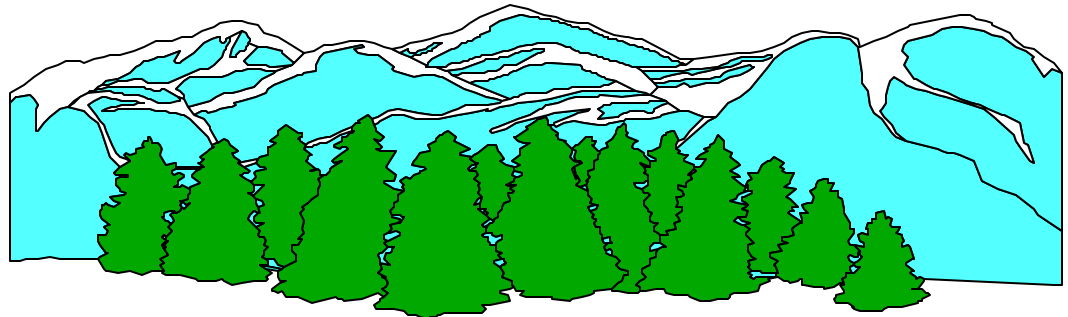


JULY 1, 2004

NEW RIVER VALLEY CHAPTER

www.nrvshrm.com

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It's hard to believe that the Fourth of July is already upon us. I hope you are enjoying some relaxation and fun in your life this summer. And I hope that will include a trip to the Avalanche baseball game on July 17th with your fellow SHRM members and their families. We'll be sitting with the Roanoke SHRM Chapter, and it'll be great to get to know those folks better, too. Let Gary McDaniel know that you plan to come. He needs to turn in the count no later than July 9th. Details were already emailed to you, and can be found in this newsletter as well. Many thanks to Gary for all of his efforts to coordinate this event. Gary is a member of the Chapter social committee which has been very active this year providing opportunities for networking and getting to know members.

Many thanks to Clint Morse of LeClair Ryan Flippin Densmore for his excellent program at the June Chapter meeting on privacy issues in the workplace. As always, Clint provided great advice on the real-life situations that we face in our organizations every day. If you missed it, you'll have the opportunity to hear the full expanded presentation at the SHRM State Conference in October in Richmond. It would be worth the trip just to hear Clint!

Is there someone you know who could benefit from being a member of NRV-SHRM? Why not bring them along to our next meeting? The program will be "Offshore Outsourcing: Riding the Perfect Storm for the HR Practitioner" presented by the International Director for the Virginia SHRM State Council, Jonathan Ward. His company is the Global Effectiveness Group; he is an organizational effectiveness consultant, process facilitator, and executive and team coach. Don't miss it!

I look forward to seeing you at the meeting, and the ballgame. Have a great month!

Best wishes,
Lorraine Wachsman

Legislative Update

Employer Alert: Virginia Abolishes Exceptions to Day of Rest Laws

By Laura Effel, LeClair Ryan Flippin Densmore – Attorneys at Law

Effective July 1, 2004, a new statute permits all Virginia businesses to be open on Sundays but eliminates all exceptions to the day of rest laws. Up to now, most businesses have been exempt from the day of rest laws. The new law requires all businesses to provide employees with at least one day of rest in a week, and non-management employees may choose Sunday as that day (except that employees who observe the seventh day of the week and meet additional requirements may choose Saturday instead).

Elimination of the exemptions appears to have been inadvertent on the part of the legislature when it took action to abolish the Sunday closing laws. However, despite protests from business organizations, the new law will take effect.

The new law is codified at VA. Code Ann. § 40.1-28.1 et seq. It requires employers, except in an “emergency,” to provide each employee at least 24 consecutive hours of rest in each calendar week “in addition to the regular periods of rest normally allowed or legally required in each working day.” An emergency is not defined.

Non managerial employees may choose Sunday as their day of rest by filing a written notice with the employer. The employer may not retaliate against an employee for exercising this right.

An alternative for an employee who “conscientiously believes that the seventh day of the week ought to be observed as a Sabbath, and actually refrains from all secular business and labor on that day” may choose Saturday as his or her day of rest, again by filing a written notice with the employer.

Both criminal and civil penalties are provided. An employer who violates the statute by failing to provide the requisite day of rest can be found guilty of a misdemeanor and fined \$250.00 to \$500.00 for each offense. The employer will also be liable to a non management employee for wages at a rate of three times the employee’s regular rate of pay for the hours worked in violation of the statute on a chosen day of rest.

Supervisory employees are exempt from the penalties if they act at the direction or authorization of the employer.

The Commissioner of Labor and Industry is authorized to conduct investigations and, if compliance is not achieved, to refer findings of violation to the appropriate Commonwealth attorney.

The statute has not received wide publicity, but increasing numbers of employees may make written requests for Sunday or Saturday days of rest as its provisions become known. The statute does not require employers to advise employees of their rights under this statute.

