

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

Albemarle / Charlottesville HR Association

ACHRA

October 2007

From the Desk of the President

Dear ACHRA Members:

"I like better the dreams of the future than the history of the past." - Thomas Jefferson

An organization continues to exist (or not exist) because of its history. However, the quality of the organization relies on its vision, its core values, its customer service and ability to continuously improve. ACHRA strives to enhance the quality of its existence by staying true to its mission, core values and providing quality customer service. Your continued participation at programs and on committees, your constant feedback and your support of the human resources profession provide ACHRA the avenue to dream and keep the organization viable. Thank you to all of you who make our dreams reality.

All the best,

Barbara Kessler

ACHRA President, 2007

www.achra.org

2007 ACHRA Board

President, Barbara Kessler, PHR

President Elect, Faye Giles, SPHR

Secretary, Justine Jackson

Treasurer, Deb Deuchar, SPHR

Membership Co-Chairs, Carolyn Fowler, SHRP, CCP, CBP, and Marty Lupinetti, SPHR, CEBS

Program Co-Chairs, Leslie Williams, PHR and Tessa Schlemmer, SPHR

Sponsorship Committee Chair, Clyde Amburn

Community Relations Chair, Ashleigh Slawski, PHR

Legislative Committee Chair, Angela Butler, PHR

Newsletter Chair, Patricia Burnette

Professional Development Committee Chair, Tracey Via, SPHR

Web Master Co-Chairs, Sasha Cannon and Rena Wray

HR Day Co-Chairs, Faye Giles, SPHR and Wendy Miller, PHR



Welcome New 2007 ACHRA Members

Lisa Achterberg	HR Generalist	Video Gaming Technologies, Inc.
Frank Allevato	Office Manager	Dominion Digital, Inc.
Cynthia Ashby	HR Consultant	PRA International
Jennifer Atkins, PHR	Compensation Analyst	City of Charlottesville
Larry Beaty	Technical Recruiter	Eiden Systems Corporation
Susanna Brent-Marshall	Employment Manager	UVA Health System
Sara Butler	Benefits Administrator	City of Charlottesville
Connie Cook	HR Administrative Assistant	Cville-Albemarle Airport Authority
Dawn Cook	Director of Business Development	Adams & Garth Staffing
Colleen Davis	Staffing Specialist	Robbins Staffing Specialists
Nancy Dodd, SPHR, CEBS	Director of Human Resources	UVA School of Medicine
Jennifer Droney	Assistant to Chairman and CEO	Virginia National Bank
Kourtney Dudley-Garr	HR Generalist	Crutchfield Corporation
Amanda Easton	Employee Education and Development	SNL Financial
Cayce Fournier	HR Analyst	University of Virginia
Rich Haverstrom	HR Generalist	Martha Jefferson Hospital
Michele Hogan	HR Specialist	City of Charlottesville
Siobhan Kent	Recruiter	Region Ten Community Services Board
Jennifer Kim, SPHR	HR Generalist	County of Albemarle HR
Janice Kurtz	Human Resources Assistant	City of Charlottesville
Karen Olsen	Business Applications Specialist	City of Charlottesville
Heather Ramsey, PHR	HR Analyst	University of Virginia
Tricia Rhodes	Recruiter	Dominion Digital, Inc.
Carolyn Ryan	Market Manager/Sales	Robbins Staffing Specialists
Dana Tornabene, SPHR	Human Resources Manager	Video Gaming Technologies, Inc.

Food for Thought...

I honestly think it is better to be a failure at something you love than to be a success at something you hate. — George Burns

To be satisfied with a little, is the greatest wisdom; and he that increaseth his riches, increaseth his cares; but a contented mind is a hidden treasure, and trouble findeth it not. — Akhenaton

An eye for eye only ends up making the whole world blind. — Mohandas Gandhi

ACHRA's 10th Annual Conference Kudos



Albemarle/Charlottesville Human Resources Association

10th Annual Conference—*Moving Business Forward*

Many thanks to the ACHRA community for a successful conference.

The ACHRA Board would like to thank the Annual Conference Planning Committee Wendy Miller, Faye Giles, Rachel Shimp, Rachel Brozenske, Rena Wray, Suzanne White, Tessy Schlemmer, Clyde Amburn, Debbie Mincarelli, for their dedication and hard work in planning this event.

Thanks to our presenters, Dr. Shirley Davis, Director of Diversity Initiatives for SHRM, and Dr. John Whitlow and Marc Carraway of Scuffletown.

Thanks, also, to our sponsors whose support we value.

Level I sponsors:

The Benefits Services Company;

The Choice, Inc;

Southern Health.

