

MAY 6, 2004

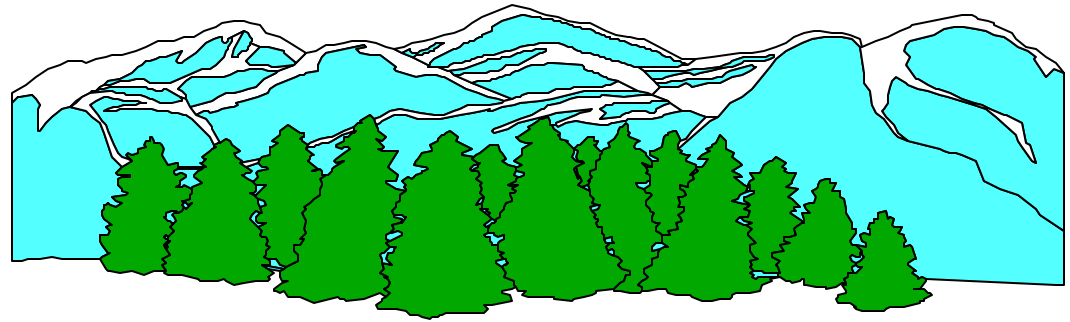
# NEW RIVER VALLEY CHAPTER

www.nrvshrm.com

AFFILIATE OF



SOCIETY FOR  
HUMAN  
RESOURCE  
MANAGEMENT



## Greetings From The President

NRV SHRM is here to make a connection with you, the Human Resources professionals of the New River Valley. Our purpose is to serve the professional and advance the profession. Whenever you have an idea for better ways for us to accomplish our goals, please share it with a board member, or at a chapter meeting.

One of the most effective ways that we serve the professional is through our programs, keeping our members up to date on changes in the human resources field, better ways to accomplish our work and lead our organizations, and ways to enhance our careers.

I encourage you to attend the luncheon sponsored by Partners for Self-Sufficiency on May 12 at Custom Catering in Blacksburg, starting at 11:30 a.m. The PSS has gone to great lengths to make our chapter welcome and to provide a forum for sharing their programs and initiatives, as well as get feedback from us about how they might better prepare their clients for our workplaces.

Last month, the student chapter from Radford University provided us with excellent compensation and benefits information based on our annual salary survey. Many thanks to the students for their excellent presentation, and the time and effort they spent on analyzing the survey data. Thanks, too, to all of our members who participated in the survey process.

At our May meeting, we are very fortunate to have as our speaker Camille Wright Miller, Ph.D., President, The Virginia Group. You are probably familiar with her columns in the business section of *The Roanoke Times* where she provides practical and insightful looks at the business of human resources. She's a terrific speaker---you won't want to miss this meeting.

At the Afterhours Social on April 29, members had the opportunity to relax and enjoy a drink and hors d'oeuvres at Beamers. Thanks to Clint Morris of LeClair Ryan Flippin Densmore for coming out and spending time with us answering legal questions and chatting.

The Roanoke chapter is partnering with us for an Avalanche baseball game on July 17<sup>th</sup> and our annual golf outing on August 27<sup>th</sup>. We hope you'll come and have a good time at both of these events.

Hope to see you at the May 20<sup>th</sup> meeting!

