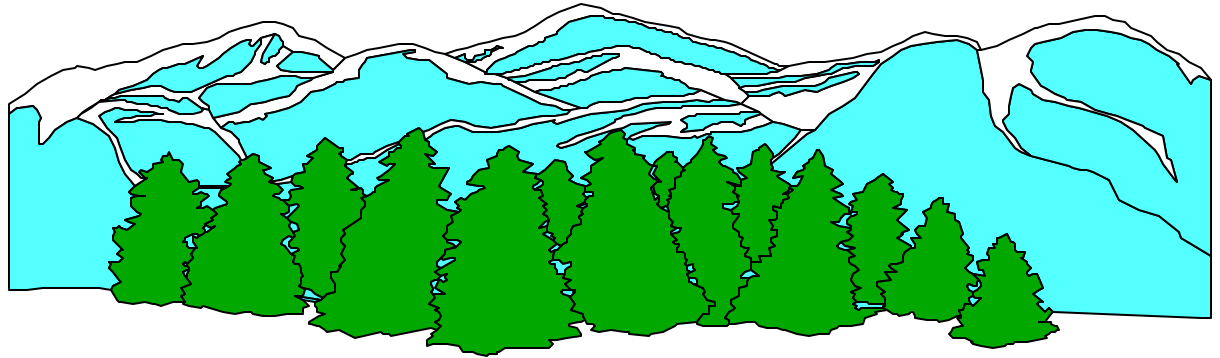


AFFILIATE OF



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NEW RIVER VALLEY CHAPTER

www.nrvshrm.com

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Greetings From The President

July 1, 2003

Wow! It's July already. And at long last a few days of sunshine. Thanks so much to Mike Aamodt for his excellent presentation on Employee Hiring and Recruitment in June. Lots of good feedback on what a nice job Mike did.

In July, we're switching things a little. **Warm Hearth will host the meeting** at their location in Blacksburg **on July 17** (directions are included in this newsletter). So there will be no meeting at the Hampton Inn in July. This meeting will be a quarterly legal program on the topic of FLSA and presented by Victor Cardwell and Tom Bagby. I realize that with vacations and busy schedules, it is difficult to get everything done this time of year, but it will be well worth your time to attend this month. Then in August we will be back at the Hampton Inn.

There is a great article in the July edition of HR Magazine on "Avoiding HR Burnout." Some simple tips that might benefit all of us in reducing our level of stress are:

- Take five. When you feel you're starting to lose it, take a break, walk around, take some deep breaths and compose your thoughts.
- Budget your time. Brush up on your time management skills; make the smartest use of your work hours and then try to leave promptly at the end of the day.
- Have some fun. Find ways to forget about work for awhile and concentrate on other things in your life. Go for a walk, take in a movie, read a novel, check out a new restaurant – whatever relaxes you most and provides rest for your mind.
- Go on vacation. If you cannot leave home, take a mini-vacation at home by turning off the phone and e-mail. If you can get away, leave the laptop and cell phone at home.
- Cut your losses. If you're really frustrated, maybe a new job search is in order. It may be an option too if you feel pressured to consistently compromise your ethics.

If one or more of these sound like viable options for your life right now, go for it! "People in HR are not the easiest people to convince that they need to take care of themselves," says executive coach L. John Mason from Cotati, California. "They are so busy doing for others, that they may even feel guilty if they have to take time out of self-care. If they don't, though, they are not going to be as effective as they could be in helping steer their company—and their own lives—in a positive direction."

Speaking of fun, we are planning some outings for the coming months so stay tuned for more information.

In the meantime, take time to be good to yourself. Have a great "Independence Day" month!

Best wishes,

Karen

ANNOUNCEMENTS:

July Meeting- Change of Venue:

The Breakfast Meeting scheduled for Thursday, July 17th will be held at Warm Hearth Village in Blacksburg. We will not be meeting at the Hampton Inn in July. This meeting is scheduled as the quarterly legal update (FLSA) and will be presented by Victor Cardwell and Tom Bagby of Woods, Rogers and Hazelgrove. Remember that the change is for the July meeting only and we will be back at the Hampton Inn in August. **Directions to Warm Hearth Village:**

Take Interstate 81 to exit 118B (US 460 Blacksburg/ Christiansburg/Virginia Tech)

Take 460 west towards Blacksburg/Virginia Tech.

