paper trail that sows the employee knew of the agreement before he/she accepted the job and had time to think it over will help convince the decisionmaker of the agreement’s fairness. Add a provision allowing the agreement to be assigned, and don’t forget to document the assignment of the non-compete if there’s a corporate transition. Unless you have a sure winner, you might get more leverage by filing a lawsuit that will hang over the heads of the employee and his/her new employer than going for a temporary restraining order.
- Wage and hour class-action lawsuits are predicted to be a hot area of litigation. Well-financed plaintiffs’ firms are targeting companies with far-flung, decentralized operations, small corporate headquarters and human resources departments, and high turnover. One popular line of attack is the practice of disciplining salaried managers by docking their pay in daily or hourly increments.

Original copy written by: Heather H. Polzin
Email: polzin@flippindensmore.com

Board Meeting Minutes

Date: December 12, 2001

Location: Applebee’s Restaurant

Attendees: Chuck Swain, Bob Griffin, Davis Walker, Keith Foreman and Karen Edmonds

- Discussed the agenda for the upcoming Winter Social.
- Chuck announced that EchoStar will be conducting a tour for the February meeting in 2002; Keith will contact EchoStar in January to finalize.
- Several suggestions were made for SHRM breakfast programs in 2002; the new calendar of events will be developed through February, 2003.

Membership/Public Relations Committee Minutes

The December meeting focused on finalizing an agenda for the Winter Social. Assignments were accepted for awarding prizes, greeting members, introducing new members, Board of Directors appreciation and introductions. I would like to thank all of the Public Relations/ Membership Committee members for the time and effort volunteered for a spectacular Winter Social.

Keith

Articles for SHRM Newsletter

Articles for each month's newsletter are due on the last Tuesday of the previous month. For **February's** newsletter, the deadline would be **January 29, 2002**. 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.

2002 Calendar of Events & Annual Meeting Schedule

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"

****PLEASE BE SURE TO "REPLY" TO THIS E-MAIL FROM MELANI BLAND (melani.bland@na.manpower.com) BY TUESDAY, JANUARY 15TH IF YOU ARE PLANNING TO ATTEND JANUARY'S MEETING. IT IS IMPORTANT THAT WE GET AN ACCURATE COUNT OF PEOPLE SO THAT FOOD AND HANDOUTS CAN BE PREPARED ACCORDINGLY. THANK YOU ****

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

Invoice for Annual Chapter Membership Dues
Society for Human Resource Management
New River Valley Chapter
January 1, 2002 - December 31, 2002

Part I - Please provide the following information for the Chapter Membership Directory.

Name/Position: _____

Company: _____

Address: _____

Phone: _____ Fax: _____

E-mail: _____

PHR Certified

SPHR Certified

Not Certified

Part II - The NRV-SHRM Chapter receives financial reimbursement from the National SHRM Organization for every Local Chapter Member who is also a National SHRM Member. Therefore, please provide the following information so we can ensure our records agree with the records of the National Organization.

I am not a National SHRM Member

I am a National SHRM Member (Please provide your National Membership Information below).

Membership Number _____

Membership Expiration Date _____

Part III - Dues must be received by December 31, 2001 to ensure you will be included in the 2002 Chapter Membership Directory. Dues are as follows:

\$ 40.00 Annually for National SHRM Members (A Discounted Rate for National SHRM Affiliation).

\$ 50.00 Annually for Non-National SHRM Members (Local NRV Chapter Member Only).

\$ 10.00 Annually for Retired National or Retired Local SHRM Members.

Please make check payable to NRV- SHRM and remit with this form to:

Keith Foreman
Membership Director/Treasurer, NRV-SHRM
c/o Adecco
1999 South Main Street, Suite 405
Blacksburg, VA 24060