

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@adeconna.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!

Summer is upon us as our minds wander to the beach trip to the outer banks, Myrtle Beach or the family vacation at Orlando's Disneyworld. The summer months also present us with the challenges of covering the workforce while our employees enjoy some well deserved time off.

At our April meeting we welcomed Todd Leeson back and enjoyed a legal update on Staffing issues. Todd's presentation on the "Legal Risks in the Hiring Process" tied in well with April's membership meeting addressing Technology and Staffing (remember the exciting introduction to Facebook, MySpace & Blogs?). If you missed the meeting and would like a copy of Todd's power point presentation, please contact me.

This month's meeting will address **Terrorism & Workplace Violence**. We're looking forward to this presentation by Dr. Dennie Templeton from Radford University. **Please join us at the Hampton Inn on Thursday, June 19th (7:30 a.m.). This membership meeting has been approved for 1.0 credit toward HRCI certification.** Enjoy a breakfast brunch while you enjoy this presentation.

Dirty Dancing is the theme of the next Virginia SHRM State Council Meeting. As our regional representative, Karen Edmonds has put a lot of time and effort into an exciting program that will be held at Smith Mountain Lake on Friday, July 25th. **COME TO THE MOUNTAINS IN JULY** and show our Chapters support for this State Council Meeting.

SHRM Foundation Regional Scholarship Program. This program will award a total of \$100,000 to working SHRM members this year. This awards program is designed to assist HR professionals in meeting their career goals. Individuals may apply for either a \$1375 education scholarship or a \$750 certification scholarship. A total of 100 scholarships will be awarded. Eligibility is open to National SHRM professionals, general and associate members pursuing a college degree working towards PHR, SPHR or GPHR certifications. Applications will be judged based on region. Each region has a total of \$20,000 to distribute. This guarantees that there will be 20 scholarships winners in each region (12 certification awards and 8 academic awards). To apply, visit the SHRM website at www.shrm.org and search under *Regional Scholarship Program* (tab under SHRM Foundation, Scholarship & Awards). Application deadline is July 15, 2008.

We continually encourage our members to utilize the wealth of knowledge that is available on the SHRM Website. One site that is particularly interesting is **HR Basics – What Every HR Professional Needs to Know!** HR Basics brings together the fundamentals of HR practice, policies, and employment laws that HR professionals need to know. This section of the SHRM website should be helpful for anyone who is practicing human resource management. Maybe you are new to the field and need some general HR information, or maybe you are a seasoned professional who needs a refresher on a certain area. Either way, HR Basics is the place to go! Visit www.shrm.org/hrresources/basis published.

I hope you all have a wonderful month. I look forward to seeing you at our next meeting on June 19th.

Best Regards,
Keith F. LaShomb

Meeting Notices

BOARD OF DIRECTORS MEETING

The monthly Board meeting will be held on Tuesday, June 3rd at 5:15 p.m. at Manpower 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, June 10th 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 April 30, 2008	\$3,920.83
Ending Balance as of May 31, 2008	\$4,556.57
Scholarship Balance	\$2,826.00
Certificate of Deposit	\$2,500.00
TOTAL ASSETS	\$9,882.57

Workforce Readiness

Thank you to all those NRVSHRM Members that have volunteered to participate in the Mock Interviews for Partnership for Self Sufficiency. So far, it's been a HUGE SUCCESS. Several of the PSS participants have been invited to interview by companies in the NRV – exciting news!!! And, the Montgomery County Department of Social Services is truly appreciative of our time and help with participants of the program. Again, thank you! It couldn't be done without your help!

SHRM Foundation

Generating Research-Based Knowledge

The SHRM Foundation has funded more than \$1.4 million in rigorous academic research to advance the HR profession. Current SHRM foundation-funded research projects include the topic areas of: HR professionals as team leaders; performance appraisal programs; the influence of telework on work-family balance and organizational effectiveness; the aging American workforce; and managing global talent. The cumulative effect of multiple research studies is to discover and document what practices work best, and under what conditions. What does that mean for you? It means enhanced credibility. Imagine proposing a new program to senior management and being able to cite solid research to demonstrate the benefits of your proposed change. Indeed, research advances the knowledge base and ultimately influences the practice of human resource management. For example, the widespread use of structured interviews is based on multiple research studies that clearly demonstrate the effectiveness of this practice. To review the results of recently completed SHRM Foundation research, visit [SHRM Findings](#).

Unions Are Attacking on Broad Fronts to Regain Membership Strength

By Clinton S. Morse of LeClairRyan

Unions today represent only about 7% of the private sector. Many employers who are faced with multiple employment law challenges have written unionization off as a problem upon which they no longer need to focus. Employers should re-think such business decisions, however, as unions are attacking on multiple fronts to regain lost membership.

The Employee Free Choice Act Remains a Continuing Threat

Unions made very strong efforts to push the Employee Free Choice Act (the “EFCA”) through Congress in 2007. The EFCA would increase penalties for employer violations of the National Labor Relations Act, eliminate secret ballot elections, allow unions to organize private sector employers simply on the basis of an authorization card check, and require binding arbitration if an employer and a union were unable to reach an agreement on an initial contract. It would also allow unions to engage in enormous abuse of the union organizing process through threats and misrepresentations concerning what the cards mean.

