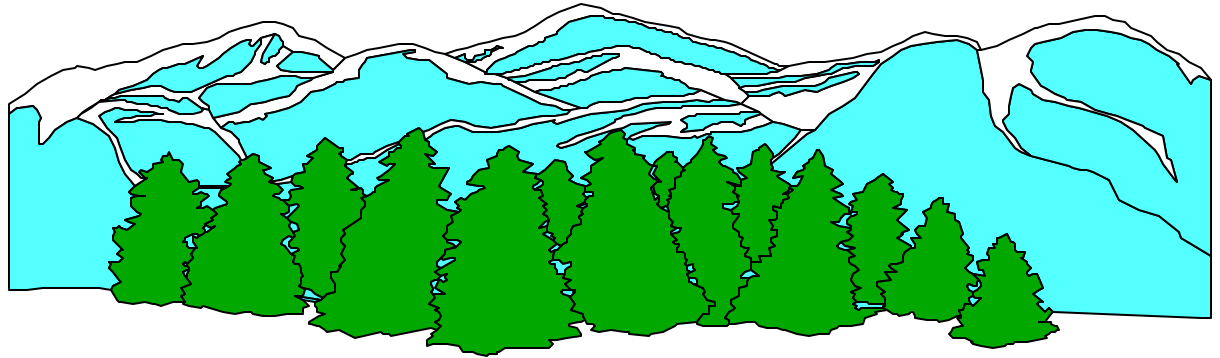


AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



NEW RIVER VALLEY CHAPTER

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Greetings From The President

October 1, 2002

September brought sadness to our chapter in the loss of long-time NRV-SHRM member Bob Griffin. He will be tremendously missed as an HR professional and friend.

A very special “thank you” to Dr. Mike Aamodt from Radford University who conducted a great program on “Innovations in Employee Selection.” He gave us some helpful insights into the various hiring challenges that we face, as well as things to consider in avoiding legal implications and making good hires for our organizations.

We’re looking forward to our new meeting place at the Hampton Inn, 380 Arbor Drive, Christiansburg, which will begin with the November 21 meeting. These past few months have given us the opportunity to move around some and we’ve seen lots of new faces at our monthly meetings. Set a goal for yourself to meet someone that you do not know each month. One of the great benefits of our chapter is not only being able to connect with old friends and colleagues each month but also with other HR-related professionals in this region that may be new to you. We have a tremendous base within our chapter that includes lots of resources and avenues of support; whether it’s just a friendly face or someone to call when you need to compare notes about an HR topic, take advantage of it.

Our October meeting will be held at the Montgomery County Government Center again (755 Roanoke Street, Christiansburg). Directions follow in the newsletter. We will be holding a 50/50 raffle to support the SHRM Foundation. So don’t forget to bring your pocket change (or green) for a very worthwhile effort. The September newsletter outlined a few of the benefits that are available to you through the Foundation.

Have a great month and I hope to see many of you at the State SHRM Conference in Roanoke on October 9-11.

Karen

IN MEMORY

Robert (Bob) E. Griffin

1947-2002

An active board member and past president of NRV-SHRM, Bob Griffin will be fondly remembered by his friends and colleagues in our chapter. Bob maintained a strong commitment to the field of Human Resources and to the New River Valley. His work in the NRV-SHRM chapter has been evident, most notably his leadership of the Annual Golf Tournament, in which several teams of Human Resources professionals came together for a day of fun and friendly competition. Bob served as the Chair of the Industrial group of HR Managers within the chapter. He took great pride in his efforts to facilitate the networking and camaraderie between managers in the Valley. Bob has been a positive influence in the chapter's growth and value as a significant resource for business, industry, education, and government.

Bob had been the Human Resources Manager for TMD Friction in Dublin since December 1, 1991. He passed away on September 9, 2002, and leaves behind his family, co-workers, colleagues, and many friends who will miss his smile and his wisdom.

IMPORTANT ANNOUNCEMENT!

ATTENTION ALL MEMBERS: The meeting scheduled for Thursday, October 17, 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. The County has graciously agreed to host our meeting again this month until our new location is available in November. A continental breakfast will be served.

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 October 15. Please feel free to contact Melani Bland at (540) 961-1774 or emel130@yahoo.com for more information.

