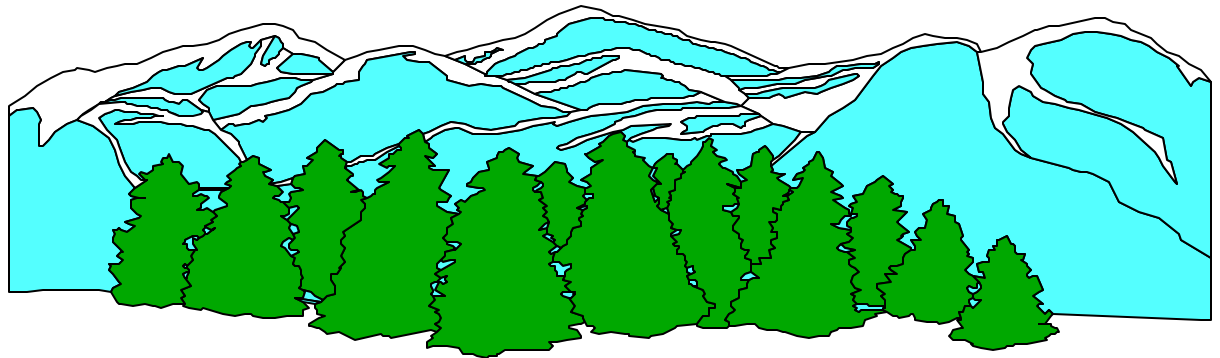


AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



NEW RIVER VALLEY CHAPTER

Greetings From The President

September 1, 2002

Board of Directors

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MIKE AAMODT
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First, a special thanks to Marcy Engle, SHRM Foundation Director, for her excellent presentation on the SHRM Foundation at our August meeting. Marcy provided information about the Foundation and how it functions as a resource to SHRM members in a variety of ways. We will be highlighting the SHRM Foundation at the October meeting with a special event.

Secondly, thank you to everyone who responded to the impromptu survey regarding our breakfast meeting place. We received a tremendous response, which has been very helpful to the Board as we have worked toward a solution. We also appreciate Custom Catering and Famous Anthony's working with us as we have attempted other meeting places. We will be meeting at the Montgomery County Government Center (directions follow in this newsletter) on September 19. One of the highlights of this meeting is the opportunity to "Bring Your Manager." The topic, "Innovations in Employee Selection," will be a very relevant one for all managers. Dr. Mike Aamodt from Radford University will be our guest speaker. Hope everyone (and your manager) can make it. Regarding the immediate future, the October meeting will be held at a location to be announced, and then in November, we will begin meeting at the Hampton Inn in Christiansburg (380 Arbor Drive). A full article about these plans follow in the newsletter.

Don't forget to consider two upcoming conference opportunities in September and October. The first is the Business Decisions Forum on September 17 in Wytheville and then the SHRM State Conference in Roanoke on October 9-11. Both promise to be very worthwhile and economical. So mark them on your calendar!

Fall can be a time for regrouping and refocusing after the more carefree days of summer. I hope yours is productive and filled with wonderful experiences! Looking forward to working with you in the months ahead,

Karen

IMPORTANT ANNOUNCEMENT!

ATTENTION ALL MEMBERS: The meeting scheduled for Thursday, September 19, 2002 will be held at the Montgomery County Government Center. The Center is located at 755 Roanoke Street in Christiansburg approximately 1 mile down from Stone's on the left. (*Directions to follow in a separate email on September 17*). The County has graciously agreed to host our meeting this month until our new location is available. A continental breakfast will be served.

The October meeting will be held at a location to be announced at the September meeting and in the October newsletter.

The Board of Directors is pleased to announce that starting in November, the chapter will begin meeting at the Hampton Inn in Christiansburg located at 380 Arbor Drive in Christiansburg near the New River Valley Mall. The Board selected the Hampton Inn because of its accessibility and central location. The meeting room reserved seats up to 66 people giving the chapter room to grow and promotes a professional and private atmosphere. Also, beginning at the November meeting, there will be a nominal charge of \$5.00 per meeting to offset the cost of the room. Continental breakfast will be provided including coffee, juices, fruit, danish, bagels and doughnuts. The fee will be collected at the door for each member attending and receipts will be provided.

We will be emailing a reminder for this month's meeting with directions on September 17. Please feel free to contact Melani Bland at (540) 381-2386 or melani.bland@na.manpower.com for more information.

