

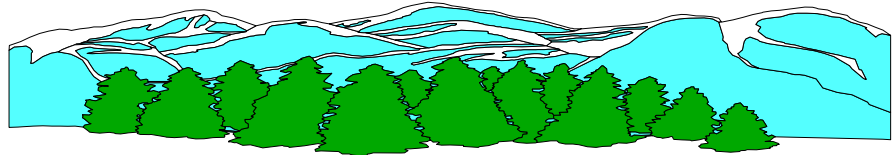
November 4, 2005

NEW RIVER VALLEY SHRM CHAPTER

AFFILIATE OF



www.nrvshrm.com



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Greetings From The President

NRV SHRM Chapter Members,

Our Chapter like so many other organizations in the New River Valley has undergone some recent change. Jim Hungate, the 2005 NRV SHRM Chapter President announced at the October 20th Chapter meeting that his company Moog Components Group was also changing, and would require his relocation to Murphy, North Carolina. As a result Jim has resigned his position of President as of October 21, 2005.

On behalf of the Chapter I would like to wish Jim and his family all the very best in his new challenges. I have personally enjoyed working with Jim these past short 10 months, and have valued his friendship, as I am sure that many of you have as well. Best wishes Jim!

At the last Chapter meeting, Bruce Jennings presented the slate of nominees for the 2006 NRV SHRM Chapter Board of Directors. The nominations were read aloud and Bruce opened up any further nominations from the floor. The ballot was then closed, and a vote taken. The slate of nominees was elected as presented by majority vote.

The October program entitled Love 'em or Lose 'em – Proven Strategies for Retention To Become an Employer of Choice was presented by Mr. Jack Smalley, SPHR. Jack is a Senior Consultant for Express Business Solutions, headquartered in Oklahoma City, Oklahoma. A review of the program evaluations from the 37 members present, indicate that everyone enjoyed Jack's review of those practices and techniques that assist HR (and all those in a managerial role) in recognizing, rewarding, and retaining your best employees. One review quoted "First meeting & it was great. Very organized but most importantly *INFORMATIVE*". Another member commented "One of our better programs". Our November program will focus on Social Security – Then and Now. Mr. Allen Barrows, a Public Affairs Specialist with the Social Security Administration will present.

Good news. At the last regular meeting of the NRV SHRM Board, a motion was passed to eliminate the Chapter breakfast meeting fee of \$5.00. This change is effective immediately. At that same meeting, the Board decided to allow members to sponsor the meetings to offset the cost of meeting expenses. Those companies wishing to sponsor a meeting will receive table space to display their organizations' resources. They will also be granted a five minute verbal recognition of their support and the services they provide. Anyone interested in sponsoring a meeting, please contact either myself at 540/ 951-5585, or Christy Porterfield at 540/ 231-8060.

I look forward to seeing each of you on the 17th.

Sincerely,
Michael Driscoll, SPHR

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 December newsletter are due November 29th. 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, November 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, December 6th** 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.

Board Meeting Minutes

Date: October 11, 2005

Attendees: Jim Hungate, Mike Driscoll, Lorraine Wachsmann, Christy Porterfield, Bruce Jennings, Cindy Hale, Chuck Swain, Keith LaShomb, Gary McDaniel, Jim Cowan, Brenda Farmer

- Mike Driscoll will participate in an Honors Colloquium at Va. Tech for Saturday, October 15th. The engineering proctor, Rick Knack had asked that the two hours cover HR topics; diversity in the workplace, and sexual harassment.
- The Board meeting will schedule meeting quarterly at a restaurant and the Chapter would pick up the cost of appetizers and drinks. This is in an effort to increase attendance.
- Lorraine agreed to Chair the Giles County request for resume writing and interviewing skills. It was suggested to expand and offer the program (once developed) to other schools in the NRV.
- The question was asked if we have any presence or contact with the Va Tech. Student Chapter of SHRM. Answer: No. Mike Aamodt handles the Radford Chapter. Christy indicated that Va. Tech. moderately supports the profession of Human Resources, and concentrates its efforts on Engineering.
- Jim Cowan provided a brief legislative update on some FMLA interpretations from the State of Ca.
- Bruce noted that the Industrial Committee had met that morning and that turnout was good. Bruce then reviewed the open positions for the upcoming Board elections and nominations. The status of these positions was discussed.
- Cindy discussed the upcoming SHRM Leadership Conference in Alexandria. Proposed and the Board approved that the Chapter pay the travel expenses for the person attending the Conference.
- Keith went over the financial report and the Chapter is in good standing. Keith to send copy of cleared check (Professional Catering) and Cindy will follow up with them to get us reimbursed. Keith discovered that the Chapter has a "Scholarship Fund" and will take the necessary steps to set up a line item in the financials to account for the amount. Keith also suggested that we try to get the monthly programs approved for HRCI credit next year.

Board Meeting Minutes Continued

- The Board decided to conduct a "Silent Auction" at the Holiday Social for the Scholarship Fund and members are going to see if they can come up with some items. An announcement will be made at this month's Chapter meeting.
- Brenda gave a membership update. We have 116 members with 70% having National membership as well. We have 24 new members & 6 maybes. The Board voted to waive the membership dues for the last two months of the year.
- Lorraine offered to assist Mike D. in completing the Chapter Achievement Plan.
- Mike Driscoll suggested that we provide some token of appreciation to the speakers at the Chapter meetings. Coffee cups were suggested as were National SHRM Coaster sets. Mike will contact 11 West to see what can be negotiated.
- Again it was brought up as to whether we want to have sponsors for our monthly meetings so the members could come at no cost. Some members' organizations do not reimburse the member for the cost of participation. This may be one reason why attendance does not grow.
- The need to develop a succession plan was discussed.



