

APRIL 6, 2004

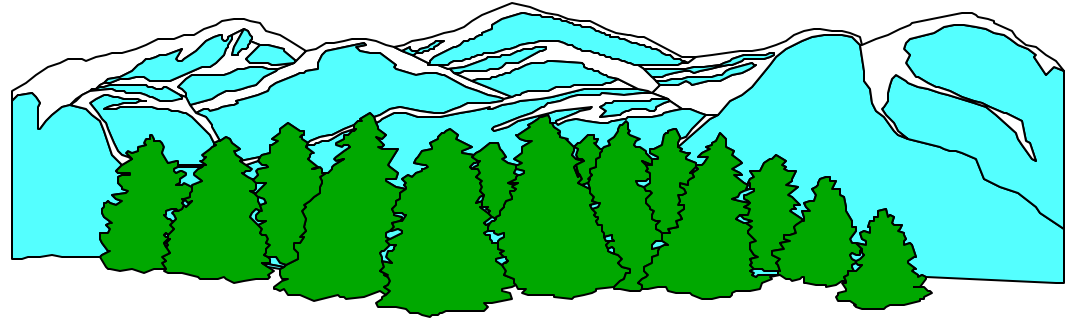
# NEW RIVER VALLEY CHAPTER

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AFFILIATE OF



SOCIETY FOR  
HUMAN  
RESOURCE  
MANAGEMENT



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## Greetings From The President

We did it again! Congratulations and thanks to the 2003 board and all of the chapter membership for your efforts and participation in NRV SHRM activities: the result is a Superior Merit Chapter for 2003! This designation recognizes our chapter's achievements and successes throughout the year. To receive the Superior Merit Award a chapter must be professionally operated, and meet certain standards in several areas, including communication and programming. Our goal is to achieve the award for 2004 as well!



Thanks so much to Eric Melniczek, Career Assessments Coordinator at Radford University for his lively discussion of the ways people choose, and change, careers over their lifetimes. As HR professionals, we have to be well attuned to change in the workplace. The more insight we have, the better prepared we can be. Eric did a great job of making this information entertaining.

At our April meeting, the SHRM Student Chapter from Radford University will bring us a program based on our chapter's annual salary survey. Again, this is vital information for us and for our organizations. Don't miss it!

The Social Committee did a terrific job of organizing a group to go to the Roanoke Express hockey game on March 19. We had a great group, including spouses, kids and significant others, and had an exciting time watching the Express beat the Columbia Inferno in overtime. Always amazing, and fun to watch, is the frenzy of a crowd who has the chance to get a free T-shirt thrown at them by a mascot. What could be better?

Mark your calendars for the After-hours Social on April 29 at Beamer's in Christiansburg. These social opportunities are not only fun, but help build a network of HR friends: more way that SHRM serves the professional.

Hope to see you at the April 15th meeting!

All the best  
Lorraine Wachsman

### DOL'S PROPOSED NEW OVERTIME REGULATIONS GET GREEN LIGHT FROM CONGRESS

On January 23, 2004, President Bush signed into law an omnibus appropriations bill for FY2004. The enactment of this bill, which had been held up for months by Congress, signaled a major victory for the White House in its attempt to overhaul the overtime regulations of the Fair Labor Standards Act ("FLSA").

The Department of Labor ("DOL") issued its proposed new overtime regulations on March 31, 2003. The Department recommended major changes in the decades-old rules that employers use to classify employees as "exempt" or "non-exempt" from the overtime provisions of the FLSA.

From the outset, these proposed new regulations were controversial. Although employer organizations praised them for bringing antiquated rules into the 21st century, many employee groups claimed that the ultimate effect would be to deprive millions of workers of overtime protections.

The issue soon turned into a political football. On July 10, 2003, the House of Representatives narrowly defeated a measure which would have nixed the new regulations. However, on September 10, 2003, the Senate voted 54-45 to adopt the "Harkin Amendment." The Harkin Amendment denied funding to the DOL for any rulemaking that would exempt any employee from the overtime provisions of the FLSA who— prior to the rulemaking—was non-exempt. The effect of the Harkin Amendment, had it survived, would have been to kill the DOL's proposed overtime regulations.

After the Senate passed the Harkin Amendment, moreover, the House reversed course. On October 2, 2003, it enacted a (non-binding) resolution instructing the representatives serving on the conference committee for the DOL spending bill **not** to oppose the Harkin Amendment. This, even though the House had voted in July to reject a similar amendment.

With both houses now aligned against the DOL's proposed overtime regulations, it appeared doubtful they would survive. However, the administration made revamping the overtime regulations a top priority—even threatening to veto any spending bill which eliminated them. The Republican leadership in Congress, for its part, raised the political stakes by folding the DOL spending bill into a massive "omnibus" spending package which covered numerous departments other than the DOL.

This political maneuvering paid off. On January 22, 2004, the Senate approved a spending package for the DOL which did **not** include the Harkin Amendment (or any other restriction on the DOL's ability to promulgate new overtime regulations). The next day, President Bush signed it into law.

