

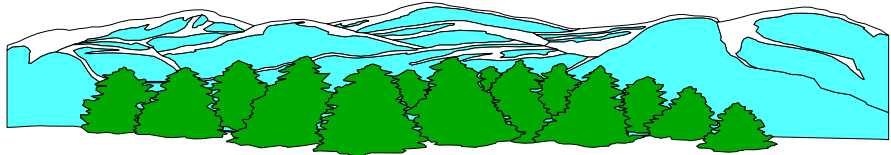
March 15, 2006

NEW RIVER VALLEY SHRM CHAPTER

AFFILIATE OF



www.nrvshrm.com



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Greetings From The President

NRV SHRM Chapter Members,

As we enter the month of March, I would like to strongly encourage those members that have not re-registered for membership in 2006 to apply today. We are putting together a strong programming schedule of which you will want to take full advantage. We have reached out to the National SHRM headquarters in Alexandria and have arranged for Mr. Steve Miranda to join us in September to present *"The Quick and the Dead" HR Strategies for the New Millennium*.

I wish to express our gratitude to Mr. Fred Starling who facilitated the February Program, "How to Train Supervisors and Managers in Counseling, Discharge and Discipline". The audiences' evaluation showed that everyone thoroughly enjoyed Fred's presentation style (as well as Karen and Christy's acting ability). The program provided a greater opportunity for the audience to participate in the learning experience. We will look for additional opportunities to bring this type of program to you.

Don't forget to mark your calendar for the 2006 SHRM Virginia State Conference which will be held in downtown Roanoke, Virginia on October 11th through the 13th. There will be plenty of opportunity to attend programs that touch every aspect of Human Resources Management.

Please continue to support your Chapter by letting us know what is missing, or what we are doing well. I look forward to seeing everyone at the next Chapter meeting on March 16th.

Sincerely,
Michael Driscoll, SPHR

Meeting Notices

CHAPTER INDUSTRIAL MEETING

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, April 13th** 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, April 4th** 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: March 7, 2006

Attendees: Mike Driscoll, Lorraine Wachsmann, Cindy Hale, Chuck Swain, Keith LaShomb, Teresa Harless, Carol Dudding, Mike Aamodt, Karen Edmonds, Bruce Jennings, Brenda Farmer, Christy Porterfield

- The Board voted and approved that the Chapter will join the local Chamber of Commerce. It was decided that this would give the Chapter beneficial exposure in the community.
- An interest has been expressed in welcoming new members to the organization. A subcommittee was formed to organize a new members social.
- The group discussed the possibility of holding a day long seminar on Preparing for Retirement. This will be planned at a later time.
- Lorraine Wachsmann discussed having Junior Achievement give a brief presentation on their organization. We would like to work with Junior achievement to become active in educating high school students in skills that will be useful when they begin their careers.
- A reminder will be sent out to members that have not paid their membership dues. The Board will also contact with these members.

Chapter Financial Report

CHAPTER FINANCIAL REPORT

Beginning balance as of January 31, 2006	\$6,117.25
Ending balance as of February 28, 2006	\$8,052.87

Visit nrvshrm.com for a detailed listing of transactions.

Announcements

nrvshrm.com JOB DATA BANK

The Chapter has a job posting area on the web site that is available to NRV SHRM members. 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 28th. They may be sent to the chapter's secretary, Teresa Harless, at tharless@blacksburg.gov. Teresa's telephone number is 540-558-0721.

Radford University Training Workshops

The graduate students in the Radford University SHRM chapter will be conducting six training workshops over the next two months. NRV-SHRM members are welcome to attend for free. If you are interested in attending, please email Mike Aamodt (maamodt@radford.edu) at least a week ahead of the workshop you want to attend. All workshops will be held on the RU campus on Tuesdays from 9:00 a.m. to 12:00 in Tyler 134.

March 21	Determining FLSA Exempt Status
March 28	Being FMLA Compliant
April 4	Motivating Employees
April 11	Understanding Labor Relations
April 18	Recruiting a Diverse Workforce
April 25	Employee Safety (this one is a good review for the PHR exam)

SHRM Certification

ARE YOU CERTIFIED YET?

