

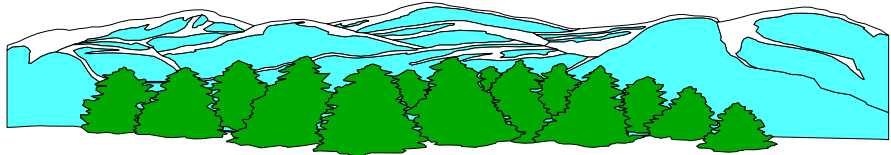
March 8, 2005

NEW RIVER VALLEY SHRM CHAPTER

AFFILIATE OF



www.nrvshrm.com



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Greetings From The President

Jeff Van Doren, Labor and Employment attorney with LeClair Ryan Flippin Densmore presented our legal update on the new US Department of Labor regulations and guidelines for processing resident applications for visas.

The joint fundraising effort with the Roanoke Valley SHRM chapter for tsunami relief went well, raising over \$1300 to be donated to the American Red cross for this worthy cause. The winners of each prize are as follows: VT Print - Brandon Nicely (brother-in-law of Meredith Nicely NRV chapter member); Frank Beamer autographed football - Coy Renick (Virginia State SHRM Council President and member of both RV & NRV SHRM). Congratulations to you both.

I look forward to seeing you at our meeting on March 17th.

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 April newsletter are due March 24th. 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, 2005	\$9,298.48
Ending balance as of February 28, 2005	\$5,330.88

Visit nrvshrm.com for a detailed listing of transactions.

LOCAL CLASS COMING FOR SHRM CERTIFICATION

Just a reminder about the local study classes being held for the SHRM Certification Exam. Dr. Mike Aamodt and his students will begin classes at Radford University this Spring for NRV-SHRM Chapter members. They will begin on March 22 and run through April 26 on Tuesday evenings at 6:30 p.m. There will be no charge to take the classes, which will be held in Russell Hall, Room 348. The next exam window will be May 1-June 30, 2005. You must register online by March 4 at www.hrci.org to take the exam. Each individual will need his/her own Learning System Kit at a cost of \$460. Please call Karen Edmonds, 394-2007, if you would like to register for the class.

FEBRUARY BOARD MEETING MINUTES

Date: February 1, 2005

Attendees: Jim Hungate, Teresa Harless, Lorraine Waschman, Keith LaShomb, Jim Cowan, Cindy Hale, Karen Edmonds, and Chuck Swain

- Karen Edmonds Certification kits are in and four are spoken for. Eight people registered for the certification class, and at least half have registered to take the exam in May.
- Tsunami relief fund raised \$1340

NRV SHRM COMMUNITY CONNECTION

You have an opportunity to volunteer your time and talents to the chapter's Community Connections program, developed with the cooperation of the Partnership for Self Sufficiency (PSS). The goal of our efforts is to participate in workforce readiness training directed to individuals who need assistance in overcoming barriers to employment, such as a lack of work experience, a long period of being out of the workforce, or a need for assistance with child care or transportation.

The classes are held about every 3 weeks, at the New River Valley Competiveness Center in Fairlawn. The established curriculum covers a lot of basics: job ethics, honesty on the job, anger management, etc. As volunteers from NRV SHRM, we can help by meeting with the class for an hour or so to give participants a real world outlook on working for our companies. Suggested topics:

- What does HR really look for in a potential employee?
- How does an employee succeed and move up in the company?
- Most prevalent employee/employer issues, and how to avoid them.
- What types of skills, training or background is important to secure employment?

Tips for successful job interviews

If there are topics or areas that you think would be helpful, you are free to use them. If you have specific recruiting needs, this could be an opportunity to connect with potential employees by giving specific information about your company and your positions. You may want to have the class come to your workplace for a tour.

If you are interested please contact Lorraine Wachsman (443-3444, lwachsman@warmhearth.org) or Michelle Bouchard, Employer Liaison for PSS and VT Institute for Policy Outreach (231-1452, bouchard@vt.edu). We can give you more details, such as available dates, directions, etc. Thanks for your willingness to help the New River Valley's workforce!

MEMBERSHIP REFERRAL DRAWING

The drawing for the \$50 cash prize for referring new members will be drawn at our April meeting. You still have an opportunity to have time to participate. The person you refer must become a member of our chapter prior to the meeting. Remember you can refer as many new members as you like, increasing your chance to win.

Meeting Notices**CHAPTER INDUSTRIAL MEETING**

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, March 8th** 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, March 1st** 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.

Power, Politics, & Influences.....What They Don't Teach You in Business School



The New River Valley & Roanoke Valley Chapters of SHRM are pleased to present a special speaker, Ms. Margaret Morford, this well - known national speaker will help participants identify which of the rules of “positive politics” they are most likely to violate and obtain guidelines for their own conduct and for managing relationships with coworkers and their own manager. They learn how to avoid political pitfalls in business communication, both oral and written and how to recognize who really holds power and has influence in an organization.

Location:	Hotel Roanoke
Date:	April 14, 2005
Registration:	2:30 P.M.
Presentation:	3:00 P.M. - 5:15 P.M.
Networking:	5:15 P.M.
Cost:	\$15.00

You can register online at www.RVSHRM.org or pay at the door. Following the program light hors d'oeuvres and a cash bar will be available. This presentation will also provide participants with HRCI credit. For additional information, contact Mike Driscoll at (540) 951-5585 or email Michael.driscoll@tetra.net.

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	TBD	Conflict Resolution—Keep It Focused
May 19, 2005	Mercer HR Consulting	Total Reward Systems
June 16, 2005	TBD	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 Them 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 MONDAY, MARCH 14TH IF YOU ARE PLANNING TO ATTEND THE NOVEMBER 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