

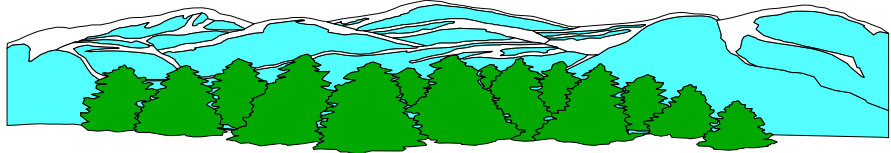
July 11, 2005

NEW RIVER VALLEY SHRM CHAPTER

AFFILIATE OF



www.nrvshrm.com



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Greetings From The President

It felt like old times returning to Stone's Cafeteria - Steve Zimmerman, Principal with Challenger, Grey and Christmas and past-president of Virginia's State SHRM Council was back by popular demand to speak about Human Resources Career Paths, his presentation was informative and entertaining - we were able to discuss Human Resources as a career and the future of our profession.

Our presenter for July will be Marsh USA, they will be discussing Employee Wellness vs. Disease Management: The Bigger Bang. I look forward to seeing you each at our meeting.

Regards,
Jim Hungate, SPHR, CPC
Chapter President

Announcements

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. There is a 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.

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. Articles for the August newsletter are due July 26th. They may be sent to the chapter's secretary, Teresa Harless, at tharless@blacksburg.gov. Teresa's telephone number is 540-558-0721.

Meeting Notices

CHAPTER INDUSTRIAL MEETING

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, July 12th** at IHOP in Christiansburg. IHOP is located between Ryan's and Red Lobster 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, June 12th** at 5:15 p.m. in the LeClair Ryan Flippin Densmore offices located at 2000 Kraft Drive Suite 1000. Any Board members that cannot attend should contact Teresa Harless at tharless@blacksburg.gov.



Leading Indicator of National Employment (LINE)

The Society for Human Resource Management (SHRM) and the Rutgers University School of Management and Labor Relations are working in collaboration to produce and publish a new monthly indicator, the SHRM/Rutgers Leading Indicator of National Employment (LINE).

The SHRM/Rutgers LINE index is based on a monthly survey of Human Resource professionals at manufacturing firms. LINE measures change in five components: number of employees, number of vacant positions, difficulty in recruiting highly qualified employees, compensation offered to new hires, and hiring plans for the upcoming month.

You can sign up to receive updates when the SHRM/Rutgers LINE is released each month. To find out more about LINE, go to www.shrm.org/line.

DEPARTMENT OF HOMELAND SECURITY RELEASES NEW I-9 FORM

On May 31, 2005 the Department of Homeland Security released the revised version of the Employment Eligibility Verification Form I-9. The new form is virtually unchanged with the exception of referring to the forms parent agency as the Department of Homeland Security (U.S. Citizenship and Immigration Services) versus the U.S. Department of Justice (Immigration and Naturalization Service).

It's important to note that employers may use either the former I-9 Form dated November 21, 1991 or the newly revised version of the form.

The new form is available on-line at <http://uscis.gov/graphics/formsfee/forms/I-9.htm>.

1. Once at this site, select "Form I-9, Employment Eligibility Verification"
2. Scroll down to "Download, I-9 (PDF) (24KB)"
3. Print Form

Recent legislative changes will necessitate that the form be revised again in the future.

SHRM OFFERS E-LEARNING



SHRM brings e-Learning to a new platform! SHRM e-Learning is an online educational environment that delivers just-in-time training to HR professionals through a series of HR-related mini-courses. Browse the course catalog to create a learning journey that is unique to you. SHRM e-Learning courses are facilitated by leading industry experts and presentations range from sixty to ninety minutes in length. These courses can be taken right at your desk and are pre-approved for HRCI recertification credits!

Recertification Credits

For those of you looking to earn credit for your PHR, SPHR, or GPHR recertification, all SHRM e-Learning courses are HRCI-approved for recertification credit and will earn 1.25 recertification credit hours to those successfully passing a quiz on the course content. HRCI's recertification requirements are 60 recertification hours over a three-year period. For more specific HRCI recertification criteria, visit www.hrci.org/recertification.

Cost-effective On-demand Low-cost Training

SHRM e-Learning's cost-effective training will aid in your own professional development by bringing you the most current HR topics right to your computer desktop. You can learn at your own pace and on your own schedule without the need to travel. You can also sign up your employees for these programs!

SHRM e-Learning courses are \$24.95 per course for SHRM members and \$29.95 for non-members, but SHRM members will also receive additional Volume Discount Pricing!

Corporate Discounts

Let SHRM e-Learning enhance your company's training offerings through the SHRM e-Learning Corporate Discount plan. SHRM will manage the database and SHRM e-Learning courseware, while allowing the flexibility for the company to enroll, track and monitor the training of their own employees. An exclusive administrative website will be developed for each company or organization participating in the SHRM e-Learning Corporate Discounts program. Statistical data and status reports will chart the progress of participants enrolled in the plan.

For more information about e-Learning go to www.shrm.org/elearning.

2005 Calendar of Events & Annual Meeting Schedule

DATE	SPEAKER	TOPIC
January 20, 2005	Dr. Richard Wilson—Ability Physical Medicine & Rehabilitation	Preventing Workplace Injuries
February 17, 2005	Legislative Update—DOL Regulations on Employment Based Permanent Resident Applications	Jeff VanDoren of LeClair, Ryan, Flippin & Densmore
March 17, 2005	Darrin Wagon with Cailion Behavioral Health	EAP/Mental Health—The Battle Between HIPPA and ER Liability
April 21, 2005	Bobbie Raynes, MS—Director of Training Development for Personnel Research Associates	Conflict Resolution—Preventing Workplace Conflict Before It Gets to Mediation
May 19, 2005	Mercer HR Consulting	Total Reward Systems
June 16, 2005	Steve Zimmerman	HR Career Paths
July 21, 2005	Marsh USA	Employee Wellness vs. Disease Management—The Bigger Bang
August 18, 2005	Social Security Administration	Social Security—Then & Now
September 15, 2005	Paula Wilder	Executive Coaching & Counseling
October 20, 2005	TBD	Diversity & Inclusion
November 17, 2005	Jack Smalley	Effective Recruiting & Retention Practices—Love Tehm or Lose Them
December 2005	Holiday 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 TUESDAY, JULY 19TH 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