

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

www.ACHRA.org



March 2008

From the Desk of the President, Faye Giles

Dear ACHRA Members:

With the first ACHRA newsletter of 2008, I would like to thank all of the volunteer leaders and the wonderful members of ACHRA for your continued great efforts in advancing the Human Resources profession. We have formulated goals for 2008 that will require involvement and participation from the entire HR Community. These goals include:

- o Increase the involvement of senior level HR professionals in ACHRA
- o Increase the visibility of ACHRA in the community
- o Increase professional development opportunities
- o Continue to optimize the membership meeting experience

ACHRA is pleased to announce that we have over 200 members!! Just think of all the talent that we have at our finger tips. My first request as your ACHRA President is to ask that you to start think differently about your participation in ACHRA. Participating in ACHRA events should not be something that you should have to fit into your work schedule. Participation should be a natural part of your work life. If you think of the value that you can provide to other members of ACHRA and hopefully the value that you receive from this network, participation should be one of your top priorities. You have heard many of the ACHRA members say, "this is your professional organization". Take advantage of the many great benefits that ACHRA has to offer. We look forward to seeing you all! Visit our web site:

www.ACHRA.org.

With kindest regards,

Faye Giles, SPHR

2008 ACHRA Board

President, Faye Giles, SPHR

President Elect, Rudy Beverly

Secretary, Shirley Franks

Treasurer, Deb Deuchar, SPHR

Membership Co-Chairs, Debbie Mincarelli , and Marty Lupinetti, SPHR, CEBS

Program Co-Chairs, Rachel Brozenski, SPHR and Reggie Ryals, SPHR

Sponsorship Committee Chair, Ashleigh Slawski, SPHR

Legislative Committee Chair, Angela Butler, PHR

Newsletter Chair, Barbara Kessler, PHR

Professional Development Committee Chair, Tracey Via, SPHR and Carolyn Fowler, SHRP, CCP, CBP

Web Master Co-Chairs, Sasha Cannon and Rena Wray

HR Day Co-Chairs, Justine Jackson and Rena Wray

Workforce Readiness Committee Chair, Ava Baum, SPHR

Upcoming ACHRA Meetings

ACHRA members can look forward to a variety of programs in the year ahead. Plan on attending to network with colleagues, receive updates on HR topics, hone your skills, be inspired...and receive HRCI recertification credits! Scheduled programs for 2008 include:

- **Mediation** with Phil Lamar and Jane Dittmar of Positive Solutions Group on Tuesday, May 13th from 11:30 until 1:30. Many members who attended the March 2007 program "Creating a Conflict Competent Organization" asked for more. We've invited our speakers back to share more tips on effectively mediating conflict in the workplace.
- On Tuesday, June 10th, immigration attorney Mark Rhoads will present **Understanding Immigration and the New I-9**. Join us to get up-to-date information about new regulations, tips for maintaining compliance, and a glimpse of what might lie ahead.
- Make sure to join us on July 8th at 4:00pm for **What Do You Know?** round table discussions. Hear the "best of the best" from those who attended the SHRM National Conference, learn more about HRCI certification and what SHRM can do for you, and enjoy afternoon networking with other members.

Stay tuned for our Fall programs as well, kicked off by ACHRA's **Annual HR Conference** on Tuesday, September 9th, Steve Zimmerman on **Leadership** on Tuesday, October 14th, and much more. Questions, suggestions, or time to help with program logistics?

Contact **Programs Co-Chairs Rachel Brozenske** at reb@allisonpartners.com and **Reggie Ryals** at rryals@klugeestate.com.

Sponsor an ACHRA Meeting

Sponsor an ACHRA Meeting! We are looking for sponsors for the second half of 2008 & for HR Day in September 2008. Please contact **Ashleigh Slawski**, ACHRA Sponsorship Chair with questions at ashleigh.slawski@lexisnexis.com.

Workforce Readiness Forum

Pathways to Workforce Readiness
April 1, 2008
Richmond Convention Center

Join fellow ACHRA and SHRM members along with business and education leaders across Virginia! Registration is \$80. Deadline is March 19. Link to register:

<http://www.shrmva.org/ConferenceWorkforceReadiness.htm>

Ava Baum, Chair

Workforce Readiness Committee

Committee Opportunities!

Do you want to get more involved with ACHRA? Of course you do! If you are interested in contributing to your professional development association, please contact **Faye Giles**, gft3e@virginia.edu, or **Rudy Beverly**, rbeverly@macaa.org by March 31st. We look forward to hearing from you!

"Those that make the best use of their time have none to spare." **Thomas Fuller**

Legislative Updates from Angela Butler

So far, 2008 has not let us down in regards to new employment law. The hot topics on the table continue to be FMLA, Immigration, and 401(k) regulations. A somewhat new addition, the expansion to the ADA, saw some attention the past two months. In regards to Immigration, there is a lot of talk being “heard”, but nothing formal has hit since 2007. This topic is something that SHRM is keeping an eye on, so we’ll keep you updated.