All the best  
Lorraine Wachsmann

### Board of Directors

**LORRAINE WASCHMAN**  
President 961-2658  
lwachsmann@warmhearth.org

**JIM HUNGATE**  
President-Elect 557-5323  
jhungate@kaydon.com

**BRENDA FARMER**  
Chapter Membership 980-1423  
brenda@brightservices.net

**CINDY HALE**  
Interim/Treasurer 639-1199  
chale@bsi-va.com

**TERESA HARLESS**  
Secretary 558-0721  
tharless@blacksburg.gov

**CHRISTY PORTERFIELD**  
Diversity Coord. 231-8060  
christyp@vt.edu

**CAROL DUDDING**  
HRCI Coordinator 382-6087  
cdudding@fbonline.com

**JAMES COWAN**  
Legislative Coordinator 961-2600  
cowan@flippindensmore.com

**MARY ALICE WHISENANT**  
Member at Large 674-3590  
mwhisenant@tmdfrictioninc.com

**BRUCE JENNINGS**  
Industrial Liaison 674-7461  
bruce.jennings@volvo.com

**DAVIS WALKER**  
Retiree Liaison 552-9227  
dgwalker@usit.net

**MELISSA ZIENIUS**  
SHRM Foundation Rep. 980-7233  
melissa@hoovercolor.com

**MIKE AAMODT**  
Student Chapter Liaison  
831-5513 maamodt@radford.edu

**KATHY JANOSKO**  
Web Site Administrator  
443-3377 kathy@ali-inc.com

**JOHN YEARICK**  
Social Committee Chair  
394-3321 advantagejcy@earthlink.net

### 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](mailto:rainsbury@flippindensmore.com) or at 540-510-3055.

## ANNOUNCEMENTS

### AVALANCHE BASEBALL GAME



We'll join the Roanoke SHRM Chapter for the game on July 17<sup>th</sup>. The NRV Chapter will pay \$5 towards each ticket—bring the family. Enjoy hot dogs, hamburgers, and cheer the Avalanche on to a win. 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.

### PARTNERS FOR SELF-SUFFICIENCY INFORMATIVE LUNCHEON

The PSS Luncheon will be held on May 12, 2004 at 11:30 a.m. at Custom Catering in Blacksburg. There are three main objectives for the luncheon. First, we would like to provide a presentation that will explain the PSS partnership, and discuss some innovative programming we have in place to help individuals become better prepared for the workforce. Hopefully, this presentation will be useful to HR Directors who have low-wage employees who may be eligible for support services through the Department of Social Services. Second, we would also like to gain input from SHRM members on their current workforce needs for entry-level positions and high turn-over positions. Third, we are currently revamping our job readiness program that is operated by New River Community College, and we feel SHRM members could provide excellent insight on important subjects we need to add to our current curriculum. To gain input from SHRM members, we suggest having small discussion groups take place immediately following the lunch. Please contact Kasey Martin, PSS Employer Liaison, at 231-7032 or [kasey@vt.edu](mailto:kasey@vt.edu) to RSVP.

### 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 **June** newsletter, the deadline would be **May 25<sup>th</sup>**. 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 March 31, 2004	\$9,450.52
Ending balance as of April 30, 2004	\$9,249.83

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

## **BOARD MEETING MINUTES**

Minutes – April 6, 2004, 5:15 pm, Warm Hearth Kroontje Health Care Center

PRESENT: Lorraine Wachsmann, Kathy Janosko, Teresa Harless, Davis Walker, John Yearick, Jim Cowen, and Mary Alice Whisenant

- The board decided that the Chapter would participate in the PSS luncheon
- The NRV Competiveness Center offered the use of their facility for SHRM meetings. The board agreed that one meeting would be held at that facility but they did not want to hold each monthly meeting there.

## **MEETING NOTICES**

### **CHAPTER INDUSTRIAL MEETING**

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, May 11th** 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, May 4th** 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	Camille Wright-Miller	Strategic Human Resources*
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	

*\*Ms. Wright-Miller is an accomplished and highly respected business consultant, with a wealth of insight to offer regarding bringing human resources to the table in full integration with executive leaders of the business. She will talk about benefits and insights to be gained by having the strategic participation and leadership of human resources in driving the business toward meetings its goals. As this is a wonderful opportunity to hear a sought-after speaker, and the topic is so closely linked to strategic business management, we would like to offer the opportunity for you to invite your boss, CEO or another appropriate business leader to attend this session with you.*

**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  
- FRIDAY, MAY 14<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  
-----