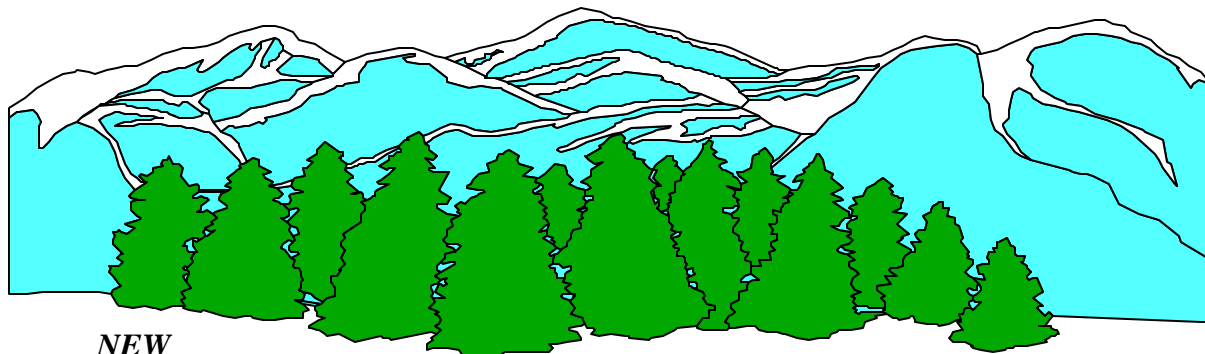


AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



NEW

RIVER VALLEY CHAPTER

www.nrvshrm.com

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Web Site Administrator
443-3377 kathy@ali-inc.com

Greetings From The President

May 1, 2003

Thanks to everyone who participated in the Golf Tournament/Social Survey. We still have room for more input so if you haven't taken the time to respond, please do so with receipt of this newsletter. From the results thus far, there seems to be a strong desire from membership to do more social/networking types of activities. Pursuant to that, we are pulling together a Social Events team. If you are interested in serving in such a capacity, please let me or any other Board members know.

I appreciate the excellent presentation from Matthew McCloskey, Attorney with Flippin, Densmore, Morse, and Jessee, on the HIPAA Privacy Rule—"Down to the Wire." It was so helpful to all of us in trying to make our way through the compliance maze.

An announcement was made at a recent SHRM State Council meeting regarding input into the revamping of FLSA regulations. As you know, these changes are forthcoming and will be very important to all of us. We have only a limited opportunity to provide input into this process and SHRM is collecting your comments for the Department of Labor. You may participate through the following web avenues: www.shrm.org/government; Wendy Wunsh wunsh@shrm.org; or www.thomas.loc.gov. Comments should be sent by the end of May.

Another very noteworthy announcement is that guidelines are now in place for the NRV-SHRM Job Bank available at www.nrvshrm.com (click on Position Postings). You may now post your Human Resources related position vacancies on our chapter website. Those guidelines are printed in this newsletter. Thanks to Kathy Janosko for her work on this. It will be a great opportunity to share information among our chapter as well as a source of information for job seekers new to the area and even outside the area. I occasionally get calls from outside the region from individuals who would like to get back to this area and are looking for an HR job. Now we'll have a place to point such inquiries. So don't forget to use this opportunity for your recruitment needs.

Membership Directories were distributed at the April meeting and will be again at the May meeting. Our speaker will be Dan Oyler from The Management Association on "FMLA—10 Years Old and Still a Mystery." So I hope to see everyone there. Have a great month!

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!

Social Events

****THIS PERTAINS TO BOTH THE GOLF TOURNAMENT AND HOLIDAY SOCIAL. YOUR RESPONSE IS NEEDED!!**

During initial planning for the 2003 annual NRV SHRM golf outing, we began asking some basic questions about the interest and scope for this year's program. While we believe that social events such as the Golf Tournament and Holiday Social are a great opportunity to network with fellow members outside of chapter meetings, we have also noticed that participation at these events has diminished significantly over the past few years. It may be that we are offering events that do not interest the membership or we just don't have time to participate. We suspect it is a combination of these factors. This makes it difficult to plan and schedule events that a majority of the membership can and want to attend. We would like your comments on the Golf Outing, Holiday Social and other opportunities to gather for networking purposes. Please don't be bashful, and respond directly to Melani at emel130@yahoo.com no later than May 12 by using the survey that is included as a separate attachment to this newsletter. If we get your input in a timely manner we can report on the results at the May meeting.

nrvshrm.com Job Data Bank

The chapter now has a new job posting area on the web site. Members may begin placing job postings immediately. The data bank can be found under the "Position Postings" link on the web site. Please use the following guidelines when submitting a posting:

Guidelines to Post Vacancies

1. All postings should be submitted by e-mail via the website to Kathy Janosko, Web Site Administrator (kathy@ali-inc.com)
2. 30 day posting limit unless notified to remove sooner.
3. We accept HR related postings only.
4. NRV-SHRM is not responsible for editing the job posting. We reserve the right to determine appropriateness. NRV-SHRM does not endorse any advertiser/submission.
5. There is no charge to members of NRV-SHRM.