Chapter Industrial Meeting

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, October 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, November 13, 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 member:

Ellen Cianelli
Employee Relations Analyst
Virginia Tech
Personnel Services, Southgate Center – First Floor
Blacksburg, VA 24061
Phone: 540-231-5303
Fax: 540-231-3838
E-mail: ecianell@vt.edu

Updates and corrections: Congratulations on new positions to:

Kristen Bevins
Riverbend Nursery, Inc.
Human Resource Manager
1295 Mt Elbert Road NW
Riner, VA 24149
Phone: 540-763-3362 Ext 118
E-mail: Kristen@riverbednursery.com

Keith F. LaShomb, National SHRM Member
Human Resource Director
Duncan Automotive Network
2050 Roanoke Street, 2nd Floor
Christiansburg, VA 24073
Phone: 540-381-3200
Fax: 540-381-3229
Email: HR@duncanauto.net

Chapter Financial Activity Report

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

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

Deposits:

8/16/0202 Deposit

Monthly meeting breakfast receipts	75.00
New membership dues	50.00

9/26/02

New membership	100.00
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9/26/02

Wage Survey	150.00
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Withdrawals:

Check #400 8/08/02

Chuck Swain – Meeting Guest	16.00
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Check #401 8/14/02

Hampton Inn – SHRM Foundation Speaker Accommodation	64.02
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Check #402 8/30/02

Custom catering – Breakfast Meeting	245.00
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Check #403 9/6/02

Famous Anthony's - Missed Breakfast Meeting 100.00

Check #404 9/14/02

Hoover Color Corp – Door prize Bus. Decision Forum 36.52

Check #405 9/14/02

SHRM Foundation – Annual Contribution 250.00

Check #406 9/25/02

Postage – Remaining Roster/Handbooks 85.75

Balance as of September 30, 2002 \$5,370.22

SHRM Foundation

(By Melissa Zienius/ melissa@hoovercolor.com)

A 50/50 raffle will be held at the October meeting to raise money to contribute to the SHRM Foundation. Tickets will be available for purchase at \$1 each or 3 for \$2. The winning ticket will receive half of the money received and the other half will be donated to the SHRM Foundation. The article posted in last month's newsletter is re-printed below for more information on the SHRM Foundation and its benefits.

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.

HRCI Certification Update

(By Lorraine Wachsman/ lwachsma@warmhearth.org)

The study group sessions are completed. Many thanks to the following members, all SPHR certified, who devoted time and energy in preparing for and leading the discussions:

Margaret Fite	Carilion
David Gendron	Federal Mogul
Judith Jones	VPI & SU
Karen Edmonds	Montgomery County
Cindy Hale	BSI

Our chapter should be proud of the interest of its members in participating in the certification process. It is one proof of the professionalism and "extra effort" members are willing to give to be the best they can be in the field of Human Resources.

There's still time for members to register for either the PHR or SPHR certification exam. Although the first application deadline date has passed, the extended application deadline for the December 7 exam is Friday, October 11. Candidates can download the HRCI Certification Handbook and apply online at www.hrci.org.

If members are unsure about which certification exam they should apply for, please refer them to the PHR & SPHR At-A-Glance brochure at <http://www.hrci.org/certification/phr-sphr.pdf> or give us a call at 1-800-283-7476. In addition, HRCI is pleased to announce that next week we will be launching our new Online Practice Exam. This valuable tool will allow candidates to test their knowledge, identify areas where they need to focus their studying, and assess if they're adequately prepared for the actual exam. For more information about the Practice Exam, please go to the HRCI web site and click on Practice Exam.

Diversity Update

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

The Special Needs Symposium is scheduled for Thursday, November 7, 2002 at the Holiday Inn Tanglewood at 4468 Starkey Rd. Roanoke, VA from 8:30am-5:00pm. The symposium covers topics for individuals with special needs. Some of the topics covered are:

"The Status of Mental Health in Virginia & Legislative Review"
"Estate Planning"
"New Legislation for Families with Special Needs"
"School to Work Transition Programs"

Please email me at bporterfield@goodwill-the-valleys.com if you would like more information.

Legislative Update

(from Jim Cowan/ cowan@flippindensmore.com)

Corporate Reform under Sarbanes-Oxley Creates New Cause of Action for Whistle-Blowing Employees

The Sarbanes-Oxley Act of 2002, which President Bush signed into law with much fanfare, has received publicity for its sweeping amendments to the federal securities laws addressed to corporate fraud. But it also creates, *effective immediately*, a private right of action for discrimination by whistle-blowing employees of public companies. The right of action appears to permit suits against individual supervisors, as well as the employer company. Moreover, criminal sanctions apply in some instances.