The DOL since has indicated that it intends to issue a Final Rule governing overtime regulations sometime in March 2004. Although there may be some changes—based on public input—to the proposed revisions the Final Rule likely will track the proposals closely. And it will represent a significant change in the way employers classify employees for overtime purposes.

Flippin Densmore is committed to keeping you informed about this important and controversial area of employment law. The attorneys in our Labor and Employment group can advise you how the impending changes in the overtime regulations will affect your existing classifications of exempt and non-exempt employees.

This article was written by Joseph M. Rainsbury of Flippin, Densmore, Morse & Jessee. Joe can be reached at rainsbury@flippindensmore.com or at 540-510-3055.

## ANNOUNCEMENTS

### AFTER-HOURS SOCIAL

The first After-Hours Social is scheduled for Beamer's Restaurant, Christiansburg, in the VIP room from 5:00 p.m. - 6:30 p.m. on Thursday, April 29th. Jim Cowan of Filippin Densmore will be on hand to answer employment law questions, if you have them. If you don't have questions, come anyway and just have a good time! Please RSVP to Teresa Harless, at [tharless@blacksburg.gov](mailto:tharless@blacksburg.gov), Chapter Secretary by April 23.

### NRV SHRM CHAPTER MEMBERSHIP DUES!

It's that time of the year to renew your membership with the NRV SHRM. If you have not paid your membership dues, please mail them as soon as possible to:

Brenda Farmer, Branch Manager  
Bright Services  
1026 E. Main St.  
Pulaski, VA 24301

### 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](mailto: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.

### ARTICLES FOR SHRM NEWSLETTER

Articles for each month's newsletter are due on the last Tuesday of the previous month. For the **May** newsletter, the deadline would be **April 30th**. They may be sent to the Chapter's secretary, Teresa Harless, at [tharless@blacksburg.gov](mailto:tharless@blacksburg.gov). Teresa's telephone number is 540-558-0721.

### CHAPTER FINANCIAL REPORT

Beginning balance as of February 29, 2004	\$9,218.90
Ending balance as of March 31, 2004	\$9,450.52

**Visit [nrvshrm.com](http://nrvshrm.com) for a detailed listing of transactions.**

### BOARD MEETING MINUTES

Minutes – March 2, 2004, 5:15 pm, Warm Hearth Kroontje Health Care Center

PRESENT: Lorraine Wachsman, Mike Aamodt, Brenda Farmer, Kathy Janosko, Teresa Harless, Davis Walker, John Yearick, Bruce Jennings, Jim Cowen, Christy Porterfield, Carol Dudding, and Mary Alice Whisonant

- The board discussed working with the Virginia Employment Commission and the Women's Resource Center to come up with a Community Service project for the Chapter
- Radford University students continue to work on the salary survey
- Code of Ethics and By Laws were added to the website
- It was agreed that email communications would only be sent out to current members
- The social committee has scheduled the first after-hours social for April 29<sup>th</sup> at Beamer's

## MEETING NOTICES

### **CHAPTER INDUSTRIAL MEETING**

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, April 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](mailto:bruce.Jennings@volvo.com) for more information on the Industrial Meeting.

### **BOARD OF DIRECTORS MEETING**

The monthly Board meeting will be held on **Tuesday, April 6th** at the Warm Hearth Kroontje Health Care Center. This meeting will begin at 5:15 p.m. Any Board member who cannot attend should contact Teresa Harless at 558-0721 or e-mail to [tharless@blacksburg.gov](mailto:tharless@blacksburg.gov)

### **2004 Calendar of Events & Annual Meeting Schedule**

<b>DATE</b>	<b>SPEAKER</b>	<b>TOPIC</b>
January 15, 2004	Charlotte Mason, Innovative Management Group	Coaching for Success
February 19, 2004	Victor Cardwell and Tom Winn with Woods, Rogers	Legislative Update
March 18, 2004	Eric Melniczek, Career Assessment Coord., Radford University	Experimental Learning and Career Development Center
April 15, 2004	Members of the Radford University Student SHRM Chapter	NRV SHRM Chapter Salary Survey*
May 20, 2004	TBA	TBA
June 17, 2004	TBA	TBA
July 15, 2004	TBA	TBA
August 19, 2004	TBA	TBA
September 16, 2004	TBA	TBA
October 21, 2004	TBA	TBA
November 18, 2004	TBA	TBA
December 2, 2004	Christmas Social	

\* One of the benefits of being a member of NRV-SHRM is the annual salary survey. This month's program will provide a discussion of how the survey is conducted and analyzed and how the survey results can optimally be used to evaluate an organization's market position. The program will be presented by members of the Radford University student SHRM chapter - the same people who compile and analyze the survey results each year.

**All NRV-SHRM Breakfast Meetings will be held at the Hampton Inn, Christiansburg at 7:30 a.m. unless otherwise noted**

**\*\*PLEASE BE SURE TO "REPLY" TO THIS E-MAIL FROM TERESA HARLESS ([tharless@blacksburg.gov](mailto:tharless@blacksburg.gov)) BY MONDAY, APRIL 12<sup>th</sup> IF YOU ARE PLANNING TO ATTEND THE APRIL 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 \*\***