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President's Letter

Greetings from the President!

At the July meeting, Wanda Osburn from Virginia Tech gave an insightful talk about her unique role as an HR case manager. Wanda serves as a point of contact for employees who are having personal problems. The problems include both work-related (e.g., can't get along with a coworker, feel stressed) and personal (e.g., death of a family member, financial problems). As the point of initial contact, Wanda either directly helps the employee or refers the employee to an appropriate source. The Virginia Tech employees in the audience provided testimonials to the effectiveness of this program. Such a program might be something that other large organizations such investigate.

Also at the July meeting, Board member Mike Driscoll discussed the HR metrics tools that are available at no cost to national SHRM members. These toolkits can be found at http://moss07.shrm.org/hrdisciplines/Pages/CMS_005910.aspx. Mike, thanks for the great information!

Our legislative representative, Jim Cowan of LeclairRyan, asked me to remind everyone that the federal minimum wage is now \$7.25, effective July 24, 2009.

As most of you know, the Virginia State SHRM Conference will be held this year in Virginia Beach, and there is still plenty of time to register. What you might not know is that the 2010 conference will be held in Roanoke! Lauren Siegel from the Roanoke Valley SHRM chapter visited our July meeting and extended an invitation to our members who might be interested in working on the conference. If you are interested, you can contact Lauren at Lauren.Siegel@adecon.com or at (540) 951-0841.

If you want to attend a conference a little closer to home than Virginia Beach, the North Carolina SHRM State Conference will be held in Greensboro from September 16 through September 18. Information about the NC conference can be found at: <http://nc.shrm.org/webmodules/webarticlesnet/templates/?a=14&z=2>

This month, our chapter meeting will be a lunch meeting beginning at 11:45 a.m. on August 20 at the Farmhouse Restaurant in Christiansburg. Doug Crowder from Carilion and Robin Ball from Virginia Tech will be talking about how to use HR Metrics to evaluate the effectiveness of the HR function. This is a great topic for which to invite your boss. Guests are always welcome! If you plan to attend, please RSVP to Brooke Perry (brooke@brightservices.net) by 5:00 p.m. on Monday, August 17. Cost for NRV-SHRM members is \$15 and \$20 for guests. The program has been approved for HRCI strategic management credit.

I look forward to seeing everyone at the Farmhouse.

Best Regards,
Mike Aamodt

Chapter Financial Report

Beginning Balance as of May 31, 2009	\$ 2,906.59
Ending Balance as of June 30, 2009	\$ 2,199.87
Scholarship Balance	\$ 2,111.76
Certificate of Deposit	\$ 2,500.00

Social Activities Update



Please mark your calendars for two upcoming New River Valley SHRM Chapter social events. On Friday, August 14th, please join your Chapter colleagues for an exciting evening of Pulaski Mariners baseball. The game starts at 7:00 pm so arrive a little bit early to enjoy a hotdog, soda, and fun. We will hold a drawing for a Mariners ball cap and t-shirt during the 7th inning. General seats are only \$4.00 and reserve seats are \$2.00 more. Tickets can be purchased at the gate. The ballpark is Calfee Park located in nearby Pulaski County.

Directions to Calfee Park

From I-81 take exit 89B to Pulaski, follow Route 11 five miles across Draper Mountain, then take the second right, park entrance is on the left.

I've got my fingers crossed for good weather that night! Look for the Chapter banner!

Just before all the kids return to classes, the Chapter will sponsor a picnic lunch & hike. There is nothing like hiking to work up a proper Hokie appetite! Again, we'll have a free drawing for a SHRM Shirt, one for the women and one for the men. There will be plenty of food and beverages for all, so be sure to bring the whole family. We will send out information soon with the location, date and time.



We look forward to seeing everyone and getting to know you better, and just how best the Chapter can support your professional goals.



Legal Update

U.S GOVERNMENT BEGINS CRACKDOWN ON I-9 COMPLIANCE

by Jeffrey A. Van Doren, Esq.

Last week, U.S. Immigration and Customs Enforcement ("ICE") issued Notices of Inspection to 652 businesses throughout the United States to audit those businesses' I-9 records. The Notices alert companies that ICE will soon inspect their hiring records to determine whether or not they are in compliance with the employment verification and eligibility laws. The 652 Notices issued last week exceeds the total number of similar Notices issued for the entire 2008 fiscal year.