Chapter Industrial Meeting

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, May 13th** 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 **Tuesday, May 6th** at the Montgomery County Government Center. 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

Membership/Public Relations Committee

We will be distributing the remaining NRV Chapter Roster/Handbook at the next chapter meeting so if you need yours sooner or will not be able to attend the next meeting please give me a call.

And just a reminder, that at each monthly chapter meeting we will make available brochures for prospective members. So if you know of someone who would like to know more about our organization please take a brochure and spread the word.

Please join me in welcoming our newest members for 2003:

Brenda Farmer
Senior Account Manager
Bright Services, Pulaski Branch
1026 E. Main St.
Pulaski, VA 24301
Phone: 540-980-1423
Fax: 540-980-1906
Email: Brenda@brightservices.net

David Foster
Human Resources Specialist
Rowe Furniture, Inc.
2121 Gardner Street
Elliston, VA 24087
Phone: 540-444-5020
Fax: 540-444-5022
Email: david.foster@rowefurniture.com

Shelley A. Williams
Assistant Branch Manager
Bright Services
401 Depot Street
Christiansburg, VA 24073
Phone: 540-382-7213
Fax: 540-381-1760
Email: nrv@brightservices.net

See you at the next meeting.

Keith

Chapter Financial Activity Report

Balance as of February 28, 2003 **\$8,163.47**

Deposits:

3/12/03	2003 Member Dues & Meeting Receipt	55.00
3/21/03	50/50 Scholarship	13.00
3/21/03	2003 Membership Dues	90.00
3/24/03	National SHRM CFSP	500.00

Withdrawals:

Check #422 3/19/03

Hampton Inn - Monthly Meeting **72.43**

Check #423 3/21/03

The Virginia SHRM State Council – Annual Dues **76.00**

Check #424 3/21/03

National SHRM – National Dues included in NRV Dues **160.00**

Balance as of March 31, 2003 **\$8,513.04**

Membership/Public Relations Committee

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

A special thanks to Cindy Hale, Davis Walker, Karen Edmonds and Melani Bland for your time and wonderful editing skills. The 2003 Membership Roster and Handbook is complete and will be distributed at the April 17th monthly chapter meeting. Our next committee meeting will concentrate on new member packets, new membership and promoting our chapter. At each monthly chapter meeting we will make available brochures for prospective members. So if you know of someone who would like to know more about our organization please take a brochure and spread the word.

See you at the next meeting.

Keith

Legislative Update

(From Jim Cowan/ cowan@flippindensmore.com)

DOL Proposes Updated Regulations on "White-Collar" Exemptions Under FLSA

The Department of Labor (DOL) has issued proposed new regulations to modernize its 50-year old regulations defining the "white-collar" exemptions under the Fair Labor Standards Act (FLSA). The proposal is posted at www.dol.gov. The DOL seeks public comment through June 30, 2003. Some of the major proposed changes are summarized below.

Substantial Changes to Salary Level Test

The proposal would establish a new, across-the-board minimum salary of \$425 per week (\$22,100 per year). The DOL estimates that over 1 million workers would become non-exempt because of this higher salary threshold. On the other hand, the proposal would create a new exemption for certain employees who earn at least \$65,000 a year.

The New and Improved "Duties" Tests

For the "executive" exemption, the proposed regulations retain the first two duties listed below, and add a third requirement.

- Be responsible for managing the enterprise or a recognized department.
- Customarily and regularly direct the work of 2 or more employees.
- Has authority to hire or fire other employees (or make recommendations that are given particular weight).

For the "administrative" exemption, the following proposed duties are necessary:

- Perform office or non-manual work directly related to management policies or general business operations of the employer or of the employer's customers (this requirement is retained from current regulations).
- Employee must hold a "position of responsibility" defined as the performance of work of substantial importance or work requiring a high level of skill or training.

The second duties test listed above replaces the frequently litigated current requirement that an employee must regularly exercise "discretion and independent judgment."

The "learned professional" exemption currently requires that the employee have knowledge of an advanced type in a field of science or learning acquired by a prolonged course of specialized intellectual instruction and study. The proposed rule would permit the exemption if the employee obtained equivalent knowledge and skills while on the job.

