

March 1, 2004

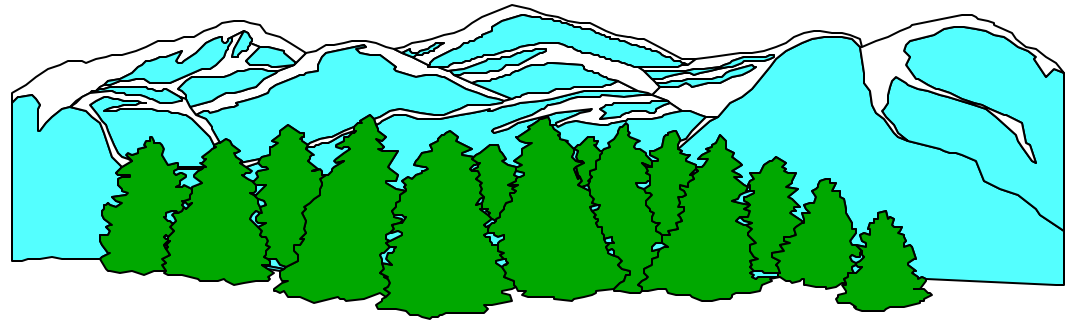
NEW RIVER VALLEY CHAPTER

www.nrvshrm.com

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



Greetings From The President

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Many thanks to Victor Cardwell and Tom Winn of Woods Rogers for the legislative/legal update at our February meeting. We had a great turnout for the program.

The cover story for the February *HR Magazine* is I LOVE MY JOB! How to Energize Disengaged Employees. Recent research suggests that in the typical organization 50% of the workforce do just enough to get by, 25% are totally turned off by their jobs, and only 25% are enthusiastic. How do you get people engaged and how do you tap into the enthusiasm that drives success? HR strategic leadership can lead the way. Reading the article led me to think about what engages me, what fuels my enthusiasm? One of the answers is membership in our SHRM chapter. If you think about it, the chapter provides a network of people who share many of the same challenges, support your professional efforts, provide training and learning experiences, and offer leadership opportunities.

Get the full benefits of membership---get involved, get to know the people in the chapter! **Your membership directory is included with this newsletter.** For the first time ever, we are distributing the directory electronically instead of in a hard copy notebook. The directory is an Excel spreadsheet, which makes it easy to use and refer to. There are also Word files for the chapter by-laws and the code of ethics. I encourage you to save all this information for your own reference. If you have any trouble with the documents, contact Brenda Farmer, our membership chair, and she'll help you out. Please remember that our membership directory is only provided to chapter members and should be handled in a confidential manner. The plan is to update the directory quarterly. Electronic distribution of the newsletter fits into our goal of streamlining communications.

Thanks to the results of our survey, the social committee has been working hard on some fun events that will make it easy to be involved. Mark your calendars and plan to come to:

Family Night
Roanoke Express Hockey Game
March 19
7:30 p.m.

The chapter is picking up most of the cost---you'll pay just \$5.00 for adults, and children 17 & under are free! And it gets better----the chapter will give each child \$5 to spend at the game. See the attached flyer for more details, and reserve your tickets by noon on March 12 by emailing John Yearick at advantagejcy@earthlink.net. There will also be an after-hours social set for April 29, 5:00 p.m. to about 6:30 p.m. at Beamers----more details will be coming your way.

So stay energized, engaged and enthusiastic! Hope to see you soon.

All the best
Lorraine Wachsmann

Legislative Update

SUPREME COURT REJECTS REVERSE DISCRIMINATION CASES UNDER ADEA

In its closely watched decision, General Dynamics Land Systems, Inc. v. Cline, No. 02-1080; 540 U.S. (2004) decided on February 24, 2004, the Supreme Court ruled that the ADEA barring employers from discriminating against workers 40 and older does not protect those same workers when employers give better benefits to older workers in the 40 and older age group. The court held that the ADEA is meant to protect older workers from preferential treatment given to younger workers, but the law does not apply in reverse.

In the General Dynamics case, the company agreed in a collective bargaining agreement to continue to provide retiree health benefits only for those current workers who were 50 years and older at the time the new bargaining agreement took effect. Employees 49 and younger were excluded from future retiree health benefits including the group age 40 to 49 otherwise protected from age discrimination under the ADEA. Employees in this 40 to 49 year old age group sued under the ADEA claiming that their exclusion from future retiree health benefits discriminated against them because of their age, and the United States Court of Appeals for the Sixth Circuit agreed.

In reversing the Court of Appeals's decision, a majority of the Supreme Court justices concluded that "the ADEA clearly forbids discriminatory preference of the young over the old." "The question in this case is whether it also prohibits favoring the old over the young. We hold it does not." The court reasoned that "the statute does not mean to stop an employer from favoring an older employee over a younger one."

This case has significant impact for all major employers who often phase out expensive healthcare benefits by allowing older workers to continue to keep them and eliminating them for younger workers even though some of the workers who lose the benefits are like the General Dynamics employees who fell within the 40 and over age group. In voluntary reductions in force, employers also frequently offer severance packages to their older employees, for example in the 55 and over age group, while not providing such voluntary severance package to workers below the age cutoff.

The General Dynamics decision settles a conflict between the federal courts of appeal about the concept dubbed "reverse age discrimination." In rejecting this concept, the court validated a broad range of employer practices that favor older workers.

ANNOUNCEMENTS

ROANOKE EXPRESS HOCKEY



Come out and watch the Roanoke Express as they take on The Columbia Inferno at the Roanoke Civic Center on Friday, March 19th at 7:30 pm. Your NRV SHRM Chapter is sponsoring this Family Night, so bring out the kids too. It's a great deal. The chapter is picking up most of the cost... Group rate ticket prices are \$10.00 for adults and \$5.00 for kids 17 and under. The chapter will refund \$5.00 for each ticket, and give back another \$5.00 to each dependent child to spend at the game!

To get a group rate, we must order our tickets in advance. E-mail your reservations to John Yearick at advantagejcy@earthlink.net not later than noon on March 12th. Reservations made after this cannot guarantee a seat in our block. Send no money now – we'll order the tickets, and settle up when you pick them up at the call window in the Civic Center. Members will be responsible for the full cost of the tickets if they are a no-show.

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)
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 **April** newsletter, the deadline would be **March 26th**. 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 January 31, 2004	\$8,198.03
Ending balance as of February 27, 2004	\$9,218.90

Visit nrvshrm.com for a detailed listing of transactions.

BOARD MEETING MINUTES

Minutes – February 3, 2004, 5:15 pm, Warmhearth Kroontje Health Care Center

PRESENT: Lorraine Wachsman, Karen Edmonds, Mike Aamodt, Brenda Farmer, Kathy Janosko, Teresa Harless, Davis Walker, John Yearick, Bruce Jennings, Todd Leeson, and Mary Alice Whisonant

- The Board voted and agreed that the Chapter will become incorporated
- There will be a link on the website that will go to HR Voice website
- Changes to the membership roster will be sent out quarterly and a welcome will be included in the newsletter
- Directory would be send out with newsletter
- Social Committee will hold meeting in February
- The Board approved the Treasurer's report via email vote

MEETING NOTICES

CHAPTER INDUSTRIAL MEETING

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, March 9th** 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, March 2nd** 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	TBA	TBA
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	

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 MONDAY, MARCH 15th IF YOU ARE PLANNING TO ATTEND THE MARCH 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 ****