

BOARD OF DIRECTORS

KEITH LASHOMB, SPHR
President (276)688-3344 ext. 5065
keithlashomb@hughes.net
MIKE AAMODT, SPHR
President Elect & College Relations
Chairman 831-5513
maamodt@radford.edu
CHRISTY PORTERFIELD, PHR
Past President 231-9936
christyp@vt.edu
KAREN EDMONDS, SPHR
Treasurer 394-2007
kedmonds@naxs.net
SUSAN GRAVES
Secretary 381-3200
sgraves@duncanauto.net
JAMES COWAN
Legislative Coordinator 961-2600
cowan@flippindensmore.com
APRIL LUCAS
Diversity Coordinator 443-3443
alucas@warmhearth.org
SHARI CASTON
Workforce Readiness Coordinator
951-0841 shari.caston@adeconacona.com
VALERIE CRABTREE
Chapter Membership 381-2386
Valerie.crabtree@na.manpower.com
LORRAINE WACHSMAN, PHR
SHRM Foundation Representative
443-3444
lwachsmann@warmhearth.org
BECKIE COX, PHR
HRCI Coord. 552-3515 ext. 310
bacox@hhhunt.com
MIKE DRISCOLL, SPHR
Retiree Liaison 381-8525
mike_driscoll@msn.com
JEFF HAMLEY
Industry Chairman 639-8971
jeffrey.hamley@atk.com
MELISSA VADEN
Member at Large 552-3011
mvaden@moog.com
SAM CAMDEN
Member at Large 231-4281
scamden@vt.edu

President's Letter

Hello Everyone!

With the arrival of spring we all have aspirations of taking on new tasks or tackling old projects that we somehow never quite got around too. It's an excellent time to revisit our "to do" lists and set new priorities for the remainder of 2008.

At March's membership meeting we were fortunate to have Clint Morse (LeClairRyan Law Firm) visit and provide us with a legal update on Labor & Employment Law. Clint shared with us a recent decision affecting our organizations e-mail policies. E-mail policies are often unenforceable because of the affect on Union organization restrictions in the workplace. An employer may now make a distinction between charitable solicitations and non-charitable solicitations, solicitations of a personal nature and solicitations for the commercial sale of a product, business-related and non business-related issues. Clint provided us with a sample policy to address an organizations approach to the use of computer systems, e-mail and the internet. If you did not get a copy of this sample policy or were not able to attend the March meeting please contact me or you may contact Clint Morse directly at (540) 510-3023 or clinton.morse@leclairryan.com. Also discussed was a review of the Fair Labor Standards Act of 1938 and its affect in the contemporary organization.

Also addressing our membership at the March meeting was Kevin Byrd. Kevin and his team are heading up the New River Valley Employment Mobility Study. The primary goal of this project is to address Rural Gaps in Transportation. Funded by VDOT and The New River Valley Planning District Commission, this programs objective is to evaluate the NRV Region for Employee-based Transit. Possible plans include utilizing Park and Ride Lots as "Rural Bus Stops" and establishing fixed or semi-fixed routes along major corridors. Kevin has asked that we support this effort by having our membership assist in the administration of a survey to employees online. For more information contact Kevin Byrd at (540) 639-9313 or kbyrd@nrfdc.org.

Mike Aamodt has another informative program set for April. On April 17th our membership meeting will be held at The Baker's Best Cafeteria in Radford (Radford University West) (the former St. Albans site). This will be an evening meeting from 5:30 p.m. to 8:30 p.m. **and has been approved for 2.0 credits for HRCI.** The topic "Technology and Staffing" will address "Online recruiting and screening, Facebook, MySpace, & Blogs, Technology changes at the VEC, and how students look for job online". Facebook, MySpace & Blogs!! – Now there is an area where I feel inadequate. This is a meeting you may not want to miss.

Workforce Readiness remains at the forefront of the HR agenda for 2008. Even as this article is being written, many of our local chapter members are attending the Workforce Readiness Forum in Richmond. As our local Workforce Readiness representative, Shari Caston has been aggressively pursuing the New River Valley SHRM's role in the community. In that respect, Shari has met with several Vocational Specialists from the Partnership for Self-Sufficiency (PSS). The PSS offers a class twice each month in job readiness for those trying to get off welfare. **As HR professionals we have an opportunity to support this noble effort.** Two HR professionals are needed each class to conduct mock-interviews and provide constructive criticism for participants. To volunteer and support this effort please contact Shari Caston at (540) 989-1372 or Shari.Caston@adeconacona.com.