Level II Sponsors: Adams & Garth Staffing Solutions; AFLAC; Bright Ideas, LLC; Hancock, Engel & Associates; HRWorx/Innovative Management Concepts; Innovative Enterprises; Keiter, Slabaugh, Penny & Holme, LLC; National College; Pre-Paid Legal Services, Inc.; Robbins Staffing; VEC - Virginia Employment Commission; Venturi Staffing Partners.

ACHRA's 10th Annual Conference: *Moving Business Forward*

More than 110 ACHRA members and guests explored the topic of *Moving Business Forward* at the 10th Annual Conference held on September 11, 2007 at Farmington Country Club.

During the morning program, Dr. Shirley Davis, SHRM's Director of Diversity Initiatives, presented updates on the strategic role of HR, demographic trends in the workplace, and components of effective diversity plans. John Whitlow and Marc Carraway entertained participants during the afternoon session, performing as the musical ensemble Scuffletown to illustrate concepts from their presentation about co-leadership and power partnerships. Noted one participant, "John and Marc were phenomenal – what a powerful presentation, no pun intended."

Overall, participants reported positive observations of the day, with more than 97% of participants rating the conference as "good" or "excellent." Many attendees commended the energy of the presenters and the informative content, while others encouraged future conferences to include more opportunities for networking and practical application. Copies of the evaluations will be sent to all conference participants.

Many thanks to the sponsors who underwrote the event. See page 3 for a complete list of sponsors.

If you would like to view the PowerPoint slides from the conference, please go to our website and click on the HR Development page or click on http://www.achra.org/10_ThingsThatShouldKeepyouupatNight.pdf

If you'd like to be part of the planning committee for the 2008 conference, please contact Justine Jackson via email at jmjackson22903@yahoo.com.

ACHRA Leadership Opportunities!

ACHRA Leadership Opportunities! With the advent of fall, the leaves change, the weather changes, the amount of daylight changes and so does the future leadership of ACHRA! The 2008 Leadership Team and Committees are forming now to begin their official term January 1, 2008. If you are interested in contributing to your professional development association, please contact Barbara Kessler, bkessler@virginia.edu, or Faye Giles, gft3e@virginia.edu, by October 31st. We look forward to hearing from you!



What's New at SHRM?

Congratulations! ACHRA received one of the 2007 SHRM Foundation Certification scholarships for the Southeast! The \$750 scholarship has been applied towards the fall Study Group. Kudos to Tracey Via, ACHRA Professional Development Chair, for submitting the application on our behalf!

Upcoming ACHRA Meetings

November 13, 2007, 7:30 – 9:00am

Location: Albemarle County Office Bldg, 5th Street Extended

Speaker: Robert Covert and Hilda Ward

Topic: Talking about Diversity Part II

\$10.00 Members/\$15.00 Guests

Dr. Robert Covert teaches Multicultural Education classes at UVA and does diversity consulting with local community agencies.

Ms. Hilda Ward teaches Multicultural Education at UVA, consults on diversity in the community and is an artist in residence for Albemarle Public Schools.

December 11, 2007, 5:30 – 7:30pm

Location: Hilton Garden Inn, 1793 Richmond Road

Event: 2008 Officer Induction

Topic: Networking Opportunity and Idea Sharing

\$15.00 Members/\$20.00 Guests

Heavy hors d'oeuvres and cash bar

Calling all good ideas. For our December meeting, please bring any and all interesting ideas you have for holiday celebrations for your employees. How do you let your staff members know how important they are to you at those special times of the year? We will have an idea sharing time in addition to our induction and networking.

For questions and suggestions concerning programs, please contact: Tess Schlemmer at tschlemmer@hantzmonwiebel.com or Leslie Williams at lwilliams@snl.com. Thanks to the members of the HR Programs Committee for

their dedication and help all year: Rachel Brozenske, Debbie Hiatt, Karen Irwin, and Nicole Trice.

Sponsor an ACHRA Meeting

Is your company looking for the opportunity to present your service or product to Human Resource managers in the Charlottesville area?

If so, consider sponsoring an ACHRA monthly chapter meeting.

For a \$250 fee, you'll receive the following:

- Up to five minutes at the beginning of the meeting to promote your company/organization.
- Public thank you during the event.
- A table to display promotional materials.
- Opportunity to place promotional brochures at tables where members are seated.
- Acknowledgement of sponsorship in ACHRA meeting announcements (e.g., on electronic invitation to members as well as having information posted on the ACHRA website).
- Acknowledgement of sponsorship in ACHRA newsletter.
- One guest attendee at the meeting.

For more information contact:

Ashleigh Slawski at 434-972-7529 or ashleigh.slawski@lexisnexis.com.

