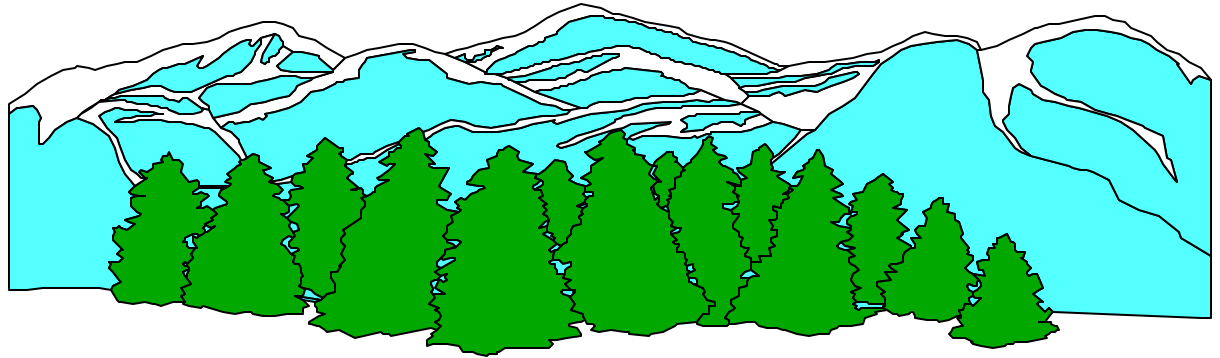


AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



NEW RIVER VALLEY CHAPTER

www.nrvshrm.com

Board of Directors

KAREN EDMONDS
President 394-2007
kedmonds@naxs.net
LORRAINE WACHSMAN
President-Elect 961-2326
llwachsma@warmhearth.org
KEITH FOREMAN
Chapter Membership
Director/Treasurer 951-0841
keith.foreman@adeconna.com
MELANI BLAND
Secretary 961-1774
eml130@yahoo.com
KATE MESERVE
Diversity Coordinator
231-3733
kmeserve@vt.edu
RITA TURPIN
HRCI Coordinator 745-9569
ritaturpin@citizens.coop
JAMES COWAN
Legislative Coordinator 961-2600
cowan@flippindensmore.com
SUSANNE ALLORE
Member at Large 731-8023
sallore@nrbindustries.com
BRUCE JENNINGS
Industrial Liaison 674-7461
bruce.jennings@volvo.com
CINDY HALE
Member at Large 639-1199
chale@bsi-va.com
DAVIS WALKER
Retiree Liaison 552-9227
dgwalker@usit.net
MELISSA ZIENIUS
SHRM Foundation Rep. 980-7233
melissa@hoovercolor.com
MIKE AAMODT
Student Chapter Liaison
831-5513 maamodt@radford.edu
KATHY JANOSKO
Web Site Administrator
443-3377 kathy@ali-inc.com

Greetings From The President

March 1, 2003

2003 is off to a very wintry start and a great time to plan for the rest of the year. The NRV-SHRM Board of Directors has been at work doing just that and has set the following objectives for 2003:

Serve the Professional

- >Increase National SHRM membership by 5%
- >Increase certified membership by 10%
- >Increase Student Chapter involvement in NRV-SHRM
- >Revise our membership application to reflect more information about joining individuals
- >Plan a member/family fun event for 2003

Enhance the Profession

- < Initiate Chapter Scholarship Fund
- < Initiate HR Roundtable
- < Review Associate Member guidelines
- < Enhance Chapter website to include job data bank, legislators, and Student Chapter links
- < Develop informal leadership succession plan

The secret to our chapter's success this year is your involvement and commitment as the NRV-SHRM continues to be the recognized leader of the HR profession within the New River Valley.

We so appreciate the February presentation by Matt Hart with Literacy Volunteers of America (LVA)-New River Valley. Matt did an excellent job sharing the LVA's workplace literacy efforts and resources available. It was also fantastic to recognize all of our certified members.

This level of professional advancement is quite worthy of recognition. This year we hope that even more members will pursue and achieve this designation. Just reviewing the study materials alone is an excellent resource and learning opportunity.

The NRV-SHRM Membership Directory and Handbook will be published and distributed in March. This valuable resource will be in user-friendly notebook format this year so that changes may be made more easily. Thanks to Keith Foreman for all of his efforts to coordinate its development.

Hope you have a great March! Remember Spring is just around the corner...maybe...

Best wishes,
Karen

ANNOUNCEMENTS:

The chapter Industrial group is seeking participation from new members or chapter members who are not aware of the Industrial meetings. These are special meetings for HR professionals who work in an industrial or manufacturing facility. The meetings are confidential and are held separately at Stone's Cafeteria in Christiansburg on the second Tuesday of the month at 7a.m. If you would like to participate in this group or know of anyone who could benefit from the Industrial meetings, contact Bruce Jennings (674-7461 or bruce.jennings@volvo.com) for more information.

SHRM Has a New Look —www.shrm.org

The new SHRM website is chocked full of resources for members. Other developments include a changed look and feel of HR Magazine to include more timely information, as well as a new online newsletter, HR Week, to keep us apprised of HR developments.

