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*President's Letter*

Greetings from the President!

We are finally getting some warm weather – perfect for a NRV-SHRM social. Mike Driscoll is working on some ideas for a social event or two for the summer, so keep on the lookout for further information.

We had another great turnout for our meeting in April. Our own Darren Wagnon presented an interesting program on handling stress during times of organizational change. Darren, an EAP counselor for Carilion, used many humorous examples to take the stress out of hearing about stress. Darren, thanks for an interesting and informative program.

For those of you who are members of NRV-SHRM but not of national SHRM, SHRM is offering a \$15 discount on dues if you enroll during May. Benefits of national membership include free job descriptions, legal updates, information services, scholarships, free webinars, and much more.

The results of the annual NRV-SHRM Salary Survey were sent in April to participating members. We would like to thank the Radford University student chapter for analyzing the results again this year. Several other chapters in Virginia want to conduct a salary survey and are using the NRV-SHRM survey as a model. If you did not participate but would like a copy of the results, please contact our treasurer, Karen Edmonds. The cost for a non-participating chapter member is \$75.

The Radford students have also finished updating job descriptions for our Chapter board members. As a result of these updated job descriptions, we will be making some structural changes that should help will make our Board, and thus the Chapter, function more efficiently. One of these changes will be to create a few committees that will be chaired by a Board member and will include as many NRV-SHRM members who want to participate. If you are interested in serving on a committee, let me know. Serving on a committee is not only fun, but a great way to network with other HR professionals.

This month, our chapter meeting will be a lunch meeting beginning at 7:30 a.m. on May 21 at the Hampton Inn in Christiansburg. The topic for the meeting is a legal update on changes that can be expected with the Obama administration. Todd Leeson, an attorney with Gentry Locke Rakes and Moore, will be our speaker. The program has been approved for HRCI credit.

I look forward to seeing everyone at the Hampton Inn.

Best Regards,  
Mike Aamodt

## Meeting Notices

### CHAPTER INDUSTRIAL MEETING

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, May 12th 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](mailto:jeffrey.hamley@atk.com) for more information on the Industrial Meeting.

## Chapter Financial Report

Beginning Balance as of March 31, 2009	\$ 932.56
Ending Balance as of April 30, 2009	\$ 2,901.59
Scholarship Balance	\$ 2,091.76
Certificate of Deposit	\$ 2,500.00
TOTAL ASSETS	\$ 7,493.35

## SHRM Foundation

### SHRM Foundation Scholarships for National SHRM Members

*Application Deadline: July 15, 2009*    [2009 Applications now available!](#)

This program is generously underwritten by the [J. J. Keller Foundation](#).

The SHRM Foundation has committed a total of \$100,000 annually for scholarships to be awarded to national SHRM members pursuing a degree in human resources or SPHR, GPHR, PHR or California certification. Members working in the media industry and pursuing a college degree are eligible to apply for a Barbara Sanchez Scholarship.

In addition, chapters and state councils are eligible to compete for the scholarship monies to fund programs that promote SPHR, GPHR, PHR or California certification. (*Note: National SHRM members includes professional, general or associate members. Student members and local-only members of chapters are not eligible for this scholarship program.*)

#### Awards:

- 60 Certification Scholarships (\$750 each)
- 40 Academic Scholarships (\$1,375 each)
- 5 Barbara Sanchez Scholarships (\$1,500 each)

For 2009, all applications must be submitted online. You may begin the online application process, save your work and then complete the process at a later date. Your application must be completed and submitted by July 15 to be considered for an award.

## Legal Update

### USCIS to All Employers: New I-9 Form Effective April 3, 2009

by Debra J.C. Dowd, Esq. of LeClairRyan

The Citizenship and Immigration Service (CIS) confirmed that the latest I-9 Form is effective April 3, 2009. The CIS went several years without updating the I-9 Form and the attending List of Documents – but has made a series of revisions, some substantial and some insubstantial, over the last two years.

The now current Form has a revision date of February 2, 2009. The revision date is located in the lower right-hand corner of the Form (Rev. 2/2/2009). The current Form can be found at <http://www.uscis.gov/files/form/i-9.pdf>. A Spanish version is also available online. As of April 3, 2009 employers should begin using the new version of the Form.

The primary difference between the last version and the current version is the addition and deletion of acceptable documents from Lists A, B and C. One sweeping change is the requirement that *all* documents presented under Lists A, B and C be unexpired. The former list included certain documents that could in fact have been presented after expiration, e.g. U.S. passport. In addition, specific changes were made to List A:

Two documents have been added to List A:

- A temporary I-551 printed notation on a machine-readable immigrant visa in addition to the foreign passport with a temporary I-551 stamp; and
- A passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with a valid Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI.

Three documents were removed from List A:

- Form I-688, Temporary Resident Card;
- Form I-688A, Employment Authorization Card; and
- Form I-688B, Employment Authorization Card.

The Handbook for Employers has also been updated to reflect the changes. The Handbook can be found at <http://www.uscis.gov/files/nativedocuments/m-274.pdf>.

The I-9 Process is mandated for all employers, regardless of size, location or industry. It is the process by which an employer is required to verify the identity and work eligibility of every employee at the time of hire. For more information on the I-9 Process or other matters relating to Employer Compliance or Immigration, please contact one of the following Team members:

Debra J.C. Dowd (Richmond)	<a href="mailto:debra.dowd@leclairryan.com">debra.dowd@leclairryan.com</a>	804-343-4069
Jeffrey Van Doren (Roanoke)	<a href="mailto:jeffrey.vandoren@leclairryan.com">jeffrey.vandoren@leclairryan.com</a>	540-510-3054
Barbara J. Bavis (Alexandria)	<a href="mailto:barbara.bavis@leclairryan.com">barbara.bavis@leclairryan.com</a>	703-647-5907

**NEW RIVER VALLEY SHRM  
MEMBERSHIP MEETING  
May 21, 2009**

**Topic:** Post Election Employment Law Update: Change has Arrived—Is Your Company Prepared?

**Speaker:** Todd Leeson  
Gentry Locke

**Location:** Hampton Inn, Christiansburg, VA

**Time:** 7:30 a.m. – 9:00 a.m.

**Buckle up! 2009 will continue to be a year of significant changes in employment and labor law, and there will be more employment-related claims. At our May program, Todd Leeson, a partner with the Gentry Locke law firm, will provide you with the latest information on the key developments and anticipated changes. Todd will provide practical advice and proactive steps you should take now. Todd will cover the following topics (among others): New amendments to ADA; “Employee Free Choice Act” (Card Check Bill); new FMLA regulations; and federal legislative and administrative initiatives including proposed equal pay amendments, whistle blower claims, new definition of supervisor, and sexual orientation as new protected class.**



**APPROVED FOR RECERTIFICATION CREDIT**

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