Stay on 460 bypass until you see an exit for 460 Business/ Smart Rd. Follow the “H” for hospital signs. This exit will fork-- stay in the right lane and take 460 Business East towards Christiansburg. Turn left at the stop sign and left again at the light.

At the second light (Hightop Road), turn right. (This is the traffic light, on 460 E., before the light at Montgomery Regional Hospital). At the bottom of the ramp, turn right onto Farmview Drive. (You will see a Warm Hearth Village sign on the corner).

Follow Farmview Drive to Warm Hearth Village. Once in the Village, follow the main road and directional signs to the Karr Activity Center. There is an American flag in front of the building.

If you are coming in on “old” 460 West, go through the traffic light at the Comfort Inn and MRH, and make a left at the next light, which puts you on Hightop Rd (see above).

For door-to-door driving directions, try mapquest.com

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, July 8th** 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, July 1st** 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

Chapter Financial Activity Report

Balance as of April 30, 2003 **\$7,910.34**

Deposits:

5/1/03	2003 Membership Dues	100.00
5/6/03	2003 Membership Dues	50.00
	50/50 Drawing Pro	33.00
5/23/03	Wage Surv	100.00
	2003 Membershi	50.00
	Chapter Mee	5.00
	50/50 Drawing Proceed	9.00

Withdrawals:

Check #500 5/15/03

Hampton Inn – Chapter Meeting	63.03
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Check #428 5/23/03

Angle Florist – Member Sympathy Flowers	31.88
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Balance as of May 31, 2003 **\$8162.43**

Membership/Public Relations Committee

Our membership numbers just keep getting stronger and stronger. Please join me in welcoming our newest members. Take a minute to introduce yourself at our next meeting or send an email to welcome the following new members.

Michael Driscoll, SPHR
Benefits & HR Manager
Tetra Holding (US), Inc.
3001 Commerce Street
Blacksburg, VA 24060
Phone: 540-951-5585
Fax: 540-951-5553
Email: michael.driscoll@tetra.net

Courtney Morris, PHR

Human Resource Manager
MBA Management
1872 Pratt Drive, Suite 1650
Blacksburg, VA 24060
Phone: 540-552-2900
Email: cmorris@mbamgmt.com
National SHRM Member

Amy Smith
Office Supervisor
Adecco Employment Services
1999 South Main Street, Suite 405
Blacksburg, VA 24060
Phone: 540-951-0841
Fax: 540-951-0846
Email: amy.smith@adecon.com

Membership Information Updates:

Richard Holbrook
Human Resources Leader
Aspen Motion Technologies
1120 Rock Road
Radford, VA 24141
Phone: 540-639-4440 Ext. 240
Fax: 540-639-5013
Email: Richard.Holbrook@apw.com

See you at the next meeting.

Keith

Legislative Update

(From Jim Cowan/ cowan@flippindensmore.com)

Supreme Court Makes It Easier To Prove Discrimination in Mixed Motive Cases

“Mixed motive” cases are those in which both illegal discrimination and legitimate nondiscriminatory reasons may have played a role in an employer’s adverse employment decision. It has just become harder for employers to win those cases. If illegal discrimination *could* be seen as a factor in an employment decision, then you as the employer have an increased risk of liability.

On June 9, 2003, the United States Supreme Court held, in *Desert Palace, Inc., v. Costa*, that Title VII does not require direct evidence of discrimination when seeking damages for discharge in mixed motive cases. Circumstantial evidence is sufficient.

Before 1991, the burden of persuasion in mixed motive cases shifted to the employer only if the plaintiff showed by direct evidence that illegal discrimination played a substantial role in the adverse employment decision. The Civil Rights Act of 1991 changed the evidentiary rules, according to this new decision.