Changes to "Salary Basis" Test

Employers cannot make deductions from an exempt employee's salary for absences of less than one day. While this requirement would continue, the proposal would allow employers to dock exempt employees for full-day pay deductions for disciplinary reasons. Currently, such deductions are only allowed for violations of major safety rules or for unpaid suspensions of one or more weeks.

Computer Professionals

In 1992, the DOL added special rules permitting certain computer programmers and systems analysts to be exempt. The proposed rule would "consolidate and condense" the prior regulatory guidance. However, the new \$425 per week salary threshold would also apply for this exemption (which is likely a lower amount than the current \$27.63 hourly basis). In addition, the proposed rule would delete the requirement that a computer employee must consistently exercise discretion and independent judgment to be exempt.

Conclusion- These proposed new regulations, if enacted, will require employers to review carefully the exempt status of their personnel. Please contact us if we can assist you.

HRCI Update

(By Rita Turpin, HRCI Coordinator/ turpin@coop)

Human Resources Recertification for PHR or SPHR

Two of the most frequently asked questions about recertification are: "How do I recertify?" and "How do I know when it is time for me to recertify my PHR or SPHR?"

How do I recertify?

Two ways are currently available: 1. Applied Education and Learning and 2. Re-take the exam.

Applied Education and Learning:

The majority of certified professional choose to recertify by accumulating 60 recertification credit hours over a three-year period.

Multiple learning methods can be utilized: continuing education experiences, leadership roles, on-the-job experience, research and publishing, membership in HR-related professional organizations and being an instructor for HR related topics.

How do I know when it is time for me to recertify?

The date is 3 years from the date you took your exam to gain certification status.

Resources to Find Out More:

The HR Certification Institute has detailed information of its website that answers the above questions as well as many more in detail. Check out the website at: www.hrci.org/recertification .

Or Contact them at: (703) 548-3440

E-mail: info@hrci.org

1800 Duke Street, Alexandria, Virginia 22314-3499

Board Meeting Minutes

Date: April 10, 2003

Location: Montgomery County Government Center

Attendees: Davis Walker, Susanne Allore, Kate Meserve, Lorraine Wachsmann, Rita Turpin, Karen Edmonds

- Reviewed preliminary survey results from the Social Events Survey to membership. Davis suggested that a Social Committee be established to plan future social events. Karen indicated that she would seek volunteers at the next breakfast meeting.
- Reviewed recommendations from Kathy for guidelines to using the planned website job posting page. One minor change was made. Karen will forward back to Kathy for implementation.
- Keith had provided a current budget and projected list of expenditures for 2003. This will be helpful to the Board in making future decisions.
- Davis suggested that some of our budget be considered to supplement our Scholarship Fund so that a more significant award or awards may be made later in the year.
- 2003 Directories were distributed to the Board; plans are to distribute them to members at the April meeting.
- Lorraine reported that she is making progress on lining up programs for the rest of the year and she is researching the possibility of certification/recertification credit being made available for the breakfast meeting programs.
- Karen reported that Mike Aamodt is having students compile the results of the SHRM Salary Survey and that a lower return than usual was experienced this year.
- Rita reported that she has completed an SHRM Scholarship Application on behalf of the Chapter for \$5,000. If the Chapter were to receive any or all of the requested funds, they would be used for the purchase of certification training materials within the Chapter and to set up a prep class with Radford University.
- The Board tentatively moved its meeting date to the first Tuesday of each month at 5:00 p.m.

Articles for SHRM Newsletter

Articles for each month's newsletter are due on the last Tuesday of the previous month. For the **June** newsletter, the deadline would be **May 27th**. They may be sent to the Chapter's secretary, Melani Bland, at emel130@yahoo.com Melani's telephone number is 540-961-1774.

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”

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? ”

April 17, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
Flippin, Densmore, Morse & Jessee “HIPAA—Down to the Wire: HIPAA Privacy Compliance”

****PLEASE BE SURE TO “REPLY” TO THIS E-MAIL FROM MELANI BLAND (emel130@yahoo.com) BY TUESDAY, MAY 13th IF YOU ARE PLANNING TO ATTEND THE MAY 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 ****

May 15, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
Dan Oyler, Management Association of Western VA “FMLA Overview”

June 19, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
Mike Aamodt, Radford University “Criminal Backgrounds”

July 17, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
Victor Cardwell & Tom Winn, Woods, Rogers & Hazelgrove “Changes in FLSA”

August 21, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
TBA

September 18, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
Flippin, Densmore, Morse & Jessee “Immigration Law Update”

October 16, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
TBA

November 20, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
TBA

December, 2003.....Winter Social TBA