Why not? What's holding you back? Is it time, money or just plain fear?? The certification exams are tough, but, once you decide to make the commitment, you can achieve success and take pride in the fact you are a certified Human Resources professional.

Eligibility

To be eligible to take either the PHR or SPHR exam, you must have at least two years exempt level (professional) human resources work experience. And, you must be able to demonstrate that at least 51% of your daily activities are within the human resources function and that those activities are at the exempt (professional) level. There is also a student/recent graduate category.

Choosing the Appropriate Exam

Candidates should choose the exam that best represents their mastery of the HR body of knowledge. HRCI recommends that PHR candidates have two to four years exempt-level (professional) HR work experience, and SPHR candidates should have six to eight years. Take the HRCI Online Assessment Exam for PHR or SPHR (www.hrci.org) to see if you are ready.

Preparing for the Exam (Resources & Study Materials)

The HRCI Certification Guide – Available from the SHRM bookstore (Call 800-444-5006, option 1), or visit www.shrm.org/shrmstore

The SHRM Learning System – Available from SHRM at www.shrm.org/learning/

Preparation Courses Offered through Mary Baldwin College to be held in Roanoke, VA this fall – More information is available @ www.mbc.edu/learninc

The SHRM Foundation is offering \$600 Certification Scholarships for 2006. The application deadline is July 15, 2006. For more information, please request a brochure from Carol Dudding, HRCI Coordinator. Other scholarship funds are available as well.

PHR AND SPHR Testing Windows and Deadlines

Exam Window	Regular Deadline	Late Deadline
May 1 – June 30, 2006	March 17, 2006	April 21, 2006
Dec. 1, 2006 – Jan. 31, 2007	October 13, 2006	Nov. 17, 2006

Need Help?

Please let us know how we can help you reach your goals. Contact Carol Dudding at 382-6087 or e-mail, cdud-ding@fnbonline.com, or ask any NRV SHRM Board member for assistance.

SHRM SCHOLARSHIP PROGRAM

Program Overview

In 2006, the SHRM Foundation will be awarding 60 scholarships totaling \$50,000 to SHRM members, chapters and state councils, up from \$30,000 in past years. The scholarships are awarded through the local SHRM regions. Application deadline is July 15, 2006.

For purposes of fund distribution there are five groupings created for this scholarship program. Each group has a total of \$10,000 to distribute in scholarships annually which guarantees that there will be scholarship winners in every region. Eight certification scholarships of \$600 each and four education scholarships of \$1300 each will be awarded in each group.

Eligibility

All national SHRM members pursuing a college degree in human resources or working towards SPHR, GPHR or PHR certification are eligible to apply. (Note: SHRM professional, general or associate members may apply; however student members and local-only members of chapters are not eligible for this scholarship program.) In addition, chapters and state councils are eligible to compete for the scholarship money to fund programs that promote SPHR, GPHR or PHR certification locally.

Timeline

July 15, 2006: Postmark deadline for applications.

August 15, 2006: Scholarship recipients selected.

August 25, 2006: All applicants advised of scholarship decisions.

August 30, 2006: State councils and chapters provided with list of winners.

September 15, 2006: Scholarship checks distributed to all winners.

More information and the scholarship application can be found at
http://www.shrm.org/foundation/2002_scholguidelines.asp#criteria

THE ANATOMY
OF THE
EMPLOYMENT
RELATIONSHIP:
FROM RECRUITING
TO TERMINATION
TO LITIGATION.

REGISTER FOR THE 2006
LABOR & EMPLOYMENT LAW SYMPOSIUM.

How healthy are your employment practices? Get an annual checkup at our employment law seminar. Find out the latest “vaccines” and “cures” that can prevent or fix the ailing workplace. This seminar will allow you to take a unique look at the employer/employee relationship from the initial admission of the “patient” employer through discharge and beyond. It is a program that will go right to the heart of the anatomy of every employee/employer relationship.