Holiday Social

When: Friday, December 1, 2005

Time: 5:00 p.m. to 9 p.m.

Location: The Farmhouse in Christiansburg

The menu will be very similar to what was provided at last year's social. An open bar will be provided.

Due to the success of the Silent Auction last year, we will have one this year as well. However, we are in need of items for our auction. This is a great opportunity for members to get their company's name out, especially if the item you are donating has your company's name or logo on it. We understand that not all member's employers have items to donate. Therefore, if you wish, you can purchase an item unrelated to your company's business.

We had over 70 people attend last year and expect as many this year. If you wish to attend our social, please RSVP Teresa Harless at tharless@blacksburg.gov. If you would like to donate an item for our Silent Auction, please let me know via email at gmcDaniel@dsagency.com by November 21st. If you have any questions, please call Gary McDaniel at (540) 343-7855.

Chapter Financial Report

CHAPTER FINANCIAL REPORT

Beginning balance as of September 30, 2005	\$8,147.18
Ending balance as of October 31, 2005	\$8,398.86

Visit nrvshrm.com for a detailed listing of transactions.

Workforce Readiness

Our chapter has a Community Connections program, developed with the cooperation of the Partnership for Self Sufficiency (PSS). The goal of the program 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 at the NRV Competiveness Center in Fairlawn. Our members meet with each class for about an hour; there is a new class about every 3 weeks. So far, we have had a speaker for almost every class since April 6, 2005. They love for us to come!

Their 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 them 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, please feel 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.

We also plan to start up a program to meet with local high schools to do a presentation on resume writing and interviewing skills.

If you are willing to help the New River Valley's workforce in this way, please let contact Lorraine Wachsman, NRV SHRM Workforce Readiness Coordinator at lwachsman@warmhearth.org, or 443-3444.

Mental Health Parity Act of 1996

The Mental Health Parity Act of 1996 (MHPA) is a federal law that may prevent your group health plan from placing annual or lifetime dollar limits on mental health benefits that are lower than the annual or lifetime dollar limits for medical and surgical benefits.

Although the law requires “parity”, or equivalence, with regard to dollar limits, MHPA does NOT require group health plans and their health insurance issuers to include mental health coverage in their benefits package.

MHPA applies to group health plans for plan years beginning on or after January 1, 1998 and applies to most group health plans with more than 50 workers.

The mental health parity DOES NOT apply to benefits for substance abuse or chemical dependency.

The original parity act was scheduled to expire in September of 2001, but has experienced four extensions. The current extension runs through December 31, 2005.

For more information visit SHRM on-line at

www.shrm.org/hrresources/basic_published/cms_002803.asp or visit the Department of Labor (DOL) link at www.dol.gov/ebsa/newsroom/fsmhparity.html.

Protecting Yourself This Flu Season

Wash Your Hands Often

Most cold and flu viruses are spread by direct contact. Someone, who has the flu sneezes onto their hand, then touches the telephone, the keyboard, a kitchen glass. The germs can live for hours—in some cases weeks—only to be picked up by the next person who touches the same object. So wash your hands often.

Cover Your Mouth and Nose

Cover your mouth and nose with a tissue when coughing or sneezing. It may prevent those around you from getting sick. Because germs and viruses cling to your bare hands, muffling coughs and sneezes with your hands results in passing along your germs to others. When you feel a sneeze or cough coming, use a tissue, then throw it away immediately. If you don't have a tissue, turn your head away from people near you and cough into the air.

Avoid Touching Your Eyes, Nose or Mouth

Cold and flu viruses enter your body through the eyes, nose, or mouth. Touching their faces is the major way children catch colds, and a key way they pass colds on to their parents. Germs are often spread when a person touches something that is contaminated with germs and then touches his or her eyes, nose, or mouth.

Drink Plenty of Fluids

Water flushes your system, washing out the poisons as it re-hydrates you. A typical, healthy adult needs eight 8-ounce glasses of fluids each day.

Get Fresh Air

A regular dose of fresh air is important, especially in cold weather when central heating dries you out and makes your body more vulnerable to cold and flu viruses. Also, during cold weather more people stay indoors, which means more germs are circulating in crowded, dry rooms.

Avoid Close Contact

Avoid close contact with people who are sick. When you are sick, keep your distance from others to protect them from getting sick too.

Don't Stress Out

If you can teach yourself to relax, you can activate your immune system on demand. There's evidence that when you put your relaxation skills into action, your interleukins—leaders in the immune system response against cold and flu viruses—increase in the bloodstream

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	Christy Porterfield	The Facets Diversity Program
September 15, 2005	Todd Leeson	Employment Law Update
October 20, 2005	Jack Smalley	Effective Recruiting & Retention Practices—Love Them or Lose Them
November 17, 2005	Mr. Allen Burrows, Social Security Administration	Social Security Then and Now
December 1, 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, NOVEMBER 15TH IF YOU ARE PLANNING TO ATTEND THE OCTOBER 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