Chapter Industrial Meeting

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, September 10, 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, September 4, 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 Karen Edmonds at 394-2007 or e-mail to kedmonds@naxs.net

Membership/Public Relations Committee

(From Keith Foreman/ keith.foreman@adeconna.com)

Please join me in welcoming our newest members:

Stuart Mease
Job Placement Coordinator
Virginia Tech Department of Management
2059 Pamplin Hall (0233)
Blacksburg, VA 24061
Phone: 540-231-2397
Email: smease@vt.edu

Christina Brogdon
Human Resources Assistant
Virginia Tech Services, Inc.
University Bookstore (0407)
Blacksburg, VA 24061
Phone: 540-231-9674 ext.109
Fax: 540-231-2684
Email: christinab@bookstore.vt.edu

E-mail address updates and corrections:

Bruce Jennings- bruce.jennings@volvo.com
Colette Donnelly – cdonnelly@hubbel-Itg.com

Look forward to seeing everyone at our next meeting.

Chapter Financial Activity Report

(From Keith Foreman/ keith.foreman@adeconacona.com)

Balance as of June 30, 2002 **\$5,319.30**

Deposits:

7/5/02 Deposit		
Flippin, Densmore- VA State SHRM Sponsor	250.00	
New membership		40.00
7/12/02		
New membership	150.00	
7/31/02		
New membership	90.00	

Withdrawals:

Check #398 7/10/02
Applebee's – Board meeting 45.72

Check #399 7/31/02
Office Max- Envelopes 11.07

Balance as of July 31, 2002 **\$5,792.51**

Nominating Committee/ 2003 Board of Directors

(From Bruce Jennings/ bruce.jennings@volvo.com)

Following are the positions and nominees for the 2003 Board of Directors:

President-Elect- David Frye
Treasurer/Chapter Membership- Keith Foreman
Secretary- Melani Bland
Diversity Coordinator- Bridget Porterfield
HRCI Coordinator- Lorraine Wachsman
Industry Liaison- Bob Griffin
Legislative Coordinator- James Cowan
Retiree Liaison- Davis Walker
SHRM Foundation Rep.- Melissa Zienius
Student Chapter- Mike Aamodt
Member at Large- Bruce Jennings
Member at Large- Cindy Hale
Member at Large- Susanne Allore

Nominations will be accepted from the floor at our next SHRM meeting. If you are unable to attend the next meeting please send your nomination to one of the nominating committee members. Bruce Jennings (674-7461 or bruce.jennings@volvo.com), Melissa Zienius (980-7233 or melissa@hoovercolor.com), Jim Cowan (961-2600 or cowan@flippindensmore.com).

SHRM Foundation

(By Melissa Zienius/ melissa@hoovercolor.com)

THE ANNUAL SHRM FOUNDATION CAMPAIGN IS ON!

The SHRM Foundation's 2002 Annual Campaign is in full swing and we're counting on everyone to help support the Foundation. The Foundation serves as a catalyst for leading edge research and education to advance the HR profession.

The Foundation is dependent upon financial support from individual HR professionals, corporations and businesses, as well as from SHRM Chapters. The NRV-SHRM annually contributes to the SHRM Foundation and has pledged to do so again this year. Contributions demonstrate support of the future of human resource management. The dynamic field of human resource management continuously challenges HR professionals to keep up with the latest developments and trends. For 30 years, the SHRM Foundation has funded research, publications, and educational programs to help HR professionals and their employers prepare for the future.

10 Ways the Foundation Benefits You:

1. Ground breaking Survey/Book on HR's Role in M&A
2. Grant to the Information Center – White Papers, Legal Reports
3. Directory of HR Graduate Programs
4. Leading-Edge Research Projects
5. HR Surveys
6. SHRM Masters Series
7. Practical Publications
8. Scholarships for Working SHRM members
9. Sponsorship of HR Games
10. Student Scholarships and Awards

Campaign brochures and Contribution forms will be on-hand at all future monthly breakfast meetings. Please pick up the information and make your pledge to contribute to the SHRM Foundation! You can also contact me at melissa@hoovercolor.com for this information.

A 50/50 raffle will be held at the October meeting to raise money to contribute to the SHRM Foundation. Watch for more information about the raffle in the October newsletter.

PHR/ SPHR Certification

(From Lorraine Wachsmann/ lwachsmann@warmhearth.org)

The NRV Chapter of SHRM has formed a study group that is now meeting to prepare for the certification exam in December.

There are still 4 sessions left for anyone who would like to join the group- it's not too late. Each study session will be held on Tuesday night, starting at 6pm and ending around 8pm. Each session will be held at the workplace for the SPHR Leader of that session. Please refer to the following schedule for dates and the module to be reviewed:

Sep 10- Strategic Management	Judith Jones, VPI & SU
Sep 17- Human Resource Development	Karen Edmonds, Montgomery County
Sep 24- Compensation & Benefits	Cindy Hale, BSI
Oct 1- Occupational Health, Safety & Security	TBA

The next HRCI certification exam will be held December 7 at a testing site in Roanoke- the deadline to register is September 27 (late registration up to October 11, with extra fee). For more details, go to the web site at www.HRCI.org
If you are planning to take the PHR/SPHR Certification Exam in December and would like to join this study group, please contact Lorraine Wachsmann (961-2623 or lwachsmann@warmhearth.org).