The EFCA passed the House of Representatives in 2007 and was defeated in the Senate on procedural grounds only (the Democrats were unable to cut off debate and bring the bill to a vote on the Senate floor). Employers face the increasingly serious threat that unions will be able to push the EFCA through Congress following the November elections. If Democrats win the presidency and gain further strength in Senate, it is highly likely that the EFCA will become the law of the land.

The Public Safety Employer-Employee Cooperation Act of 2007

Unions represent only about 37% of the public sector. As such, they are also working for passage of the Public Safety Employer-Employee Cooperation Act of 2007 (the “Act”) to increase their representation of public sector employees. Currently, every state has the ability to set policies that govern whether and to what extent public sector employees can authorize unions to engage in collective bargaining on their behalf. The Act eliminates this power by providing a federally mandated one-size-fits-all model governing collective bargaining for public safety employees throughout the nation. Specifically, it would grant fire fighters, police officers, and emergency response personnel the right to form and join a union and require their employers to recognize and agree to bargain with that union. This one-size-fits-all model arguably violates the Constitution’s tenth amendment, which leaves to the states any powers not specifically given to the federal government – which presumably includes state labor relations. Thus, the threat of protracted litigation also looms.

The Act poses the greatest threat in Virginia and North Carolina, the only two states that totally prohibit public sector collective bargaining. The Act also poses a significant threat in a number of other states that allow only limited forms of public sector bargaining.

Under the Act, if the Federal Labor Relations Agency (the “Agency”) determines that a state law does not substantially provide for the rights and responsibilities described in the Act, then the state law is subjected to the labor relations scheme established pursuant to the rules issued and administered by the Agency.

Implementation of the Act will likely also result in increased costs and an increased tax burden for all citizens. Unions that have organized private companies are at least subject to market competition. If they make their employers uncompetitive, union workers lose their jobs. Public sector unions have greater clout because there is no competition for government services; they are by law a monopoly. This is especially true for police and firefighters who can do great harm to public safety if they strike. Although the Act prohibits strikes, such prohibitions have never worked. Union officials call strikes anyway, then negotiate amnesty as a condition of ending the work stoppage.

In short, the Act is designed to give big labor the whip hand with local governments, and to further coerce non-union members to join the dues-paying ranks.

The House of Representatives has already passed the Act by a vote of 314-97. The Senate is currently debating the Act. (It is worth noting that 11 Republican Senators are co-sponsors of the Act.) The Bush administration has promised a veto if the bill is passed, but two serious threats remain. First, even if President Bush vetoes the legislation, it is possible that the House and Senate could override his veto. Second, even if the bill is defeated in Congress this year, it can be reintroduced just like the EFCA. If the Democrats win the upcoming presidential election, there seems little doubt that a Democratic president would sign both acts.

Unions are pressing to expand public sector bargaining on the state level as well. In May 2008, the State Employees Association of North Carolina, with approximately 55,000 state employees and retiree members, voted to affiliate with the Service Employees International Union, one of the largest unions in the United States. Unions have also successfully introduced in the North Carolina legislature a bill modeled after the Public Safety Employer-Employee Cooperation Act, which would provide for broad public sector bargaining in that state. Thus, unions are aggressively moving to expand their public sector membership as a part of their overall plan to increase membership in all sectors of the economy.

Unions Forge Secret Organizing Pacts with Major Employers

As a new organizing strategy, two of the nations largest labor unions, the SEIU and UNITE! HERE, have begun to forge confidential agreements with large employers that give the companies the right to designate which of their locations and how many workers the unions can seek to organize. So far, SEIU and UNITE! HERE have successfully negotiated such arrangements with Sodexo, Compass Group USA, and Aramark Corp. Since 2005, these unions have organized about 15,000 workers from these three companies, which collectively employ more than 300,000 people in the United States.

Agreements such as those reached with Sodexo and Compass give employers “the right to designate the sites” where the unions may try to organize workers. In other words, local unions are only free to engage in organizing activities at designated locations. When the employer agrees to allow a union to organize, it usually also agrees to recognize the union on the basis of a card check (without a secret ballot election), to remain neutral during the organizing process, to provide the union a list of all affected employees, and to grant the union access to contract workers. In return, the unions agree to give up their right to strike (at least initially), and not to post derogatory language about the company on company bulletin boards. The unions also agree to present issues before a labor management committee before engaging in leafleting or rallies.

Unions claim they are simply trying to promote good labor relations. However, these secret agreements raise serious questions about union transparency and worker rights. These secret pacts are yet another example of innovative union organizing tactics about which all employers should be concerned.

Practice Pointers

Non-union companies should renew their emphasis on remaining union-free. They can do so by:

Re-establishing union-free management training for supervisors;

Taking their union-free management message to employees before unions arrive; and

Educating employees on the benefits of staying union-free during the employee orientation process. This is the period when employees are most receptive to learning key aspects of a company’s culture. All companies should have a strong orientation program during which they emphasize the company’s commitment to staying union-free for the benefit of both employer and employee.

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The author, Clinton Morse, can be reached in LeClairRyan’s Roanoke office at 540.510.3023 or via email at clinton.morse@leclairryan.com.



NEW RIVER VALLEY SHRM

MEMBERSHIP MEETING

June 19, 2008

Topics: Terrorism and Workplace Violence

**Speaker: Dr. Dennie Templeton
Radford University**

Location: Hampton Inn, Christiansburg, VA

Time: 7:30 a.m.—9:00 a.m.

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	Dr. Dennie Templeton, Radford University	Hampton Inn—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.