REGISTRATION Yes! I WILL ATTEND AT THE FOLLOWING LOCATION: (CHECK ONE)

THURSDAY, APRIL 6, 2006
HOLIDAY INN SELECT
LYNCHBURG, VA

TUESDAY, APRIL 11, 2006
HOTEL ROANOKE & CONFERENCE CENTER
ROANOKE, VA



PLEASE USE ONE FORM FOR EACH REGISTRANT

FIRST NAME MIDDLE LAST NAME

NAME FOR BADGE TITLE

BUSINESS/COMPANY NAME

BUSINESS MAILING ADDRESS

CITY STATE ZIP

TELEPHONE FAX EMAIL (NECESSARY FOR CONFIRMATION)

REGISTRATION FEE:

A registration fee of \$175 per person includes continental breakfast, buffet luncheon, a comprehensive workbook and all related materials. A discounted rate of \$135 per person is offered for three or more attendees from the same company.

REGISTRATION DEADLINE:

Friday, March 31, 2006.

PAYMENT INFORMATION:

Please make your personal, corporate check or money order payable to:
Gentry Locke Rakes & Moore
and mail to:
GLRM Employment Symposium,
P.O. Box 40013
Roanoke, VA 24022-0013.

We are unable to accept cash, credit cards or purchase orders. All symposium registrants will receive a written confirmation via email once payment has been received. Please be sure to include your email address below.

HOTEL RESERVATIONS:

To make hotel reservations, contact the Holiday Inn Select Lynchburg at (434) 528-2500, or the Hotel Roanoke & Conference Center at (540) 985-5900.

CONTACT INFORMATION:

If you require special accommodations, or have other questions about the program, please call our symposium coordinator, Kathleen Jordan at (540) 983-9445 or email her at kathleen_jordan@gentrylocke.com

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A G E N D A

8:00am - 8:30am

Registration/Continental Breakfast

8:30am - 8:35am

Welcome/ Introductory Remarks

8:35am - 9:30am

Prescription for the First Ninety Days of Employment:
Document Today to Keep the Lawyers Away

PAUL KLOCKENBRINK/TODD LEESON

This session will provide practical points based on recent legal developments to prevent the patient employer from contracting an unexpected illness in the workplace. Get the latest preventative medicine on hiring, screening, policies, procedures and employment agreements, including the hiring of employees with existing nondisclosure/noncompetition agreements.

9:30am - 10:15am

Compensation Bug: Minor Ailment or Serious Illness.
Is Your Company Suffering from a Case of Bad Pay Practices?

ROBYN ELLIS

This discussion will prescribe the best practices to comply with State and Federal requirements regarding employee pay. Topics will include proper and improper pay deductions, garnishments, bonuses, overtime pay, payments to independent contractors, timekeeping and recordkeeping practices.

10:15am - 10:30am

Break

10:30am - 11:15am

Preventative Medicine for Your FMLA Woes

DAVID PAXTON/GREG HUNT

Has dealing with the FMLA left you in need for time off yourself? As your grandmother used to say, "an ounce of prevention is worth a pound of cure." Our "specialists" will go to the "heart of the matter" on FMLA - how to manage intermittent leave, avoid retaliation claims, navigate return to work issues, and implement best practices to avoid costly mistakes and liability.

11:15am - 11:40am

Diagnosing Defenses to Workers' Compensation Claims:
Willful Misconduct and Safety Rule Violations.

SCOTT AUSTIN/NICOLE TERRY/SHYRELL REED

Learn how and in what circumstances your company can rely on these defenses to workers' compensation claims. Follow our workers' compensation specialists' recommended course of treatment to put your company in a position to take advantage of these defenses and improve your company's prognosis.

11:40am - Noon

Have You Received Your Annual "Labor-Free" Shot?

TODD LEESON

Scientists continue to work on effective vaccines to combat the new strands of flu that are occurring. Similarly, we need to remind you of the new strategies that Labor Unions are employing to attempt to infect your workplace. 2005 was a watershed year for unions with the new "Change to Win" coalition that left the AFL-CIO. In this session, we will provide you with our annual "Union Free" vaccination.

