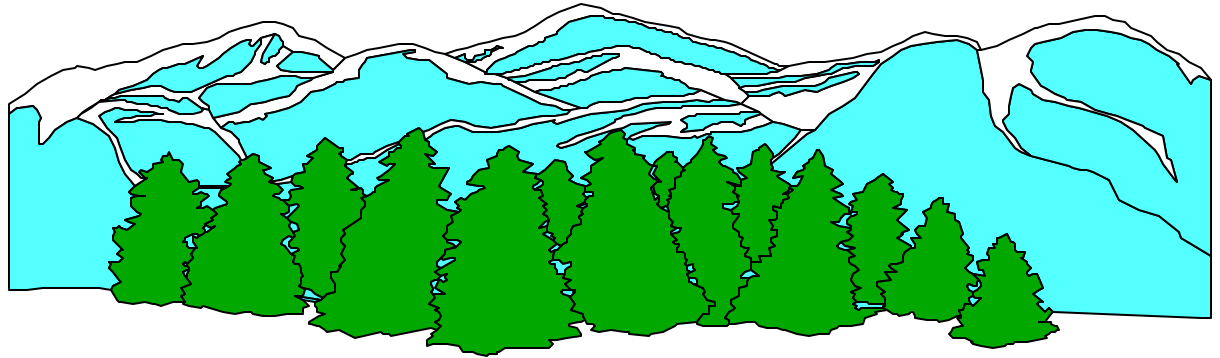


AFFILIATE OF



SOCIETY FOR  
HUMAN  
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MANAGEMENT



**NEW RIVER VALLEY CHAPTER**

**www.nrvshrm.com**

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### Greetings From The President

**February 1, 2003**

The NRV-SHRM Board of Directors met in early January to set objectives for the year. We are very excited about the plans for 2003 and hope that you will be a big part of accomplishing those objectives and being involved with our chapter. We will be announcing them in the immediate future so stay tuned.

Our January legislative update on “Employment Discrimination” was very well received. Thanks to Todd Leeson with Flippin, Densmore, Morse and Jessee for his excellent presentation and helpful advice. I’m excited about the upcoming February 20 meeting, which will include a Certification Recognition service for all of our certified members. We want to celebrate this significant accomplishment together as a chapter. Our topic for that meeting will be “Workplace Literacy” so you don’t want to miss it.

Looking ahead, you will want to mark your calendar for the Annual SHRM Conference to be held in Orlando, Florida, on June 22-25, 2003, and the Virginia State Conference October 15-17, 2003, in Falls Church, Virginia. Watch out for details as these conferences are announced in the coming months. Cindy Hale, newly elected Southwestern District Director, and I will also be attending the first 2003 meeting of the State Council on February 7. State Council meetings are a great opportunity to benchmark practices and to share information with other chapters.

Speaking of calendars, how about marking our chapter meetings on your calendar as a commitment for each month of the year – third Thursday of each month, 7:30 a.m. – so that you schedule around them. If you haven’t followed through with renewal, take a look at speeding up that process. NRV-SHRM is your local avenue for resources and networking with other HR professionals, keeping abreast of the quickly changing dynamics of our field, developing the tools you need to be successful...and...gosh, where else are you going to find such great people to spend time with each month?

Thanks and I hope you have a great month. See you on the 20<sup>th</sup>.

Karen  
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E

## **REMINDER:**

Payment for 2003 Chapter Membership is now due. If you have not yet sent in payment, please send it today. It is important that we receive all dues and member information as soon as possible for listing in the 2003 Membership Roster and Handbook.

A copy of the invoice can be found on the web site at [www.nrvshrm.com](http://www.nrvshrm.com)

Also, please contact Keith Foreman at 951-0841 or [keith.foreman@adecon.com](mailto:keith.foreman@adecon.com) to let him know that you are sending your dues. Thank you

## **ANNOUNCEMENT:**

The chapter will recognize those members who have achieved either PHR or SPHR certification at the February meeting. If you have either of the certifications, please plan to attend the February meeting so that the chapter may recognize your accomplishment. We hope that all of you can be there.

## **National SHRM Member Madness**

Our chapter is currently participating in the **Member Madness** program. This program is dedicated to the concept of partnership - the chapters and SHRM working as a team to reinforce our commitment to our members and to the human resource management profession. Plus, the chapter that has the largest net increase in members into SHRM national in each area and chapter category will have a chance to win one all expense paid trip to the 55<sup>th</sup> Annual SHRM Conference & Exposition in Orlando, Florida (June 22-25, 2003).

