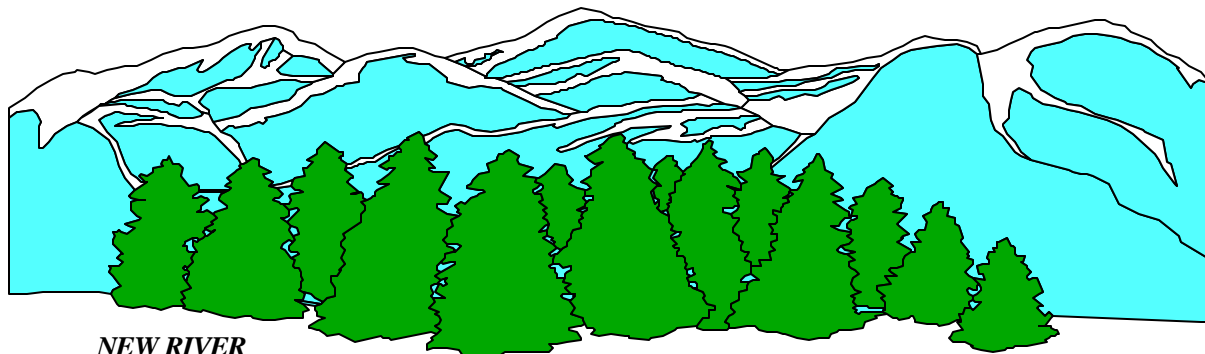


AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



NEW RIVER

VALLEY CHAPTER

www.nrvshrm.com

Greetings From The President

October 3, 2003

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I would like to extend a very special thank you to Christy Lowe with the Virginia Employment Commission for filling the gap so nicely at our September meeting. The Labor Market Analyst originally scheduled to visit and make presentations in this area was not able to make it due to Hurricane Isabel. Christy did a fantastic job informing us of the many resources available through the Employment Commission.

Thank you also to Davis Walker, John Yearick, Gary McDaniel, Cindy Mikoychik, Kathy Janosko, Cindy Hale and Susanne Allore for all their work in planning and carrying off the Annual Golf Tournament. It was an excellent day! The tournament was renamed this year in honor of Bob Griffin who worked so faithfully in our chapter to keep it successful. Thanks to everyone who supported it by playing or joining us for lunch. We enjoyed having our Roanoke Valley Chapter friends join with us this year. It was great getting to know them better.

The upcoming October meeting will be held on Wednesday, October 15, rather than our normal meeting time on Thursday that week. It is being moved up to encourage attendance at the Virginia SHRM Conference in Falls Church, October 15-17. If you haven't registered for that conference yet, don't miss out! The planning committee has outdone themselves with a tremendous line-up of speakers. It is a wonderful conference opportunity at a reasonable price. So take advantage of it if you can.

We will also be raffling off a surprise item to support the SHRM Foundation at our October meeting. So bring a little extra "green" to help out with this very worthwhile resource to our profession.

We have several new members in our chapter and are working to plan a Membership Drive in the coming months. As opportunities emerge to get to know each other better, don't miss them. We are all very busy; however, being a local chapter member affords you a wealth of connections here in the Valley, whether it means putting a face with a name or welcoming a new HR professional to our chapter, it is very worthwhile to get to know that individual. We all have daily questions and workplace needs and we can be great resources to each other. Isn't it nice to know we are not alone in the challenges we face? One opportunity to spend time with your fellow NRV-SHRM members is the Holiday Social coming on Thursday, December 4, at the Farmhouse Restaurant in Christiansburg. Good eats and friends! So mark your calendar early!

Have a wonderful Fall season! Enjoy all of its beauty and fun activities.

Best wishes,
Karen

ANNOUNCEMENTS:

SHRM FOUNDATION RAFFLE



Just a reminder to all of you that we're having a raffle to benefit the SHRM Foundation at the October 15th breakfast meeting. We'll be selling tickets for \$5.00/ticket. We'll put all of the tickets in the "hat" and draw out the winning ticket (must be present to win – which of course, means that you have to be there and you have to spend some money to win – you have to pay to play!! We draw the winning ticket number out and the person with the winning ticket number wins **"The Prize"**. **"The Prize"**, you say? What **"Prize"**?! Well, you're just going to have to come to the meeting to find out 'cause I'm not spilling the beans on **"The Prize"** until the meeting. So come on, be a sport, take a walk on the wild side, gamble a little, – bring your money and take a chance on the SHRM Foundation Raffle! Just look for me and/or Davis Walker – we'll hook you up with as many tickets as you want to buy! Remember it's for a great cause that benefits us all. All of the proceeds are donated to the SHRM Foundation.

Melissa Zienius



THE ANNUAL SHRM FOUNDATION CAMPAIGN IS ON!

The SHRM Foundation's 2003 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

As a Contributor, You Receive:

- Recognition in *HR News* & SHRM Foundation Annual Report
- Contributor Pin (minimum gift of \$25.00)

Campaign brochures and Contribution forms are on-hand at all 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.