Catherine Costa was employed as a warehouse worker and heavy equipment operator, the only woman in this job and in her local Teamsters unit. She was discharged after a physical altercation with a fellow Teamster. Both employees were disciplined because the facts surrounding the altercation were in dispute, but Costa had experienced a number of problems with management and coworkers that led to an escalating series of disciplinary sanctions. The other employee, who had a clean disciplinary record, received only a 5-day suspension.

Costa sued for sex discrimination and sexual harassment in District Court. The sexual harassment claim was dismissed, but

the discrimination case was permitted to go to a jury. At trial, Costa presented evidence that she was singled out for “intense ‘stalking’” by one of her supervisors, that she received harsher discipline than men for the same conduct, that she was treated less favorably than men in the assignment of overtime, and that supervisors repeatedly “stacked” her disciplinary record and frequently used or tolerated sex-based slurs against her.

The District Court instructed the jury that, if Costa proved by a preponderance of the evidence that sex was a motivating factor in the adverse work conditions imposed on her, she was entitled to damages unless her employer proved by a preponderance of the evidence that it would have treated her similarly had gender played no role. The employer objected unsuccessfully to this instruction, claiming that Costa needed to adduce “direct evidence” that sex was a motivating factor. The jury awarded back pay and compensatory and punitive damages.

The inescapable lesson for employers is that having a legitimate reason for an adverse employment decision is not always enough. If illegal discrimination could also be seen as a possible motive for the employer’s actions, then the jury is free to conclude that it caused the employee’s damages. Scrutiny of employment decisions is now more important than ever.

Board Meeting Minutes

Date: June 3, 2003, 5:00 p.m.

Location: Montgomery County Government Center

Attendees: Kate Meserve, Kathy Janosko, Cindy Hale, Jim Cowan, Lorraine Wachsmann, Bruce Jennings, and Karen Edmonds

- Karen reported on the progress of the Social Committee; which thus far includes an outing at the Salem Avalanche baseball stadium; a golf tournament, with tennis and pool activities as well; and, of course, our annual Holiday get-together. The Board supported all of these activities and Karen indicated that she would report that back to the Social Committee.
- Karen also indicated that Melani was no longer going to be able to perform the duties of Secretary and asked that each Board member consider a possible replacement to finish out this year. She asked the Board to develop other names for filling Board positions, which would begin a succession planning process. A Nominating Committee will be created in August.
- With the \$1,000 SHRM Scholarship Award to our Chapter, it was decided that the Scholarship Committee (Jim, Rita, and Mike, with the addition of Keith) would decide in October or November how to best utilize the funds.
- Karen mentioned that it had been suggested that a buddy system be created where new members would be assigned a “buddy” to assist in chapter networking and orientation. She will call Keith to gauge his interest in organizing such a program through the Membership Committee.
- Cindy announced that the SHRM State Council meeting will be held on July 25 in this region. She has tentatively begun plans for the meeting to be held at Chateau Morrisette in Floyd. She asked if the NRV-SHRM chapter would sponsor the wine tasting and tour as well as some door prizes for the meeting. The Board decided to give \$200 to Cindy to spend toward the needs of this event. Cindy is the SHRM Southwestern District Director.
- Lorraine announced that CEU credit would be available for the June breakfast meeting and she will have certificates.
- The July meeting will be held at Warm Hearth and Lorraine will host it and provide a tour for interested members. Karen will be out of town on vacation.

Articles for SHRM Newsletter

Articles for each month’s newsletter are due on the last Tuesday of the previous month. For the **August** newsletter, the deadline would be **July 29th**. 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, 2003 NRV-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”

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.
Dr. Mike Aamodt, Radford University “Employee Recruitment”

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

****Change of Venue**

July 17, 2003.....NRV-SHRM Breakfast Meeting at *Warm Hearth Village, Blacksburg*, 7:30 a.m.
Victor Cardwell & Tom Bagby, Woods, Rogers and Hazelgrove “FLSA Law Update”

August 21, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
Dan Semones, Dept. of Rehabilitative Services “Diversity Training”

September 18, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
TBA

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