So...it is an excellent time to join National SHRM if you are not currently a member. You may do so at a first year reduced rate of \$145. So...check it out!

WOODS, ROGERS & HAZLEGROVE, P.L.C. invites you to join them for a free luncheon seminar on "Non-Competition Agreements & Trade Secrets" at the Virginia Tech Corporate Research Center. Michael F. Urbanski, Chairman of Woods, Rogers Litigation Group, will discuss the changing face of noncompetes in Virginia. Please join us them for this free seminar on Wednesday, March 12, 2003 at noon in RB XII Conference Room adjacent to the Chat Room Cafe, 1715 Pratt Drive. Lunch will be provided. RSVP to mmoison@woodsrogers.com or call (540) 200-0222 by March 10th for more information. Space is limited.

Chapter Industrial Meeting

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, March 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 for more information on the Industrial Meeting.

Board of Directors Meeting

The monthly Board meeting will be held on **Thursday, March 13th, 2003** at the Va Tech Corporate Research Center, Conference Room of Building 12 in Blacksburg. The conference room is next to the Chat Room Café and the address is 1715 Pratt Drive. 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

Chapter Financial Activity Report

Balance as of December 31, 2002 \$3,526.12

Deposits:

1/13/03	2003 Member Dues	2,730.00
1/31/03	2003 Member Dues	300.00
1/31/03	2003 Member Dues	900.00

Withdrawals:

Check #416 1/16/03

Hampton Inn - Monthly Meeting **83.35**

Balance as of January 31, 2003 \$7,372.77

Membership/Public Relations Committee

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

Due to this fun, fun, fun weather we have been experiencing, our committee will not be able to meet in February. We have the 2003 directory ready for final review and it will be printed in March.

So far this year the response to 2003 membership is as follows:

2002 members responding - 75%

2002 members not returning - 9%

2003 new members – 8

If you are interested in joining the membership committee we are looking for two additional members to join in the fun. I have found it very rewarding to be part of such a great group.

See you at the next meeting.

Keith

Legislative Update

(From Jim Cowan/ cowan@flippindensmore.com)

Avoid Becoming the Next Victim of an FLSA Suit

After years of relative inactivity, the Fair Labor Standards Act (FLSA) has reemerged as a potent weapon in employment law. The Act - passed in 1935 as part of Franklin D. Roosevelt's "New Deal" – regulates minimum wage and overtime pay. It mandates, for example, that all non-exempt employees be paid 1½ times their hourly rate for each hour worked in excess of 40 hours in a given work week.

Recent months have seen massive payouts in FLSA class actions. These include actions against Perdue Farms, Inc. (\$10 million), United Parcel Service (\$18 million), Pacific Bell (\$35 million), and Walmart (damages yet to be determined). These are not isolated cases. FLSA actions as a whole are enjoying a renaissance. Indeed, the number of collective actions annually brought under the FLSA has eclipsed discrimination class action suits.

Plaintiff's attorneys find FLSA class actions attractive for a number of reasons. First, FLSA suits are easier to bring as class actions than are discrimination suits. In order for any case to be brought as a class action, there must be a set of facts common to all plaintiffs. Employee complaints in FLSA class actions typically have many more common facts than do complaints in employment discrimination suits. Usually, the complaints involve an alleged unlawful pay practice that exists throughout the defendant company. Because of the factual congruity among affected employees, such FLSA claims are ideally suited for class actions. Second, the complexity of FLSA regulations presents many traps for the unwary employer. The rules governing what time is compensable often are counter-intuitive. Likewise, regulations about which employees are "exempt" or "non-exempt" frequently are difficult to apply. The result is that even well-meaning employers can fall afoul of the requirements of the Act. Although the Department of Labor (DOL) recently announced that it intends to overhaul many of these confusing and antiquated regulations, it may be months - even years - before it finally implements them.

Third, the financial incentive is substantial. As illustrated above, the liability awards can be staggering. This is the result of the damages provisions of the FLSA. The Act entitles employees to recover all pay that has been wrongly withheld from them for the two years (sometimes three years) preceding the suit. Even for an individual employee, this can amount to several thousands of dollars. Aggregating all employees affected by the unlawful pay practice multiplies the exposure several fold. On top of that the Act authorizes courts to award "liquidated damages" up to the amount of the employees' actual damages - thus giving aggrieved employees a double recovery. Finally the act entitles prevailing plaintiffs to attorney's fees and litigation costs. The confluence of these three factors results in a "perfect storm" -type scenario: the conditions are ripe for FLSA class actions. Plaintiff's attorneys are finally awakening to this fact. Thus, recent years have witnessed many employment discrimination lawyers morphing into wage and hour attorneys.

In addition to private suits, the Department of Labor has stepped up its enforcement of the FLSA. It reports that it collected nearly \$143 million in back wages in FY2002. This represented nearly a 30% increase over FY2001. Indeed, FLSA suits presently represent over 80% of the cases brought by the Labor Department.