Best Regards,
Keith F. LaShomb

Meeting Notices

BOARD OF DIRECTORS MEETING

The monthly Board meeting will be held on Tuesday, May 6th at 7:30 a.m. at I-Hop in Christiansburg. Any Board members that cannot attend should contact Susan Graves at sgraves@duncanauto.net.

CHAPTER INDUSTRIAL MEETING

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, April 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 Jeff Hamley at (540) 639-8971 or jeffrey.hamley@atk.com for more information on the Industrial Meeting.

Chapter Financial Report

Beginning Balance as of February 29, 2008	\$1,586.08
Ending Balance as of March 31, 2008	\$3,837.08
Scholarship Balance	\$2,796.00
Certificate of Deposit	\$2,500.00
TOTAL ASSETS	\$9,133.08

Board Meeting Minutes

April 1, 2008

Present: Lorraine Wachsman, Valarie Crabtree, Keith LaShomb, April Lucas, & Sam Camden.

- Keith LaShomb presented a scholarship application submitted by Kerri Williams. After discussion the Board approved the application.
- The Board reviewed the financial statement submitted by Karen Edmonds.
- Valerie Crabtree reported that the membership applications received this past month bring the membership number to 94.
- The Board discussed the New River Valley Employment Mobility Study. To increase awareness of the program some employers have already been contacted, and asked to distribute information.
- Keith LaShomb presented a request submitted by John Sharlow, Lube Wizard Mobile Oil Change Service. Mr. Sharlow requested authorization to advertise in the NRVSHRM Newsletter. After discussion, the Board approved Mr. Sharlow's request. (\$50 per flyer, per Newsletter).

How Should Government Contractors Implement the New Race and Ethnic Categories in Their Affirmative Action Programs?

by James K. Cowan, Jr. of LeClairRyan

The Office of Federal Contract Compliance Programs ("OFCCP" or the "Office") has released interim guidance for employers on the use of race and ethnic categories in Affirmative Action Programs ("AAP") to address the revised EEO-1 Report (the "Report") issued by the Equal Employment Opportunity Commission. The Report, effective September of 2007, requires employers, including federal contractors, to report on the racial, ethnic, and gender composition of their workforces based upon newly updated racial and ethnic categories. The revised Report contains three major changes: (1) it adds a new race and ethnic category, entitled "two or more races," to account for multi-racial individuals; (2) it subdivides the overly broad race and ethnic category of "Asian or Pacific Islander" category into "Asian" and "Native Hawaiian or other Pacific Islanders"; and (3) it subdivides the "Officials and Managers" job category into "Executive/Senior Level Officials" and "Managers and First/Mid Level Officials and Managers."

Unfortunately, the OFCCP regulations currently require contractors to collect and maintain information about the gender, race, and ethnicity of their employees using the four minority racial and ethnic categories used on the previous EEO-1 Report: (1) Blacks; (2) Hispanics; (3) Asians/Pacific Islanders; and (4) American Indians/Alaskan Natives. In light of the changes to the EEO-1 Report, the OFCCP is drafting proposed amendments to the recordkeeping and AAP regulations at 41 CFR parts 60-1 and 60-2 to harmonize its race and ethnic categories with those used in the EEO-1. The OFCCP has announced plans to publish its proposed regulatory changes in the Federal Register for a sixty-day public comment period in the near future. The agency will review and consider the public comments before deciding on the final race and ethnic categories contractors will be required to use under the Executive Order.

This disconnect in definitions of race and ethnicity has raised difficulties for contractors who may be unsure about whether to begin using the new EEO-1 categories for all purposes, and who are hesitant to create confusion by categorizing employees, or asking them to self-identify, using two different sets of race and ethnic category definitions. In an attempt to minimize this confusion, until it provides final rules and guidance, the OFCCP has announced that as a matter of enforcement discretion, it will not cite a contractor for non-compliance solely because it utilizes the race and ethnic categories required by the revised EEO-1 Report when preparing its AAP. The OFCCP will also permit contractors to prepare their AAP using the racial and ethnic categories provided under the OFCCP's current regulations. In making this announcement, the OFCCP reiterated that this guidance will have no effect on how it will examine a contractor's overall good faith efforts, or its compliance with recordkeeping, nondiscrimination or affirmative action requirements.

Jim Cowan can be reached in the Firm's Blacksburg office at 540-443-3300 or james.cowan@leclairryan.com.