12:00 NOON

Lunch

1:05pm - 1:45pm

Survivor HR: It is Time to "Run a Few Tests"

GENTRY LOCKE SURGEONS

How healthy is your knowledge of employment law issues? Our juris doctors will find out during this animated and lively annual competition. Attendees will be split into teams and compete for "big" prizes and bragging rights.

1:45pm - 2:30pm

Workplace Triage - Recent Developments

DAVID PAXTON

Last year's treatments got you through the rush of problems, but with the fear of a pandemic looming, you need the latest report from the "Mayo Clinic" on what is happening and what to expect. In this session, we will provide a review of the top new issues that every company will face as this year unfolds.

2:45pm - 3:15 pm

Employee Terminations: Surgically Removing Problem Employees

PAUL KLOCKENBRINK/GREG HUNT

The steps that employers take at this critical point in time are often the difference between a clean bill of health or prolonged illness. This presentation will provide valuable insight and practical advice including the symptoms to look for and issues, such as protection of the Company's proprietary information, and whether to seek a release or provide the employee with severance.

3:15 pm - 3:45 pm

Surviving the Operation: What Companies Need to Know about Litigation Dynamics

TODD LEESON

Notwithstanding your preventive practices, generally healthy habits, and vaccinations, companies are often sued by disgruntled or unhappy employees. You are far from a passive participant in this process. Even though your company may be on the operating table, there are proactive steps companies can take to assist the "doctors" and their staff during the operation. Come hear what you need to know if your company faces an employment claim.

3:45 pm - 4:00 pm

Questions and Answers

GENTRY LOCKE
RAKES & MOORE^{LLP}
Attorneys at Law

OUR PRESENTING ATTORNEYS

PAUL G. KLOCKENBRINK - SYMPOSIUM CO-CHAIR

Mr. Klockenbrink focuses his practice on labor & employment matters, before federal and state courts and administrative agencies. His practice also includes the defense and prosecution of claims involving non-competition agreements and trade secrets. He handles commercial litigation matters, including defamation and breach of contract claims.

TODD A. LEESON - SYMPOSIUM CO-CHAIR

Mr. Leeson has significant experience defending companies in the "alphabet soup" of employment litigation (e.g., Title VII, ADA, ADEA, FLSA, FMLA and NLRA). He also regularly handles labor union matters for companies, as well as disputes that arise with departing executives.

W. DAVID PAXTON - CHAIR, LABOR & EMPLOYMENT

Mr. Paxton practices in the areas of labor & employment law, civil rights and commercial litigation. He coordinates the firm's employment practice, is a frequent guest speaker at national and regional employment law seminars, and has written numerous articles on a variety of subjects involving employment law and litigation.

ROBYN SMITH ELLIS

Ms. Ellis devotes a significant part of her practice to employment law and health care regulation. She is the Secretary of the Board of Governors of the Virginia State Bar Health Law Section.

GREGORY R. HUNT

Mr. Hunt's practice focuses on labor & employment litigation related matters. He represents clients before federal and state courts and administrative agencies. He is co-author of *Labor and Employment Law, Annual Survey of Virginia Law*, University of Richmond (2005).

E. SCOTT AUSTIN

Mr. Austin practices, principally, in the fields of workers' compensation and general litigation. He represents employers in claims filed by injured employees and also defends employers (and their representatives) in criminal cases ranging from minor General District Court cases to federal investigations.

SHYRELL A. REED

Ms. Reed's practice focuses on defending employers in workers' compensation matters, and related employment disputes. Prior to moving back to Virginia, Ms. Reed served as a clerk to a Superior Court Judge in Seattle, Washington and worked as an Assistant Prosecuting Attorney in King County, Washington.

NICOLE S. TERRY

Ms. Terry focuses her practice on defending claims made by injured workers and other litigation matters. In addition to her law degree, Ms. Terry holds a Master's Degree from Hollins University.