As a member of NRV-SHRM, you are eligible for a special first-year membership rate in SHRM national. You can join SHRM national today for just \$145 – that's \$15 off the regular membership dues – just by visiting [www.shrm.org/membermadness](http://www.shrm.org/membermadness) and joining online or printing out the application and mailing or faxing it into SHRM national.

Now is the opportune time to join SHRM. You know the value of your chapter membership, and adding national membership will allow you exclusive access to resources that will complement your membership in NRV-SHRM.

Here are just a few benefits you will receive:

- Member-only areas of SHRM Online
- SHRM Information Center – your Hotline for HR Help – for unlimited answers to your HR-related questions
- Information Center Databases, Toolkits, sample RFPs, Job Descriptions, *SHRM*<sup>®</sup> *Legal Reports*, White Papers, HR Basics and more
- Cutting-edge Industry
- Insightful current & archived publications such as *HR Magazine*, *HR News*, *Workplace Visions* and others
- 170,000 HR professionals in more than 120 countries for networking and best-practice sharing
- Discounts on SHRM Professional Development, including conferences, seminars, certificate programs, executive education, SHRM e-Learning, SHRM Academy<sup>SM</sup>, SHRM<sup>®</sup> Learning System, SPHR/PHR certification preparation programs and more!
- Discounts on SHRM's newest benefit, the SHRM Assessment Center, the world's largest an online resource for testing, professional assessments and surveys

And much, much more! A comprehensive list can be found online at [https://sapphire.shrm.org/memonline/0118\\_pmemapp.cfm](https://sapphire.shrm.org/memonline/0118_pmemapp.cfm).

Take a few moments to review the benefits and the web site and make that decision to support your profession and gain access to your colleagues around the world!

## **Chapter Industrial Meeting**

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, February 11th**, at Stone's Cafeteria in Christiansburg. This meeting is held on the second Tuesday of every month and meets at 7:00 a.m. Contact Bruce Jennings at (540) 674-7461 or [bruce.Jennings@volvo.com](mailto:bruce.Jennings@volvo.com) for more information on the Industrial Meeting.

## **Board of Directors Meeting**

The monthly Board meeting will be held on **Thursday, February 13th, 2003** at Warm Hearth Village in Blacksburg. This meeting will begin 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](mailto:kedmonds@naxs.net)

## **Legislative Update**

(From Jim Cowan/ [cowan@flippindensmore.com](mailto:cowan@flippindensmore.com))

### **EEOC Issues New Guidelines on National Origin Bias in Wake of Influx of New Migrant Workers**

A recently released study shows that between 1990 and 2000, one out of every two new U.S. workers were recent immigrants. During this period, the number of immigrants in the U.S. labor force reached 8 million, a historical high for the past 3 decades. In the wake of this new wave of immigration and increase in national origin harassment claims following 9/11, the EEOC recently published comprehensive guidance on national origin discrimination including English only language requirements, accent and dress issues.

In these new guidelines, the EEOC emphasizes that an English only rule is lawful "if it is needed to promote the safe or efficient operation of the employer's business" but it would be "unlawful if it were adopted with the intent to discriminate on the basis of national origin." The Commission cited the following examples of situations justifying an English only rule:

- For communications with customers, co-workers or supervisors who only speak English;
- In emergencies or other situations in which workers must speak a common language to promote safety;
- For cooperative work assignments in which the rule is needed to promote efficiency;
- To enable an English speaking supervisor to monitor the performance of an employee whose job duties require communication with co-workers or customers.

The EEOC further provides that dress codes are permissible but such codes "must not treat some employees less favorably because of their national origin." For example, prohibiting traditional African or Indian attire but otherwise permitting casual dress could violate Title VII. An employer may require a uniform dress code, even if it conflicts with workers "ethnic beliefs or practices" but if the code conflicts with religious practices, the employer must modify the dress code unless doing so would result in undue hardship.

The new guidelines also state that a job decision made on the basis of a foreign accent "does not violate Title VII if an individual's accent materially interferes with the ability to perform job duties" but that employer should "distinguish between a merely discernable foreign accent and one that interferes with communication skills necessary to perform job duties."

The EEOC's new guidance confirms that harassment is one of the most common forms of national origin discrimination and that such charges have doubled over the past decade. According to the Commission, in fiscal year 2002, there were 2700 charges of national origin harassment filed. Commission guidelines explain that "the most important step for an employer in preventing harassment is clearly communicating to employees that harassment based on national origin will not be tolerated and that employees who violate the prohibition against harassment will be disciplined."

