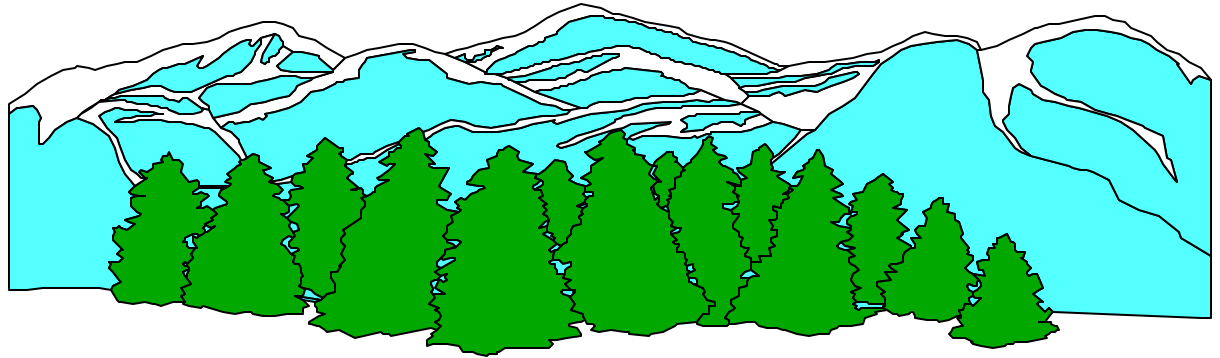


AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



NEW RIVER VALLEY CHAPTER

Greetings From The President

June 1, 2002

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I want to thank Mary Beth Nash, from Gentry, Locke, Rakes & Moore presenting a program on "Risk Management." I learned quite a bit regarding Workers Compensation, and enjoyed the presentation as I know many of you did.

The Quarterly SHRM State Council meeting was a real success, I wanted to thank Cindy Hale and Karen Edmonds for their participation and assistance in putting that meeting together for the State Council. Also I want to Thank Clint Morse and Jim Cowan of Flippin, Densmore, Morse and Jessee for sponsoring the lunch, as always Clint was educational and entertaining. Also, I want to thank the Lucas Law Firm for sponsoring the breaks.

June 20th Victor Cardwell and Agnis Chakravorty of Woods, Rogers and Hazelgrove will be presenting "Trial by Fire: A first class look at workplace violence". This is sure to be valuable to you and your organizations. As always if you want a quick reference to upcoming events or recent newsletters you can access them on our web site (www.nrvshrm.com).

Remember:

- The Virginia SHRM conference will be held in Roanoke this year, this is an excellent educational event. If you can only attend one this year, this should be it. It will be at the hotel Roanoke on October 9-11. Donna Tyson (www.drtyson.com) is scheduled to appear as well as Roosevelt Thomas (www.aimd.org) The event committee is currently seeking RFP's from additional presenters for more information on this visit the Roanoke SHRM website (www.rvshrm.org).

Thanks and I look forward to seeing you at the next meeting.

Chuck

Chapter Industrial Meeting

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, June 11, 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, June 12, 2002, 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 Chuck Swain at 557-5384 or e-mail to cswain@kaydon.com.

Membership/Public Relations Committee

Our committee was unable, due to scheduling conflicts, to meet in the month of May. We will meet the first Tuesday of June at 5:00 PM at the Montgomery Regional Chamber of Commerce in Blacksburg. We will be working on new member packets and newsletter advertisement.

The 2002 Membership Roster and Handbook is ready and will be available for distribution at our June chapter meeting. If you are unable to attend we will mail copies to members after the June meeting.

Please join me in welcoming two of our newest members:

Mary Beth Nash, Attorney
Gentry Locke Rakes & Moore
P. O. Box 40013
Roanoke, VA 24022-0013
Phone: 540-983-9300
Fax: 540-983-9400
Email: marybeth_nash@gentrylocke.com

Sheila M. West, HR Manager
New River Community Action, Inc.
644 West Main Street
Radford, VA 24141
Phone: 540-633-5133 ext. 15
Fax: 540-633-2585
Email: swest@nrcaa.org

Look forward to seeing everyone at our next meeting.

Keith

Chapter Financial Activity Report

Balance as of March 31, 2002 **\$6,687.56**

Deposits:

4/01/02 2002 Membership Dues 180.00

Withdrawals:

Check #380 4/10/02
Applebees – Board Meeting 56.00

Check #381 4/24/02 633.78
SHRM - Learning System

Check #382 4/24/02 Outback – Golf outing door prize	50.00
Check #383 4/26/02 Auburn Hills – Gift Certificate for Electro Tec (Received \$150 check from ElectroTec, deposited in May)	50.00
Check #384 4/26/02 Bob Griffin – Reimbursement for Golf outing expenses	50.35
Check #385 4/26/02 Auburn Hills – Golf outing fees(Checks received deposited in May)	702.60
Balance as of April 30, 2002	\$5,324.83

PHR/ SPHR Certification

The NRV Chapter of SHRM is currently looking for members who are interested in taking the certification exam in December. We are now in the process of forming a study group that would meet beginning in August to prepare for the certification exam. The chapter has an HRCI Learning System to share and is looking for potential members to join the study group. If you are planning to take the PHR/SPHR Certification Exam in December and would like to join this study group, please contact Lorraine Wachsmen (961-2623 or lwachsma@warmhearth.org).

