

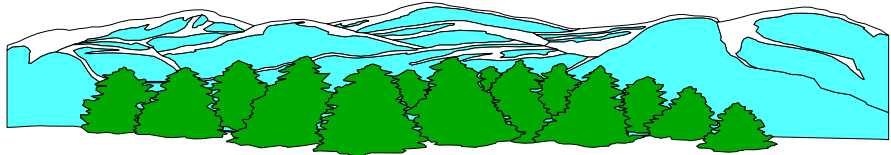
May 10, 2006

# NEW RIVER VALLEY SHRM CHAPTER

AFFILIATE OF



[www.nrvshrm.com](http://www.nrvshrm.com)



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## Greetings From The President

NRV SHRM Chapter Members,

We held the first of four planned lunchtime meetings at the Farmhouse Restaurant this past April 20<sup>th</sup>, and had a great turnout. The official count was 47 members and one guest. Our lunch program was *Managing the Performance Appraisal Process*, presented by Mr. Jack Smalley. Jack's program not only provided us with good information on best practices, most common mistakes and legal concerns to consider, but also qualified for one hour of HRCI recertification credit. Attendees should be receiving their certificates shortly. The program was excellent as was the food.

At our last meeting I announced that the Chapter would like to hold a food drive to benefit the Southwestern Virginia Second Harvest Food Bank. During these times of rising gas prices and inflation, some of our community members are in greater need. We will be accepting any charitable offers you may have at the next Chapter meeting on May 18, 2006 at the Hampton Inn in Christiansburg. Non-perishables and items that have a longer shelf life would be preferred.

There are so many benefits with being a National SHRM member. In addition to the great resources such as an HR Knowledge Center, Governmental Affairs Updates, and free webcasts and seminars, they also provide opportunities such as the Sons and Daughters Scholarship Program. This program is designed to provide scholarships to children of SHRM members who are in their first or second year of a four year college or university. The program deadline to apply for this particular scholarship is May 15, 2006. More details about the program can be found on the SHRM website at [www.shrm.org/sons&daughters/](http://www.shrm.org/sons&daughters/). There are other scholarship programs designed to assist the members themselves, such as the Regional Scholarship program. Again, specific details about this program are on SHRM's website.

Don't forget to make plans to attend this years Virginia State SHRM Conference right here in Roanoke, Virginia. I look forward to seeing everyone at the May 18<sup>th</sup> Chapter meeting.

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, June 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](mailto: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 6th** at 4:00 p.m. at Beamers Restaurant in Christiansburg. Any Board members that cannot attend should contact Teresa Harless at [tharless@blacksburg.gov](mailto:tharless@blacksburg.gov).

## Board Meeting Minutes

**Date:** May 2, 2006

- Mike Driscoll reported that the lunch meeting had 48 attendees, which is well above the regular meetings. Brenda Farmer mentioned that may be due to the late distribution of the newsletter. Mike mentioned the possibility of having the lunch meeting in a buffet format. The Farmhouse requires a minimum of 50 people for a buffet. Gary McDaniel will contact the Farmhouse to get a price and menus for a buffet .
- Keith Lashomb distributed the financials and was happy to report that the balance in the account topped \$10,000.
- Valerie Crabtree passed over to Keith several more new members to include At Work Personnel Services.
- Lorraine Waschman shared with the group that her contact at Junior Achievement could do a presentation as short as 10 minutes or as long as 45. The Board discussed adding a legislative alert piece to the JA presentation to make a whole meeting. Gary mentioned that his company has a CDHP presentation that they can do, and wanted to know what rules we may have regarding their presentation to our members. It was agreed that that presentation is acceptable as long as they don't sell during the meeting.
- Bruce Jennings reported that at his last industrial committee meeting consensus was that employment in the valley is strong. Most companies are having strong sales. Their next meeting is 7:00 a.m. on May 9th.
- Cindy Hale gave an update on the State Council. She announced that the next state council meeting is Friday, May 5th in Williamsburg. She also reminded everyone that the State Conference is in Roanoke this October. It was proposed that the Board would sponsor one golf team at the pre-conference. Motion passed unanimously. Gary will send an email to all Board members to see who's interested.
- Gary McDaniel mentioned a survey tool– Survey Monkey—as a means to get information from our members. Gary will work up a survey and send it to the Board to complete and evaluate the results. If approved, the survey tool can be linked to an email to members or linked at the SHRM website.
- The Board also entertained a motion to sponsor \$5.00 toward participation at the Shelor Motor Mile for a "Day at the Races". Gary will research more about the event and details.
- The Board decided to sponsor a New Member Social following the June 6th meeting at Beamers restaurant. To make it easier for the new members to attend after work, the Board moved their meeting time forward to 4:00 p.m. that evening. These new members will also be encouraged to bring a non SHRM acquaintance with them.

## Chapter Financial Report

### CHAPTER FINANCIAL REPORT

Beginning balance as of March 31, 2006	\$9,471.49
Ending balance as of April 30, 2006	\$10,154.09

Visit [nrvshrm.com](http://nrvshrm.com) for a detailed listing of transactions.

**ARTICLES FOR SHRM NEWSLETTER**

Articles for each month's newsletter are due on the last Tuesday of the previous month. Articles for the June newsletter are due May 30, 2006. They may be sent to the chapter's secretary, Teresa Harless, at [tharless@blacksburg.gov](mailto:tharless@blacksburg.gov). Teresa's telephone number is 540-558-0721.