Under federal law, all employers (regardless of size) are required to use Form I-9 to verify the identity and work eligibility of all new employees (including U.S. citizens) at the time the employees are hired. Completed I-9 forms must be maintained by the employer, in hard-copy or electronic format, for three years after the employee's date of hire, or for a year after the employee's termination date, whichever is later. Completed forms are not submitted to the government, but must be retained by the employer throughout this period.

During an audit, an employer will be required to produce its I-9s for inspection to an ICE or Department of Labor investigator within three (3) days. Given this short time frame, it may not be possible for even small employers to review and correct all I-9 deficiencies. For example, if an I-9 form is missing or needs to be updated and an employee is out sick or on vacation, three days is likely not sufficient. Larger employers, which might have to review hundreds - or even thousands - of forms, will certainly not have enough time to do so in the three-day period.

Fines for having incomplete or missing I-9 forms can be substantial--up to \$1100 for each technical "paperwork" violation, and up to \$2000 for a first offense of knowingly hiring an unauthorized worker. Indeed, the day after announcing its I-9 crackdown, ICE issued a press release regarding a settlement with Krispy Kreme Doughnut Corporation following an I-9 audit at a Krispy Kreme doughnut factory in Cincinnati. As a direct result of the audit, Krispy Kreme agreed to pay a \$40,000 fine and to take measures to revise its immigration compliance program.

Stepped up I-9 enforcement has only just begun. In its press release announcing the issuance of 652 Notices of Inspection last week, ICE candidly admitted that its actions are part of a "new, comprehensive strategy to reduce the demand for illegal employment and protect employment opportunities for the nation's lawful workforce." Thus, audits--and settlements like that announced with Krispy Kreme--will soon become far more commonplace than in the recent past.

In this new enforcement environment, employers are urged to be proactive and conduct their own internal audits to ensure that they are complying with their I-9 obligations. As part of this audit, employers should ensure that there is an I-9 on file for all current employees hired after November 6, 1986 (the date the I-9 rules became effective), as well as for any employees terminated in the prior year. The audit should also verify that all I-9s are complete, signed by both the employee and the employer, and that the necessary documentation has been inspected. If re-verification has not been conducted for any expired documents, the audit will likely uncover that problem as well. Finally, as part of internal I-9 audits, employers should purge from their files any I-9s that they are no longer legally required to retain. Conducting an internal audit and correcting any problems with I-9s will put employers in the best position to defend themselves should ICE ever decide to come knocking at their door.

LeClairRyan's Immigration team has extensive experience in conducting I-9 audits, and in assisting employers with conducting their own internal audits. For assistance with I-9 questions or other immigration matters, please contact one of the Immigration Team members below:

Jeffrey A. Van Doren Phone: 540-510-3054 or e-mail: jeffrey.vandoren@leclairryan.com

Debra J.C. Dowd Phone 804-343-4069 or e-mail: debra.dowd@leclairryan.com

Barbara A. Bavis Phone 703-647-5907 or e-mail: barbara.bavis@leclairryan.com

Return to Roots' Southwest Virginia Business Showcase & Job Fair

Shop. Buy. Hire.



SATURDAY, AUGUST 8, 2009

Southwest Virginia Higher Education Center
Grand Hall
One Partnership Circle
Abingdon, Virginia 24212

540-731-6804

www.ReturntoRoots.org

scullop@vebinc.org

See what Southwest Virginia businesses have to offer!

Meet potential employers and make professional contacts.

Giveaways and door prizes will be provided by
showcase businesses.

\$2 admission fee, children 12 and under free.

Saturday, August 8, 2009 9 am - 6 pm

In conjunction
with the
Virginia
Highlands
Festival
July 25-August 9, 2009

**NEW RIVER VALLEY SHRM
MEMBERSHIP MEETING
August 20, 2009**

**Topic: Using HR Metrics to Achieve Strategic Partner
Status A Measurement Journey**

**Speaker: Doug Crowder, M.S. HR Analytics Consultant, Carilion Clinic
Robin Ball, SPHR, HR Management Consultant, Virginia Tech**

**Location: Farmhouse Restaurant,
Christiansburg, VA**

Time: 11:45 a.m.—1:30 p.m.

Lunch will be served at a cost of \$15 for SHRM members and \$20 for non-members. Please RSVP with Brook Perry at brooke@brightservice.net by August 17th. It is important that you RSVP so we can give the Farmhouse an accurate number of meals that will need to be prepared.



WE HAVE REQUESTED STRATEGIC MANAGEMENT CREDIT

As of August 3rd we are still pending notification for approval for 1 credit hour towards PHR, SPHR, and GPHR recertification through the Human Resources Certification Institute (HRCI)