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, October 14th** 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, October 7th** 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 July 31, 2003 **\$8,011.38**

Withdrawals:

Check # 432 8/5/03 \$ 16.43
Board Meeting Refreshments

Check # 433 8/6/03 \$ 100.00
Deposit for Abbott Bus for
Avalanche Outing

Deposits:

7/15/03 - 50/50 Raffle	\$ 9.00
8/15/03 – Area II Certification Scholarship	\$ 1,000.00
8/15/03 – 2 nd Quarter CFSP	\$ 250.00
Balance as of August 31, 2003	\$9,153.95

Legislative Update

DRAMATIC DECREASE IN AVAILABLE H-1B VISAS AS OF OCTOBER 1, 2003

For the past several years, the annual numerical limitation on H-1B visas (the “H-1B cap”) has been at 195,000 visas. The increase in the H-1B cap to 195,000 visas was a temporary measure under the American Competiveness and Workforce Improvement Act (ACWIA). ACWIA also imposed a \$1,000 training fee on most H-1B petitions.

Effective at the beginning of federal fiscal year 2004—which begins on October 1, 2003—the H-1B cap will revert to its previous level of only 65,000 H-1B visas. This is a dramatic decrease from the 195,000 H-1B visas available during the current fiscal year. More importantly, the last time the H-1B cap was at 65,000 the entire complement of visas was used well before the end of the fiscal year. As a result, many employees in need of H-1B visas were not able to obtain them and, consequently, could not work for several months.

There is every reason to believe that the FY 2004 cap of 65,000 visas will be reached well before the end of the fiscal year on September 30, 2004. According to statistics released by the Bureau of Citizenship & Immigration Services, 79,100 H-1B visas that counted against the cap were approved in FY 2002. Final figures for FY 2002 are not yet available, but as of June 30, a total of 56,986 H-1B petitions were used up against the cap, up fifteen percent over the same quarter of FY 2002. In addition, there were 47,813 petitions pending adjudication. BCIS predicts that approximately one-third (15,937) of those petitions will be counted against the cap, resulting in approximately 72,923 H-1B petitions approved against the FY 2003 mandated cap. Moreover, any petitions pending on October 1, that have not yet been approved will count toward FY 2004’s reduced 65,000 cap.

Since it seems probable that the H-1B cap may be reached early next year, it is essential that employers examine their current hiring needs and begin immediately to secure H-1B visas for any positions that require one. In assessing your needs, it is important to note that the 65,000 cap only applies to visas granted for “new” employment—generally, employment of foreign nationals not currently in H-1B visa status. (The most common example is students working in optional practical training incident to their F-1 status.) Applications to extend or amend current H-1B visa status, including applications by H-1B visa holders to change employers, do **not** count against the cap. In addition, petitions filed by institutions of higher education, nonprofit research organizations or governmental research organizations are exempt from the quota.

If you have employees currently working on EAD cards that expire next year, you should seriously consider applying for H-1B status within the next month. H-1B petitions can be filed up to six months prior to the anticipated H-1B start date, which would still allow the employee to maximize his/her optional practical training time. Similarly, if you have employees you may wish to bring in from abroad on an H-1B visa, you should seriously consider applying for that visa as soon as possible.

The silver lining to the dark cloud of the H-1B cap reverting is that the \$1000 training fee will also expire as of October 1, 2003. It seems likely that Congress will act to reinstate this fee (but likely not to raise the H-1B visa cap). Thus, if you have employees whose H-1B status expires within the next six months, you may wish to consider filing the extension petition before the \$1000 fee is reinstated. Consider it a \$1000 discount on H-1B renewals (from the government no less!).

For further information or for advice on possible hiring strategies, please contact Jeffrey Van Doren of Flippin Densmore’s Immigration Group at 540-510-3054.

Board Meeting Minutes

Minutes – September 2, 2003, 5:00pm, Government Center

PRESENT: Karen Edmonds, Rita Turpin, Cindy Hale, Cyndy Rupe, Davis Walker, Bruce Jennings, Kathy Janosko, Kate Meserve, Lorraine Wachsman

- The chapter paid \$250 to the Junior Achievement program and will continue to make this donation annually
- The chapter discussed door prizes to be purchased for the Business Decisions Forum that will be held in Wytheville on September 16
- Discussed having a Roundtable Discussion end of October or mid November and invite CEO's
- The chapter will be acknowledging the students of HR at the October meeting
- Membership drive committee will consist of Melissa Cox, Lorraine Wachsman, Kathy Janosko, Kate Meserve, Cindy Hale, and Karen Edmonds
- Bruce Jennings reported that the Nominating Committee has 16 nominations so far
- 12 NRV SHRM members and their families attended the Baseball outing on August 29th, it was great food and great fun!!
- The Golf Outing will be held on September 26th
- 5 people have committed to purchasing the Learning System from HRCI to study to sit for their certification next year
- December 4th will be the Holiday Social

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 28th**. They may be sent to the Chapter's secretary, Cyndy Rupe, at Cyndy@oakhalli.com, Cyndy's telephone number is 540-387-0000.

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, 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”

****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.
Jackie Hudson, Economist, Virginia Employment Commission. “Labor Market Analysis”

****PLEASE BE SURE TO “REPLY” TO THIS E-MAIL FROM CYNDY RUPE (Cyndy@oakhalli.com) BY MONDAY, OCTOBER 13th 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 ****

October 15, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
Shelley Prochaska, SPHR, SHRM Area 2 Manager “National SHRM Update”

November 20, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.
Jeff Van Doren, Flippin, Densmore, Morse & Jesse, Legal “Changes in Immigration and Employment Law”

December, 2003.....Winter Social TBA