**SHRM REGIONAL SCHOLARSHIPS**

Did you know... The SHRM Foundation provides \$50,000 annually to fund the Regional Scholarship Program? The scholarships support SHRM members working full-time and pursuing HR degrees or professional certification. New for 2006! Four academic scholarships of \$1300 each and eight certification scholarships of \$600 each will be awarded in each region. Each of the five SHRM regions receives \$10,000 to award to applicants in their part of the country. SHRM members, chapters and state councils may submit an application to SHRM by July 15 for consideration. Scholarship applications and complete details are available at [www.shrm.org/foundation/2002\\_scholguidelines.asp](http://www.shrm.org/foundation/2002_scholguidelines.asp).

**2006 SHRM Golf Tournament**

**Date:** October 11, 2006  
 7:30 AM Registration  
 8:00 AM Shotgun Start  
 1:00 PM Awards & Lunch on the Deck

**Sponsored by:**  
 > Roanoke Valley SHRM  
 > New River Valley SHRM  
 > Virginia SHRM State Council

Hanging Rock Country Club (15 minutes from The Hotel Roanoke)

**18 holes of Captain Choice**  
**Prizes for the Winning Teams**  
**Closest to Pin on Par Three's**  
**Beginners are Welcome**

**Cost:** \$50 per player  
 \$200 per team

Please submit your entries by September 20, 2006:

Coy Renick, SPHR  
 2045 Mountain View Road  
 Vinton, VA 24179  
 Phone 540-890-3153  
 Cell 540-556-4480  
 Email [crenick@cox.net](mailto:crenick@cox.net)

### Are Your Employees Entitled to a “Day of Rest”?

An employee tells you he cannot work on a certain day because of religious reasons. Must you accommodate this request in its entirety? Or, instead of giving the employee the full day off, can you simply offer a partial day off to permit him to attend religious services?

In *Baker v. Home Depot*, 2006 U.S. App. LEXIS 9891 (2<sup>nd</sup> Cir. 2006), the Second Circuit faced this issue head on. Bradley Baker was a full-time employee of Home Depot. He also was devout member of the Gospel Fellowship Church. This Church emphasized the importance of strict observance of the Sabbath and recognized Sunday as a day of rest and meditation.

Home Depot initially accommodated Baker’s requests for Sundays off. After a change in management, however, the store felt it no longer could honor his request. It thought that doing so unfairly would force other employees to work overtime. Home Depot therefore began scheduling him for Sunday shifts (though it proposed to allow him to work a later shift, to permit church attendance in the morning). Baker continued to refuse to work on Sundays. Home Depot subsequently discharged him for excessive absences.

Baker brought suit against Home Depot under Title VII, claiming religious discrimination. The trial court agreed that Baker (1) held a bona fide religious belief which conflicted with an employment requirement, (2) informed Home Depot of this belief, and (3) was disciplined for failing to comply with the employment requirement. Thus, it held that he stated a *prima facie* case of religious discrimination. It found, however, that Home Depot had offered him a “reasonable accommodation” by permitting him to have a partial day off on Sundays. Accordingly, it granted Home Depot’s motion for summary judgment.

On appeal, the Second Circuit reversed. It held that Home Depot’s offer of a partial day off on Sundays was **not** a reasonable accommodation for the employee. Relying on the reasoning articulated in Cooper v. Oak Rubber Co., 15 F.3d 1375 (6<sup>th</sup> Cir. 1994), the court noted that allowing a partial day off only addressed one of Baker’s concerns about Sunday work—missing church services. It did not, however, address Baker’s principal objection to Sunday work: that it violated his religious conviction that he must keep Sabbath day holy. Because the accommodation did not address this concern, the Second Circuit held that it was not a reasonable accommodation: “Simply put, ‘[t]he offered accommodation cannot be considered reasonable . . . because it does not eliminate the conflict between the employment requirement and the religious practice.’”

#### *Lessons of the Case*

To avoid religious discrimination suits, employers must be attentive to employee’s valid requests based on religious beliefs. The company must make reasonable accommodations for these beliefs, whenever practicable. And it must be sure that the proposed accommodation addresses the conflict between the employment requirement and the religious practice. Keep in mind, a day of rest may, in fact, be a *day of rest*.

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## 2006 Calendar of Events & Annual Meeting Schedule

DATE	SPEAKER	TOPIC
January 19, 2006	James Cowan with LeClair Ryan Flippin Densmore	Legal Update
February 16, 2006	Fred Starling	How To Train Supervisors and Managers in Counseling, Discharge and Discipline
March 16, 2006	Christy Porterfield	Diversity
<b>April 20, 2006*</b>	Jack Smalley, Express Business Solutions	The Performance Appraisal: Friend or Foe?
May 18, 2006	TBA	TBA
<b>June 15, 2006*</b>		
July 20, 2006		
August 17, 2006		
<b>September 21, 2006*</b>	Steve Miranda	The Quick and the Dead: HR Strategies for the New Millennium
October 19, 2006		
<b>November 16, 2006*</b>		
December 7, 2006	Holiday Social	

All NRV-SHRM Breakfast Meetings will be held at the Hampton Inn, Christiansburg at 7:30 a.m. unless otherwise noted

\*The NRV SHRM meeting on June 15th, September 21st, and November 16th will be lunch meetings that will be held from 12:00 noon until 1:30 p.m. The locations and details regarding the lunch meetings will be sent to members at a later date.