(written by Clinton S. Morse)

## **Salary Survey Committee**

(From Mike Aamodt/ [maamodt@radford.edu](mailto:maamodt@radford.edu))

The 2003 NRV SHRM Salary Survey was e-mailed to SHRM members on January 27. If you did not receive a copy of the survey and want to participate, please email Mike Aamodt ([maamodt@radford.edu](mailto:maamodt@radford.edu)) and he will get you a copy. We would like the surveys returned by the end of February so that we can get the results back to you by the end of March. Let Mike, Melissa, or Davis know if you have any questions.

## **Human Resources Certification**

(By Rita Turpin/ [ritaturpin@citizens.coop](mailto:ritaturpin@citizens.coop))

### **Available Certifications:**

There are two levels of certification available:

1. Professional in Human Resources (PHR)
2. Senior Professional in Human Resources (SPHR)

### **What is the Difference?**

#### **PHR**

- Is appropriate for HR professionals with 2-4 years exempt-level HR work experience
- Focuses more on the operational and technical aspects of human resources management
- The ideal PHR candidate:
  - Focuses on program implementation
  - Commands respect through credibility of knowledge and the use of policies and guidelines to make decisions.

#### **SPHR**

- Is for professionals with 6-8 years exempt-level HR experience
- Appropriate for professionals who address issues from a strategic, consultative and planning approach
- The ideal SPHR candidate:
  - Focuses on the “big picture”
  - Understands the business, not just the HR function
  - Possesses the ability to influence, collaborate, negotiate and impact relationships and outcomes within the organization

### **What is in it for you!**

- It is an investment in you! Self-development is an on-going journey. Studying for these certifications is a great way to build knowledge, self-confidence and self-esteem
- It shows other professionals (bosses, colleagues, employees) that you have the dedication and desire to be knowledgeable and credible!
- It helps you be noticed! Degrees and certifications speak positive volumes to potential employers. They say you will be a motivated, competent, skilled employee who values achievement!
- You get much needed continuing education credit!

## So invest in yourself starting today! Next PHR and SPHR Examination Dates

- May 3, 2003 exam
  - Registration Deadlines
    - Regular Application Postmark Deadline: February 21, 2003
    - Extended Application Postmark Deadline: March 7, 2003

Location-Roanoke

December 6, 2003 exam

- Registration Deadlines (to be announced)

Website for more information: [www.hrci.org/register/schedule.html](http://www.hrci.org/register/schedule.html)

## Preparing to Pass the Certification Exams

- Start early and pace yourself in studying as it take a minimal of 40 hours to review materials related to the exam topics
- Determine what materials and study approach will work best for you (classroom setting, independent learning, study groups)
- Utilize your resources in determining your options for purchasing and/or sharing materials:
  - Determine if your company will assist you in paying for classes or materials under educational reimbursement policies
  - Contact the HR Certification Institute or SHRM to find out more about cost of independent learning materials as well as information on colleges and universities who offer certification classes
    - [www.hrci.org](http://www.hrci.org) or (866) 898-HRCI
    - [www.shrm.org/learning](http://www.shrm.org/learning) (800) 444-5006, option 2

Contact Rita Turpin, Board Member NRV SHRM, who is coordinating chapter certification initiative for 2003.

- [ritaturpin@citizens.coop](mailto:ritaturpin@citizens.coop) or (540) 745-9569

## Board Meeting Minutes

Date: January 9, 2003

Location: Montgomery County Government Center

Attendees: Karen Edmonds, Keith Foreman, Lorraine Wachsman, Bruce Jennings, Cindy Hale, Jim Cowan, Kate Meserve, Rita Turpin, Mike Aamodt and Melani Bland

- A photograph of the Board members who were present was taken for the newspaper announcement of the 2003 Board.
- The Board will meet on Thursdays for the next few months to accommodate Board members who have conflict with meeting on Wednesdays.
- The meeting location will be rotated between Warm Hearth Village, the Va Tech Corporate Research Center and the Montgomery County Government Center in order to find a more suitable location for the business of the Board.
- The Winter Social will be moved up a few weeks in 2003 to accommodate the schedules of the membership and to promote better attendance. The tentative date was set for December 4<sup>th</sup>, 2003.
- Discussion was held over the issue of limiting the number of associate members in the chapter. Karen Edmonds and Cindy Hale will research the policies of other chapters to find out about their mix of membership and if they have a threshold to limit associate membership. They will report back to the Board at a later date. No decision was made and the Board will re-visit this issue at a future meeting.
- A Scholarship Committee was formed to research the options for distribution of the new chapter scholarship. The members of the committee are: Rita Turpin, Jim Cowan and Mike Aamodt.