We recommend that you continue your current work practices until an employee asks for a day of rest in compliance with the statute. It is not clear from the statute whether employers must immediately begin giving all employees one day off a week or only those who request it. This issue is not likely to be resolved without interpretation by the courts. Failure to give all employees a day off, even without a request, bears some risk. It is clear, however, that written requests for Sunday off should be honored immediately (or Saturday in an appropriate case).

If you need assistance in complying with the statute or in assessing the risk of a delay in implementation, please call us.

ANNOUNCEMENTS

AVALANCHE BASEBALL GAME



Mark your calendars for Saturday, July 17, 2004 at 7:05 p.m.! The Salem Avalanche will play Kinston. Please plan on joining the Roanoke Valley SHRM group along with the New River Valley SHRM members for an exciting evening of good food and good times! A cookout will begin at 6 p.m. in the picnic area near first base. The NRV Chapter will pay \$5 towards each ticket—bring the family. Enjoy hot dogs, hamburgers, and cheer the Avalanche on to a win. Cost \$11 per person (Age 8 & under, \$9). **Contact Gary McDaniel at gmcDaniel@benefitsmanagement.com to sign up no later than July 9th.** There’s nothing like a baseball game for family summer fun!

GOLF OUTING



Our annual golf outing will be held at Hanging Rock Golf Club in Salem on August 27, and we’ll be partnering with the Roanoke Chapter for this event as well. Lunch and registration will be at 12:30 p.m., tee off at 1:30 p.m. More details will follow as plans are finalized.

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.

UPDATED MEMBERSHIP DIRECTORY

Attached is the updated NRV SHRM Chapter membership directory. In order to maintain current information you will need to either save and replace or do a save as. Please check your information in the directory and contact Brenda Farmer at brenda@brightservices.net with any corrections.

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 27th**. They may be sent to the Chapter's secretary, Teresa Harless, at tharless@blacksburg.gov. Teresa's telephone number is 540-558-0721.

CHAPTER FINANCIAL REPORT

Beginning balance as of May 31, 2004	\$8,707.01
Ending balance as of June 30, 2004	\$8,825.88

Visit nrvshrm.com for a detailed listing of transactions.

BOARD MEETING MINUTES

Minutes – June 1, 2004, 5:15 pm, Warm Hearth Kroontje Health Care Center

Attending: L. Wachsman, J. Hungate, J. Cowan, J. Yearick & M. Aamodt.

Lorraine Wachsman reported:

- The chapter received our new Superior Merit banner and certificate, for 2003.
- CAN-SPAM Act of 2003---should confine our announcements and mailings for entities other than the chapter to our newsletter.
- Lunch hosted by Partners for Self-Sufficiency---was May 12 at Custom Catering. Nice program, small turnout. Have meeting set up with Raquel Bacerra & Kasey Martin for June 15, at 2 p.m. at Warm Hearth Village.

Social committee:

John Yearick reported that the will be meeting in June, planning for Avalanche game & golf outing

Membership:

Brenda Farmer will be working on a membership list from State Council that shows when our national memberships expire, so she can follow-up.

New Business:

After discussion, it was decided that the chapter will pay for lodging for Jonathan Ward, International Director for VA SHRM State Council when he comes to do our July 15 program on global HR.

MEETING NOTICES

CHAPTER INDUSTRIAL MEETING

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, July 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, July 13th** 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

2004 Calendar of Events & Annual Meeting Schedule

DATE	SPEAKER	TOPIC
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	Camille Wright-Miller	Strategic Human Resources*
June 17, 2004	FMLA Legal Update Clint Morse, LeClair, Ryan, Flippin, Densmore, Morse, & Jessee	Legislative Update
July 15, 2004	Jonathan Ward International Director, SHRM Virginia State Council	Outsourcing Issues *
August 19, 2004	Tour: Radford University Business Park/St. Albans facility (tentative)	TBA
September 16, 2004	Virginia Tech Industrial Engineering Dept. (tentative)	Measuring Customer Satisfaction - Rick Groesbeck & Eileen Van Eiken
October 21, 2004	1) Todd Leeson, Gentry, Locke, Rakes & Moore 2) Round Table discussion: diversity & employee relations issues (tentative)	Legislative Update
November 18, 2004	TBA	TBA
December 2, 2004	Christmas Social	

*** Offshore Outsourcing: Riding the Perfect Storm as an HR Practitioner"**

The North American Free Trade Agreement, the growth of high-speed communications, and the increased globalization of the world's economies have combined to create a "perfect storm" of controversy. Faced with a need to reduce costs while maintaining high levels of customer service, companies in nearly every sector of the economy are moving jobs overseas. Customer satisfaction and shareholder value remain high, but the effects are often devastating on local communities who have seen the majority of their economic base disappear.

In this meeting, we will explore offshore outsourcing from the point of view of the company, the US company and economy, and the new host country. We will focus on the roles and responsibilities of the HR practitioner in the off shoring process, and explore the moral and ethical dilemmas that the HR department experiences as a company considers and implements off shoring.

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) BY -
- FRIDAY, JULY 9TH 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 -