SHRM FOUNDATION

The SHRM Foundation will award a total of \$100,000 in scholarships to national SHRM members, chapters and state councils in 2008. Applications are now being accepted for the following scholarships. Deadline to apply: July 15, 2008.

- 60 Certification Scholarships of \$750 each
- 40 Academic Scholarships of \$1375 each

The scholarships are awarded through the local SHRM regions. Applications will be judged in the following five groups:

- Northeast Region
- Southeast Region (and former Caribbean Atlantic Region)
- North Central Region
- Southwest Central Region

Pacific West Region (and former Asia Pacific Region)

Each group has a total of \$20,000 to distribute in scholarships annually which guarantees that there will be scholarship winners in every region. Twelve certification scholarships of \$750 each and eight academic scholarships of \$1375 each will be presented in each group.

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.

MILITARY FAMILY LEAVE (FAMILY & MEDICAL LEAVE ACT)

By now most of us are aware that in January 2008 President Bush signed legislation that expanded the Family and Medical Leave Act (FMLA) to provide coverage for our military members.

What we may have overlooked is the requirement to add the Military Family Leave notice to our Labor Law Posters.

To secure a copy of this poster:

Go to www.dol.gov/esa

- Click on FMLA (left column)
- Scroll to “Workplace Posters”
- Click on FMLA Poster Insert for Military FMLA Amendments
- Print the Notice

Post the Notice



NEW RIVER VALLEY SHRM

MEMBERSHIP MEETING

April 17, 2008

Topics: Technology and Staffing

Speaker: David Cohen, President DCI Consulting

**Ella Greer
Radford City Police Department**

**Jerry Barnett
Virginia Employment Commission**

**Ashley Bondurant
Virginia Tech SHRM**

**Location: Baker's Best
Radford, VA**

Time: 5:30 p.m.—8:30 p.m.

Cost: \$20.00

Please RSVP to Valerie Crabtree by Monday, April 14th.

Valerie.crabtree@na.manpower.com



APPROVED FOR RECERTIFICATION CREDIT

This program has been approved for 1 credit hour toward PHR, SPHR, and GPHR recertification through the Human Resources Certification Institute (HRCI)

2008 Calendar of Events & Annual Meeting Schedule

DATE	TOPIC	SPEAKER	LOCATION
January 17, 2008	Organizational Justice (approved for HRCI—1.0)	Dr. Mike Aamodt, Radford University	Hampton Inn—7:30 a.m. to 9:00 a.m.
February 21, 2008	Mediating Conflicts (approved for HRCI—1.0)	Bobbie Raynes, Certified Mediator	Farmhouse—11:45a.m. to 1:30 p.m.
March 20, 2008	Legal Update: Focus on Em- ployee Relations	Jim Cowan, LeClair Ryan	Hampton Inn—7:30 a.m.— 9:00 a.m.
April 17, 2008	Technology and Staffing Online Recruiting and Screening	David Cohen, DCI Consulting; Ella Greer, Radford City Po- lice; Jerry Barnett, VEC	Baker's Best—5:30 p.m. to 8:30 p.m.
May 15, 2008	Legal Update: Staffing	Todd Leeson, Gentry, Locke, Rakes	Location TBA—7:30 a.m. to 9:00 a.m.
June 19, 2008	Terrorism & Workplace Vio- lence	Todd Branscome, Radford Uni- versity or Sgt. Robert Carpen- teri, Virginia State Police	Location TBA—7:30 a.m. to 9:00 a.m.
July 17, 2008	Dealing with the Distressed Employee	Dr. Sarah Hastings, Radford University	Farmhouse—12:00 p.m. to 2:00 p.m.
August 21, 2008	Legal Update: Health & Safety	Victor Cardwell & Tom Winn, Woods, Rogers	Location TBA—7:30 a.m. to 9:00 a.m.
September 18, 2008	Ethical Dilemmas	Mary Jane Umberger, HR Alliance, LLC	Farmhouse—12:00 p.m to 2:00 p.m.
October 16, 2008	Scanning the External Environ- ment in the NRV	Aric Bopp, NRV Economic Development Alliance	Location TBA—7:30a.m to 9:00 a.m.
November 20, 2008	Legal Update: Privacy	Heather Polzin, LiClair Ryan	Location TBA—7:30 a.m. —9:00 a.m.
December 2008	Holiday Social		Farmhouse—5:30 p.m.— 7:30 p.m.
January 2009			

Inclement Weather Policy: Meetings will be cancelled if Montgomery County Schools are closed or on a two-hour delay due to inclement weather.