If Congress intended to send a strong message to publicly held employers and executives not to interfere with whistle-blowing by its employees, it has succeeded. The sanctions against violators are draconian. The availability of damages against individuals and criminal sanctions puts whistle-blowing employees in a class by themselves.

An employee is eligible for the private right of action if the employee

(1) provides information or assists in investigations of securities law violations by federal regulatory or law enforcement agencies, Congress or company personnel with supervisory or investigatory authority; or

(2) files, testifies, participates in, or otherwise assists in proceedings filed or about to be filed involving alleged violations of the securities laws or regulations or securities fraud.

Sec. 806 of the statute amends 18 USC to add a section 1514A, which provides that a public company or its officers, employees, contractors, subcontractors or agents may not “discharge, demote, suspend, threaten, harass, or in any other manner discriminate against an employee in the terms and conditions of employment” due to participation in lawful activities described above. Although no actions have yet been brought to a court for determination, the wording of the statute—in particular, the inclusion of “officers and employees,” in contrast to Title VII—strongly suggests that its remedies are available against individual supervisors as well as the company.

Enforcement of this private right of action is entrusted to the United States Department of Labor. After 180 days, if the Secretary of Labor has not issued a final decision, the employee may bring an action in federal court. The employee’s complaint must be filed with the DOL within 90 days of the alleged violation of the statute.

The relief available to a successful claimant includes reinstatement, back pay with interest, and special damages (including specifically litigation costs, expert witness fees, and reasonable attorneys fees). A prevailing employee “shall be entitled to all relief necessary to make the employee whole.”

Criminal penalties are contained in a separate section of the statute and apply to a much broader set of whistle-blowing transgressions than just those relating to securities fraud. Section 1107 of the Act amends 18 USC § 1513 to add the following provision: “(e) Whoever knowingly, with the intent to retaliate, takes any action harmful to any person, including interference with the lawful employment or livelihood of any person, for providing to a law enforcement officer, any truthful information relating to the commission or possible commission of any Federal offense, shall be fined under this title or imprisoned not more than 10 years, or both.”

Publicly held employers and their human resources managers need to be aware of the special status of whistle-blowing employees and tread carefully when discipline is under consideration.

Board Meeting Minutes

Date: September 4, 2002

Location: Applebee’s Restaurant

Attendees: Karen Edmonds, Davis Walker, Melissa Zienius, Bruce Jennings, Jim Cowan and Melani Bland

- The Hampton Inn at 380 Arbor Drive in Christiansburg was selected as the new locations for the breakfast meetings beginning in November 2002. The meeting room holds up to 66 people and gives the chapter room for growth and the privacy needed. Decision was made to charge \$5.00 per member for the meetings to cover the expense of the room.
- Karen Edmonds announced that the Montgomery County Government Center would be able to provide space for the September and October Meetings until the Hampton Inn would be available in November.
- A \$250.00 contribution will be made to the SHRM Foundation on behalf of the NRV chapter.
- A 50/50 raffle will be held at the October meeting to raise money for the SHRM Foundation.
- The chapter will donate several Va Tech items to the Business Decisions Forum to be given away as door prizes.
- Melissa Zienius agreed to make the name tags for the board and the membership to have ready for the September meeting.
- The chapter by-laws will be amended to allow for 12-14 board members.
- Suggestions were made for future meeting on the topics of ‘long-term care’ and legislative privacy provisions”.

Articles for SHRM Newsletter

Articles for each month’s newsletter are due on the last Tuesday of the previous month. For the **November** newsletter, the deadline would be **October 29, 2002**. They may be sent to the Chapter’s secretary, Melani Bland, at emel130@yahoo.com Melani’s telephone number is 540-961-1774.

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

October 17, 2002 NRV-SHRM Breakfast Meeting at Montgomery Co. Gov’t Ctr., 7:30 a.m.

Clinton Morse, Flippin, Densmore, Morse & Jessee “Annual ‘State of the Union’ Legislative Update”

****PLEASE BE SURE TO “REPLY” TO THIS E-MAIL FROM MELANI BLAND (emel130@yahoo.com) BY TUESDAY, OCTOBER 15th IF YOU ARE PLANNING TO ATTEND THE OCTOBER MEETING. PLEASE INDICATE 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 ****

November 21, 2002 NRV-SHRM Breakfast Meeting at Hampton Inn 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, 2003 NRV-SHRM Breakfast Meeting at TBA, 7:30 a.m.
Flippin, Densmore, Morse & Jessee “Legislative Update”/ Installation of Officers

Legislative Representatives

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