NRV-SHRM Picnic

Planning is now underway for a picnic/social for the chapter to be held in August. Currently we have formed a committee and are asking for volunteers to help with this event. We are also looking for someone to host this event. If you have space to host the picnic or have suggestions for a place, please contact Melani Bland (381-2386 or melani.bland@na.manpower.com). Watch for more details to be announced at the next meeting.

Community Audit Survey

From Stacey Price, Program Manager for Virginia Economic Bridge

Virginia Economic Bridge needs the support and participation of area companies as they access the region's workforce through their *Community Audit*. To present an accurate snapshot that is representative of the entire region they need access to the people in your organization that recruit, hire and manage employees. Using results from an economic and cluster analysis, researchers will investigate deeper into each community's workforce and educational institutions through strategic surveys, interviews and focus groups creating snapshot of the current industry mix, the declining and emerging industries, the existing workforce, emerging workforce, skill shortages and the training opportunities available in the area. An interactive website accessible to you, a prospective company, a prospective worker and our local decision makers will display the results of the study. The site will act as a strategic planning manual, marketing package, a training package and overall this is a toolbox for each of these communities. **By participating in this study you are placing the tools your organization needs into this toolbox.** Please forward any pertinent information to Stacey Price, Community Audit Project Manager at comaudit@radford.edu or call at 831-6396. For more information please visit our website at www.virginiaeconomicbridge.org/community.

Diversity Update

(By Bridget Porterfield / bporterfield@goodwill-th-valleys.com)

Safety and the Supervisor: Safety Abuse is Not Just a Young Person's Problem

Older workers are not immune from the problem of substance abuse. According to the Substance Abuse and Mental Health Services Administration, an estimated 568,000 people 55 years of age or older reported using illicit drugs in the past month when asked during a 2000 survey. The answers also revealed that more than five million older Americans were "binge" alcohol users, including more than one million who were heavy alcohol users.

CEREMONY ENDS LABOR AT GROUND ZERO

Charlie LeDuff, New York Times Wednesday, May 29, 2002

Workers wrap final twin towers column in black

New York -- It was a night for the working people, a brief, private moment to reflect on their 37 weeks spent together at ground zero. A night to mark the end.

Column No. 1001 B of 2 World Trade Center, the last symbolic piece of the unfathomable recovery effort, was cut down at 8:17 p.m. Tuesday by operating engineers, ironworkers, Teamsters, laborers and dock builders.

The 58-ton piece of steel from the south tower was laid on a flatbed truck, wrapped in black muslin and an American flag and tucked in a corner of the pit.

It will be taken out Thursday morning as part of the official ceremony marking the end of the recovery effort at ground zero.

On Tuesday night there were a few government officials, along with a group of police officers and firefighters, including a retired fire captain who had not found his son. There were bagpipers, a bugler and a few hundred men and women with sad memories of abandoned shoes and acrid-smelling smoke and eerie green vapor.

The time spent at the site has played on their minds. Over these past 8 1/2 months, the workers have been convinced that they have seen ghosts and been visited by old friends in their dreams.

They are sure they have inhaled asbestos and plastics and human remains, unsure of what the physical and spiritual effects of ground zero will have on them in the days and months and years ahead.

They gathered at the corner of Vesey and West streets around 7 p.m. and fell in line behind the drums and pipes and down West Street into the pit. The American flag was removed from the top of the column, folded and presented to Lou Mendes of the Department of Design and Construction.

The blowtorch was lighted and passed among the tradesmen from Ironworkers Local 40, Laborers Locals 79 and 731, Dock Builders Local 1456 and International Operating Engineers Locals 14 and 15. Each took turns cutting a piece away.

Joe Bradley, 57, helped build the twin towers, helped remove their remains and will undoubtedly be here to rebuild.

"Don't ever forget these days, boys," he said before the ceremony as work in the pit continued. "We came in as individuals, and we'll walk out together."

Let history show that many of these men and women were here on the afternoon of Sept. 11, having abandoned their jobs elsewhere in the metropolitan region. They scribbled their names and phone numbers on their forearms those first few days in case they were swallowed up in a hole and killed.

Also, let history note these small memories. The workers wept over the abandoned shoes laying in the streets left by people running for their lives. People laughed that second evening as the ironworkers wore cashmere coats and scarves and fedoras from Brooks Brothers to brace themselves from the cold as they burned the steel.

It was a family affair, and they were represented last night. The Reinle brothers: Edward, 60, a heavy machine operator; Thomas, 59, a firefighter; William, 58, an ironworker; and Richard, 57, a Metropolitan Transportation Authority technician. There were others. The Cipriano brothers. The Fossati brothers, the Nolans, Bradleys and Grays.