Employers should take precautions now to avoid being swept away in this new wave of FLSA litigation. They should audit their current pay practices and verify that all their claimed "exempt" employees are properly so designated. In addition, employers should ensure that all non-exempt employees are trained in the importance of accurate time keeping. With the assistance of an attorney trained in wage and hour compliance, employers can avoid becoming the next victim of an FLSA lawsuit.

(written by Joseph M. Rainsbury, Esq. of Flippin Densmore Morse & Jessee)

Diversity Update

(By Kate Meserve/ kmeserve@vt.edu)

Does your web site pass the Bobby test? Bobby, created by a not-for-profit research and development organization, is a software tool designed to help you identify accessibility barriers on your web site. Never thought about the accessibility of your web site before? Then you may be alienating potential customers, missing people in your target audience, or losing valuable job candidates.

We take it for granted that everyone is surfing the web. That way of thinking can be compared to the old belief that if there was no one in a wheelchair in a building, there was no need to build ramps to make it accessible. You'll never know who you're missing until you build "ramps" to your web site.

The Bobby test and additional information about web accessibility can be found at www.cast.org/bobby.

Board Meeting Minutes

Date: February 13, 2003

Location: Warm Hearth Village, Carson Library

Attendees: Karen Edmonds, Keith Foreman, Lorraine Wachsmann, Bruce Jennings, Kathy Janosko, Jim Cowan, Kate Meserve, Rita Turpin, Mike Aamodt, Susanne Allore and Melani Bland

- The Chapter Objectives for 2003 were reviewed and several items were added. The chapter will set up a tickler system for recertification of its certified members to remind and encourage them to renew certification. The president of the student chapter will be invited to future Board meetings.
- The Scholarship Committee reported that they decided the scholarship money would be awarded to chapter members who are taking the certification exam. The money would be used to cover the cost of taking the exam. In order to be eligible for the scholarship the person would need to be a member of the chapter for at least 1 year, and be an employee of a company that does not pay for their chapter membership. The candidates will submit an application and the scholarship would be awarded based upon chapter participation and involvement. If there are multiple candidates with no clear "winner", then the award will be decided through a drawing.
- Karen reported to the Board on her findings on the Associate Member Issue. She found that other chapters put a cap on the number of associate members they allow. Keith will research the number of associate members within our chapter and report back to the Board next month for further review on the issue.

- The Board will conduct a survey of the chapter to gather information on the HR Roundtable. The HR Roundtable will be a separate meeting held on a pre-selected topic and one of the attorney firms will field questions around this topic. The survey will collect information on time and place that would be convenient to the membership.
- The Board discussed the web site and decided to add the dates for certification under HRCI as well as on the calendar. Links to the student chapters will be added. Also, a “job data bank” will be added sometime around April 1st. This job bank will serve as a job/resume posting site for the membership.
- The Membership Committee reported that only 69% of the current members had returned dues as of the 2/12/03. There are 31 members who still need to submit their dues for 2003. The committee will possibly call these members to find out if they will be continuing membership.
- The Salary Survey Committee reported that they have 9 of the surveys returned and should have the remaining in by the end of February. They should have the results tallied by March.
- Karen mentioned that there was an interest from Va Tech/ Radford University in having our endorsement on a salary survey they are conducting along with some of the local chambers of commerce. The Board decided not to do that because our chapter conducts our own individual survey.
- The Industrial Committee reported having great attendance and are looking for additional members from within the chapter membership or from potential new members.
- Kate Meserve reported on a recent meeting she attended on web site accessibility and proposed that the chapter have the speaker come to one of our meetings later this year. Web sites can be rated for their accessibility to the public and the membership could bring their company web site administrator or marketing rep as a guest.
- Rita Turpin reported on the information she collected for our SHRM Area scholarship program. This is money awarded to individual chapters for the purpose of certifying its members. The money can be used by the chapter for study groups, study materials and/or cost of certification. She suggested that our chapter possibly pursue this opportunity. Rita has also surveyed the membership regarding certification. She will submit an article regarding re-certification for the March newsletter.
- Lorraine Wachsmann reported on the 2003 meeting schedule and has the following booked to date: Mar.- Ellen Dodson, Long-term care insurance, Apr.- Woods, Rogers & Hazelgrove, topic TBA, May- Dan Oiler, Mgmt Association, June- Mike Aamodt, Criminal Backgrounds, July- Jim Cowan, HIPA.

Articles for SHRM Newsletter

Articles for each month’s newsletter are due on the last Tuesday of the previous month. For the **April** newsletter, the deadline would be **March 25th, 2003**. They may be sent to the Chapter’s secretary, Melani Bland, at emel130@yahoo.com Melani’s telephone number is 540-961-1774.

2003 Calendar of Events & Annual Meeting Schedule
--

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

February 20, 2003NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
Matt Hart, Literacy Volunteers **“Workplace Literacy/ Certification Recognition”**

****PLEASE BE SURE TO “REPLY” TO THIS E-MAIL FROM MELANI BLAND (emel130@yahoo.com) BY TUESDAY, MARCH 18TH IF YOU ARE PLANNING TO ATTEND THE FEBRUARY 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 ****

March 20, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
Ellen Dodson, SMIA **“Long-term Care Insurance, Should It Be Part of Your Employee Benefits Package? ”**