Legislative Update, Angela J. Butler, PHR

Immigration— According to SHRM, Immigration Reform is a dead issue in the Congress. There is a temporary injunction on the no-match letters while the judge considers the disruption such a system would place on our current employment system.

HR 493— This genetic non-discrimination bill was passed by the House in April. This bill states that it would be illegal for employers to treat employees differently based on genetic information received from group health insurance. This bill has been passed on to the Senate.

HR 2015— This employee non-discrimination act would regulate how employers accommodated based on sexual orientation and gender identity. This would include things such as accommodations based on dress codes, locker rooms, and choice of restrooms. This bill is still being debated in the House. The last news I heard about this particular bill is that they are having a hard time passing the bill in the House due to gender-identity being a part of the bill. Some proponents of the bill are considering removing gender identity in order to move the bill along.

HR 1644— Nickname - “The Respect Act” This particular piece of legislature would amend the National Labor Relations Act and redefine who a supervisor is. This bill is very important because under the NLRA a supervisor is not allowed to join a union. Under this bill, an employer would not be able to classify an employee as a supervisor unless the employee’s managerial duties encompass “the majority of the individual’s worktime.” Also, this legislation would revise the NLRA’s definition of a supervisor even further by eliminating the phrases “assign” and “responsibility to direct” from the law’s list of accepted supervisory duties.

SHRM is opposed to this “Act” because it would drastically change the definition of supervisor and interfere with organizations’ efforts to manage employees. SHRM opposes the aspect of the legislation that talks about the “majority of the individual’s worktime” because the 50% cutoff is arbitrary, not reflective of many professions. SHRM acknowledges that supervisors perform many tasks in addition to the task of managing their workforce. SHRM asks that we write our Member of Congress and urge them to vote **NO on the RESPECT ACT**.

HR 2831 Ledbetter Fair Pay Act of 2007— In short, this legislation would eliminate the uniform statute of limitations from Title VII. The statute of limitations for a discriminatory compensation decision or other discriminatory practice would renew every time the employee receives a paycheck. SHRM opposes this legislation as it leads to indefinite liability for employers.

HR 3158 401k Fair Disclosure— Calls for greater disclosure on an annual basis of plan fees as a “hidden cost.” This is getting more and more attention as the use of defined benefit programs is decreasing. SHRM’s position is that this issue should be addressed with oversight from the DOL rather than new legislation.

HR 3418 Employee Education Assistance Act of 2007— The current tax break for education assistance is set to expire in 2010. This legislation would renew and make permanent the tax exclusion from employer-provided education assistance. SHRM supports this, as this would lend to increased global competitiveness.

ACHRA on Yahoo! Groups

We are pleased to announce the recent formation of an e-group using Yahoo! Groups. It's a forum for networking and sharing information, conversation and interests with other ACHRA members. The group has been established to be an interactive resource. We hope you'll join us soon and discover the benefits for yourself!

It provides the capability to ask questions, get advice (not binding, of course), add links, and create polls. You can choose to receive an email each time there is a posting or you can choose to receive one notification daily.

To join, visit <http://groups.yahoo.com/groups/ACHRA> and get started today! You will be prompted to establish a user name and password. An existing Yahoo account can be used (if you have one), or set up a separate account to receive ACHRA group messages. On the ACHRA Yahoo Groups site, click on **Join This Group!** and follow 3 quick and easy steps. *The moderator approves membership requests and a confirmation email will be sent in a timely manner.*

Below are examples of potential uses for the e-group:

Gather feedback on how to handle a specific employee situation

Worker's Compensation interpretation

FMLA application

Inquire about a specific process

How do you handle off-site drug testing? What is the turnaround time and cost?

Inquire about workplace practice, policy, benefit, etc.

How many sick days do you offer? What is your policy on carry-forward?

Do you pay out for unused vacation and sick leave?

Request for information

Can someone share his or her list of interview questions?

Does anyone have a policy on Cell Phones? If so, are you willing to share it?

Recommend an HR-related vendor

We are considering implementing criminal background checks to our screening process. Can you recommend the vendor that you use and share specific cost?

Make announcements of job openings, forward resumes of job seekers

Ask questions regarding HRCI certification

The e-group seeks to establish communications between HR professionals and allow them to share their thoughts and ideas relevant to human resources. Please understand that the ACHRA e-group is not for the purpose of marketing or selling any company's products but rather a means to have access to information that is relevant to ACHRA members, the organizations they represent, and the Chapter as a whole.

If you have any questions or need any assistance, please do not hesitate to contact Rena Wray at rlwray@embarqmail.com or Sasha Cannon at sashacannon@mac.com.

Access to ACHRA Yahoo! Groups is available on the Chapter website, www.achra.org under the Members section.