Diversity Update

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

The Business Decisions Forum 2002 will be held on Tuesday, September 17, 2002 from 8:00 am-3:30 pm at the Wohlfahrt Haus Dinner Theatre in Wytheville, VA. It is sponsored by the following organizations: The Southwest County SHRM, The Twin County SHRM, The New River Valley SHRM, and The Appalachian Chapter of the Virginias SHRM. A schedule of events are listed below:

“Legal Issues Update”

“Union vs. Union-Free Management”

“Diversity in the Workplace-Cultural Differences”

“How to Succeed at Almost Anything Almost all the Time”

“Disaster Mental Health”

The cost is \$65.00 if received before September 3, 2002. Thereafter, the cost will be \$75.00. You may check the website at <http://swvshrm.wytheville.com>, or by calling (276) 223-4869 for more information.

This year's forum offers several topics relating to diversity in the workplace. Please contact me if you plan to attend; carpooling may be available

Legislative Update

(from Jim Cowan/ cowan@flippindensmore.com)

There are several recent developments in the immigration law field that we would like to bring to your attention this month. For additional information about any of these issues, please contact Jeffrey Van Doren or any other member of the Business Immigration Group.

INS Allows Concurrent Filing of I-140 and I-485

The Immigration and Naturalization Service (INS) issued an Interim Rule, which allows concurrent filing of Form I-140, Immigrant Petition for Alien Worker, and Form I-485, Application to Register Permanent Residence or Adjust Status, when a visa number is immediately available. Presently, all of the employment-based visa categories are current, so concurrent filing is available for the first three preference categories affected by this rule: (1) EB-1 Priority Workers; (2) EB-2 Advance Degree Professionals and Exceptional Ability Aliens; and (3) EB-3 Professionals, Skilled Workers, and Other Workers.

Once the employer's Labor Certification Application is approved on behalf of an employee, that employee will no longer have to wait for the I-140 petition to be approved before he/she may apply for adjustment of status. The Interim Rule is effective *immediately* and applies to both new I-140 filing and I-140 petitions which are currently pending before the INS.

The Interim Rule also allows the I-140/I-485 applicants to apply for an Employment Authorization Document (EAD) and an Advance Parole, while the I-140 and I-485 applications are pending. Unlike present policy, the applicant must no longer wait for the I-140 approval to apply for either. Though the rule does not specifically address whether spouses and children will also qualify for an EAD and Advance Parole, INS has indicated that immediate family members will be able to benefit from this provision as well.

Finalized INS Alien Registration Rule Effective Sept. 11, 2002

The U.S. Department of Justice (DOJ) recently issued a final rule that requires certain nonimmigrant aliens to make specific reports to the INS. Set to take effect on September 11, 2002, the rule currently affects only aliens from Iran, Iraq, Libya, and Sudan.

Recent terrorist incidents have underscored the need to broaden the special registration requirements for nonimmigrant aliens from certain designated countries, and other nonimmigrant aliens whose presence in the United States requires closer monitoring, to require that they provide specific information at regular intervals to ensure their compliance with the terms of their visas and admission, and to ensure that they depart the United States at the end of their authorized stay. On June 13, 2002, the DOJ published a proposed rule to modify the regulations to require certain nonimmigrant aliens to make specific reports to the INS: upon arrival; approximately 30 days after arrival; every twelve months after arrival; upon certain events, such as a change of address, employment, or school; and at the time they leave the United States. The final rule adopts the proposed rule without substantial change.

State Department Announces Diversity Visa Lottery Rules

The U.S. Department of State (DOS) released application guidelines for the next Diversity Visa lottery (DV-2004) on August 21, 2002. Under current immigration law, up to 55,000 permanent resident immigrant visas are made available each year by random selection through a "Diversity Visa lottery." The visas are distributed among six geographic regions with a greater number of visas going to regions with lower rates of immigration, and no visas going to citizens of countries sending more than 50,000 immigrants to the U.S. in the past five years. For DV-2004, the "high admission" countries whose nationals cannot participate in the DV-2004 lottery are: Canada, China (mainland born), Colombia, Dominican Republic, El Salvador, Haiti, India, Jamaica, Mexico, Pakistan, the Philippines, South Korea, the United Kingdom and dependent territories, and Vietnam.

