

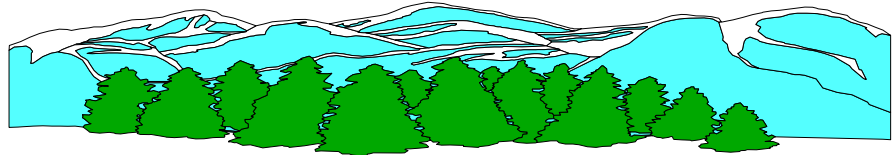
October 7, 2005

NEW RIVER VALLEY SHRM CHAPTER

AFFILIATE OF



www.nrvshrm.com



Board of Directors

JIM HUNGATE, SPHR
President 557-5323
jhungate@kaydon.com
MIKE DRISCOLL, SPHR
President-Elect 951-5585
Michael.driscoll@tetra.net
BRENDA FARMER
Chapter Membership 674-7462
brenda.farmer@volvco.com
TERESA HARLESS
Secretary 558-0721
tharless@blacksburg.gov
KEITH LASHOMB, SPHR
Treasurer 381-3200 ext. 1903
hr@duncanauto.net
CHRISTY PORTERFIELD
Diversity Coord. 231-8060
christyp@vt.edu
JAMES COWAN
Legislative Coord. 961-2600
cowan@flippindensmore.com
BRUCE JENNINGS
Industrial Liaison 674-7461
bruce.jennings@volvco.com
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
KAREN EDMONDS, SPHR
Member at Large 394-2007
kedmonds@naxs.net
CINDY HALE, SPHR
Member at Large 552-3515 ext. 307
chale@hhhunt.com
CHUCK SWAIN, PHR
Member at Large
Chuck.swain@eaglepicher.com
LORRIANE WACHSMAN, PHR
Past President 443-3444
lwachsman@warmhearth.

Greetings From The President

NRV SHRM Chapter Members,

Todd A. Leeson, Labor and Employment Attorney with Gentry Locke Rakes & Moore provided an excellent legal update focused on some areas that have dominated recent headlines and can easily be avoided. One area that is getting lots of attention is Retaliation claims. Mr. Leeson provided statistics that state over 30% of EEOC claims are for retaliation. He suggested that companies look into creating a policy against retaliation, and making sure that managers and supervisors carefully evaluate discipline against it. Mr. Leeson also suggested that Non-Compete and Confidentiality Agreements be separated from the typical company handbook because of the language in the handbook that says all things outlined in the handbook can change at any time. Additionally, non-compete legislation may be coming soon.

Our presenter for October will be Jack Smalley, SPHR and Senior Consultant for the Express Business Solutions Division of Express Personnel Services, he will be presenting a program titled "Love 'em or Lose 'em", Proven Strategies for Retention".

On a personal note, I want to announce that our October Chapter meeting will be my last as president. Moog Components Group is transferring me to Murphy, NC – I look forward to this next professional challenge. I appreciate each of your participation in and support of our chapter, I am especially thankful for the support and friendship of the members of our board. 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 November newsletter are due October 25th. 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, October 11th** 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, October 11th** at 5:15 p.m. at Beamers Restaurant in Christiansburg. Any Board members that cannot attend should contact Teresa Harless at tharless@blacksburg.gov.

Have You Recently Received You PHR or SPHR Certification?

We want to take the time to celebrate and congratulate you for this great accomplishment.

Please let Karen Edmonds know so that we can plan a celebration service at an upcoming NRV-SHRM meeting. Karen's email is kedmonds@naxs.net ; phone 394-2007.

Chapter Financial Report

CHAPTER FINANCIAL REPORT

Beginning balance as of August 31, 2005	\$8,108.73
Ending balance as of September 30, 2005	\$8,147.18

Visit nrvshrm.com for a detailed listing of transactions.

MEDICARE PRESCRIPTION DRUG, IMPROVEMENT, AND MODERNIZATION ACT OF 2003

Do you currently have employees on your Health Insurance Plan who are covered under Medicare or are eligible to be covered on Medicare? If you do, then you are required to disclose whether your coverage is "Creditable Prescription Drug Coverage".

Creditable coverage by the employer is coverage that offers as much or more than a Medicare prescription drug plan.

A disclosure notice must go out to any eligible Medicare beneficiary by November 15, 2005. (A Medicare eligible employee is one who is 65 years of age or older).

The Medicare prescription drug program was designed to involve employers as providers of retiree benefits in their own right and as an important component of the system for communicating with retirees about the new program. While the greatest impact of the law is on employers that currently provide health benefits, including drug coverage, for their retirees, there are obligations for all employers that sponsor health plans.

The core of the Medicare prescription drug program, also known by its statutory moniker "Medicare Part D," involves the creation of a variety of privately sponsored prescription drug insurance policies from which Medicare beneficiaries can choose if they decide to purchase the insurance, which becomes effective January 1, 2006.

For more information go to SHRM on-line at http://www.shrm.org/hrnews_published/archives/CMS_01361.asp

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	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 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, OCTOBER 11TH 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