"You found out who you were," Joe Bradley said of his time here. "What it means to be an American."

There were no speeches in the hole, a smattering of silence among the shouts of "USA" and "Union, Union, Union!" and loved ones calling by cell phone. The pit smelled of wet mud and cigarette smoke.

The work is officially over and the work done was remarkable. It came in under budget, three months ahead of schedule and without one serious injury in 1.5 million man hours. The lucky workers have already been assigned to new jobs or have gone back to the old ones like the AOL Time Warner job in Columbus Circle. Others will be in the union halls today hoping for a chance of work.

When the column was stowed away Tuesday evening, the men and women marched up the ramp through a Navy honor guard, and each worker was handed an American flag. The workers walked past the banner that read "We Will Never Forget" and headed for the taverns.

There, they talked about the lives to be gotten on with. One man talked of seeing the barber to get his collar line cut properly; he has been trimming his own hair since September.

Another has a marriage to patch up. Another talked about making it up to his daughter for missing her recital. There was the hunting trip in Canada and baseball games to see. The future to look forward to.

Board Meeting Minutes

Date: May 8, 2002

Location: Applebee's Restaurant

Attendees: Chuck Swain, Karen Edmonds, Melani Bland, Bridget Porterfield, Jim Cowan, Bruce Jennings, Melissa Zienius, Davis Walker and Mike Aamodt

- Final plans were discussed for the State Council Meeting that was held Friday, May 24 at the Farmhouse Restaurant in Christiansburg.
- Planning for the August picnic is underway. Announcements will be made at the next meetings and in the newsletter to ask for volunteers for the planning committee and for someone to host the picnic.
- A proposal was made by Chuck Swain for the chapter to possibly form a support network for displaced HR professionals.

Articles for SHRM Newsletter

Articles for each month's newsletter are due on the last Tuesday of the previous month. For the **July** newsletter, the deadline would be **June 25, 2002**. They may be sent to the Chapter's 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 a.m.
James Cowan, Flippin, Densmore, Morse & Jessee "Legislative Update--Compensation Discrimination"

February 21, 2002 NRV-SHRM Breakfast Meeting at EchoStar in Christiansburg, 7:30 a.m.
Tour of EchoStar Facility in Christiansburg

March 21, 2002 NRV-SHRM Breakfast Meeting at Stone's Cafeteria in Christiansburg, 7:30 a.m.
Andrew Monsour, The Monsour Group "HR's Role in Employee Financial Education"

April 18, 2002. NRV-SHRM Breakfast Meeting at Stone's Cafeteria in Christiansburg, 7:30 a.m.
Tom Winn & Allison Skinner, Woods, Rogers & Hazlegrove "Legal & Practical Considerations for Terminations"

April 26, 2002. NRV-SHRM 8TH ANNUAL CAPTAIN'S CHOICE GOLF OUTING at Auburn Hills

May 16, 2002. NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m.
Mary Beth Nash, Gentry, Locke, Rakes & Moore "Risk Management"

June 20, 2002. NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m.
Victor Cardwell & Agnis Chakravorty, Woods, Rogers & Hazlegrove "Trial by Fire: A "First Class" Look at Workplace Violence"

****PLEASE BE SURE TO "REPLY" TO THIS E-MAIL FROM MELANI BLAND (melani.bland@na.manpower.com) BY TUESDAY, JUNE 18th IF YOU ARE PLANNING TO ATTEND THE APRIL MEETING. PLEASE INDICATE IF YOU WILL BE HAVING BREAKFAST OR "COFFEE ONLY" AND LET US KNOW IF YOU WILL BE BRINGING ANY GUESTS. IT IS IMPORTANT THAT WE GET AN ACCURATE COUNT OF PEOPLE SO THAT FOOD AND HANDOUTS CAN BE PREPARED ACCORDINGLY. THANK YOU ****

July 18, 2002. NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m.
Todd Leeson, Flippin, Densmore, Morse & Jessee "Recent Court Cases Update"/ "Certification Update"

August, 2002. NRV-SHRM PICNIC
Marcy Engle, SHRM Foundation

September 19, 2002. NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m.
Mike Aamodt, Radford University "Innovations in Employee Selection"
"Invite Your Manager" Day

October 17, 2002 NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m.
Clinton Morse, Flippin, Densmore, Morse & Jessee "Annual 'State of the Union' Legislative Update"

November 21, 2002NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m.
Bobby Raynes, Personnel Research Associates “Resolving Workplace Conflicts”

December 19, 2002 NRV-SHRM WINTER SOCIAL 5:00-7:00 p.m., Farmhouse Restaurant

January 16, 2003NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m.
Flippin, Densmore, Morse & Jessee “Legislative Update”/ Installation of Officers

February 20, 2003 NRV-SHRM Breakfast Meeting at Stones Cafeteria in Christiansburg, 7:30 a.m.
TBA

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