There is no initial application fee or special application form to enter. The entry must be typed or clearly printed in the English alphabet on a sheet of plain paper and must include:

- The applicant's FULL NAME, with the last name underlined.
- The applicant's DATE AND PLACE OF BIRTH.
- The applicant's NATIVE COUNTRY if it differs from the country of birth.
- NAME, DATE AND PLACE OF BIRTH OF the applicant's SPOUSE AND CHILDREN, including legally-adopted and stepchildren, who are UNDER AGE 21 (all minor, unmarried children **must** be listed on the principal applicant's entry, even if the applicant is no longer legally married to the child's parent, and even if they do not wish to immigrate). The entry will be disqualified if all children are not listed.
- RECENT PHOTOGRAPH OF THE APPLICANT, the applicant's SPOUSE, AND ALL CHILDREN. Entry will be disqualified if photos of all family members are not included.
- The applicant's FULL MAILING ADDRESS and, if possible, a telephone number and e-mail address.
- THE APPLICANT'S SIGNATURE, using his or her usual and customary signature in the native language. Any entry that is not personally signed by the applicant will be disqualified.

This information must be sent by regular mail or airmail to one of the six designated postal addresses (depending upon the region) at the State Department's Kentucky Consular Center. Entries **must be received** during the mail-in period for DV-2004 -- between noon on October 7, 2002 and noon on November 6, 2002.

Full instructions, including the mailing addresses, may be obtained at the State Department's web site:
<http://travel.state.gov/DV2004.html>

Board Meeting Minutes

Date: August 14, 2002

Location: Applebee's Restaurant

Attendees: Karen Edmonds, Melani Bland, Lorraine Wachsman, Bruce Jennings and Bob Griffin

- Karen Edmonds was inducted as the chapter president due to the move of Chuck Swain to Garland, Texas where he has accepted another position. Karen will serve as president for the remainder of 2002 and for 2003. A new president-elect will be nominated for the upcoming elections of the 2003 Board.
- The 2002 Business Decisions Forum will convene in Wytheville at the Wohlfahrt Haus Dinner Theatre on September 17 from 8a to 3:30p. The New River Valley Chapter is a co-sponsor and will contact the Wytheville Chapter about providing help for the event. An announcement will also be made at the August meeting to inform the membership about the event and encourage participation. Information will also go into the next newsletter as well.
- Discussion was held about the new meeting locations and the board will continue researching and exploring other options that are more accommodating for the majority of the membership.

- Bruce Jennings from the nominating committee announced that all the current board members have been considered and have accepted the nominations for continuing in their positions. Considerations are being made for a president-elect and other nominations will be taken from the floor at the August meeting. An announcement will be made in the September newsletter that nominations will be open until the next meeting in September.
- Karen Edmonds presented the idea to the board for having name tags for the board members and possibly the membership. The name tags would be issued and worn at the meetings and returned at the end of the meeting for safe keeping.
- As part of our commitment to contribute to the SHRM Foundation and achieve the status of “Chapter Champion”, the chapter will hold a raffle to raise funds and awareness for the SHRM Foundation at a future meeting.
- Feed-back sheets will again be used after each meeting starting in September. The forms will be used to gather information from those present at each meeting.
- Karen Edmonds proposed that the chapter recognize those members who achieve certification with a lapel pin or pen engraved w/ SHRM. The members would be presented w/ them at the meetings.

Articles for SHRM Newsletter

Articles for each month's newsletter are due on the last Tuesday of the previous month. For the **October** newsletter, the deadline would be **September 24, 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”

July 18, 2002. NRV-SHRM Breakfast Meeting at Famous Anthony’s in Blacksburg, 7:30 a.m.
Todd Leeson, Flippin, Densmore, Morse & Jessee “Recent Court Cases Update”/ “Certification Update”

August, 2002. NRV-SHRM Breakfast Meeting at Custom Catering in Blacksburg, 7:30 a.m.
Marcy Engle, SHRM Foundation

September 19, 2002. NRV-SHRM Breakfast Meeting at TBA, 7:30 a.m.
Mike Aamodt, Radford University “Innovations in Employee Selection”
**** “Invite Your Manager” Day**

****PLEASE BE SURE TO “REPLY” TO THIS E-MAIL FROM MELANI BLAND (melani.bland@na.manpower.com) BY TUESDAY, SEPTEMBER 17TH IF YOU ARE PLANNING TO ATTEND THE SEPTEMBER 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 ****

October 17, 2002 NRV-SHRM Breakfast Meeting TBA, 7:30 a.m.
Clinton Morse, Flippin, Densmore, Morse & Jessee “Annual ‘State of the Union’ Legislative Update”

November 21, 2002 NRV-SHRM Breakfast Meeting at TBA, 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 TBA, 7:30 a.m.

Flippin, Densmore, Morse & Jessee

“Legislative Update”/ Installation of Officers

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

TBA

Legislative Representatives

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Senator Madison Marye (39TH District)
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