The FMLA Continuing Saga – President Bush signed the first expansion of the FMLA into law last month (P.L. 110-181). This expansion provides additional leave for military families. The FMLA expansion will require employers to offer up to 26 weeks of unpaid leave to employees who need to provide care to the wounded. Also, employers will be required to provide 12 weeks of FMLA leave to immediate family members of soldiers, reservists, and members of the National Guard who have a “qualifying exigency.” While “qualifying exigency” hasn’t been solidly defined, sources say that overseas assignments, recalls to active duty, and troop mobilizations would be included. The Department of Labor has advocated employers “to be flexible and not overly restrictive” when it comes to interpreting “qualifying exigency.” More updates to follow as the DOL updates the regulations.

Americans with Disability Act – Congress is currently debating expanding the ADA to be applicable to more employees in the ADA Restoration Act (HR 3195). Currently under the ADA, disability is defined as a “physical or mental impairment that substantially limits one or more of the major life activities” of an employee. New wording would simplify qualifications of disability to “a mental or physical impairment”. Those in favor of the bill say they want to “restore” the ADA to its original intent. One of the building blocks for this “restoration” is *Sutton v United Airlines* (1999), which established that employers can consider mitigating measure (such as eyeglasses) when determining whether an employer has a disability under the Act.

SHRM opposes the ADA Restoration Act, stating that it feels such a broad coverage would hamper an employer’s ability to accommodate those with the most serious disabilities.

Proposed Auto-Enrollment Regulations for 401(k)-type Plans – SHRM has asked the IRS and the US Treasury Department to revise the auto-enrollment proposal. SHRM feels that the regulation needs to clarify restrictions on the timing for implementing automatic contribution arrangements. SHRM’s Director of Governmental Affairs, Michael P. Aitken, says that the proposal “has generated considerable confusion regarding whether a plan sponsor may implement an eligible automatic contribution arrangement (EACA) on a date other than the first day of the plan year.” This waiting period would obviously hamper many automatic contribution arrangements.

SHRM also wishes that a “reasonable, good-faith standard” for determining fees that may be charged against permissible withdrawals from the plan and states that the proposed regulations are “vague”.

Again, more updates to follow as the regulation unfolds. **Angela Butler, Legislative Chair**

Welcome New 2008 ACHRA Members

MIKE SOMERS, VIRGINIA DEPT OF REHABILITATION SERVICES

AND

JOHN MCQUILKIN, ALBEMARLE COUNTY

Congratulations to Newly Certified Members!

The following members achieved HRCI certification in the December/January Testing Window. To-date, 34% of ACHRA members are HRCI certified.

SPHR

Rachel Brozenske
John Habel
Boyd Marquardt
Ashleigh Slawski
Tricia Van Hook

PHR

Gail Barber
Heather Higgins
Amanda Moxham
Tricia Rhodes

COMING FALL 2008!!!!

SHRM PHR and SPHR CERTIFICATION PREP COURSE

Specific Dates TBD: Sept. - Nov. 2008 in preparation for Dec. 1, 2008 to Jan. 30, 2009 testing window

Day of Week and Time: TBD - usually 5:30 to 7:30 pm. **Location:** TBD

Requirement: Must be a member of ACHRA (Albemarle-Charlottesville HR Association).

Attendees will be required to purchase 2008 SHRM Learning System through ACHRA (the Chapter will purchase these for a reduced fee of \$425 and will sell them at cost to those who register). To receive this special price, payment of \$425 is due prior to the start of the class. This will allow us to deliver your 2008 SHRM Learning System materials before the first class.

Deadline for registration materials to take the certification exam:

Spring, 2008: March 14 **Testing Window:** May 1 - June 30, 2008

Fall, 2008: October 10 **Testing Window:** Dec. 1 - Jan. 30, 2009

There is an additional cost to take the exam:

\$75 application fee (non-refundable) plus the exam fees for the regular deadline

PHR - \$175 if SHRM (national) member; \$225 non-member

SPHR - \$300 if SHRM member; \$350 non-member

The cost for students is lower. Check the www.hrci.org website for more details.

We encourage ALL members who are not certified to consider completing this class, taking the exam and becoming certified.

Advantages of certification are:

- 1) Personal - affirmation of your expertise, increased career potential, and personal satisfaction
- 2) Profession - as more people become certified, it helps raise the status of the entire profession, reflecting well on each of us

Questions, to volunteer to facilitate a class, or to express interest in signing up for the class, contact Carolyn Fowler cowler1@cstone.net or Tracey Via viat@cadmus.com .

Something to think about....

“Emotional Notions” by Michael Laff, Senior Associate Editor for T+D Magazine, ASTD, February 2008

The following excerpts were taken from the February 2008 T+D issue of the American Society for Training and Development. If you have an article to share in the next ACHRA newsletter, please send to Barbara Kessler at bkessler@virginia.edu

“Emotional intelligence is becoming part of many organization’s core competencies for high performers...EQ teaches you to look inside before you open your mouth to communicate...Where emotions were once dismissed as raw and inappropriate in the office, they are now utilized as data by savvy leaders...Leaders don’t care about emotional intelligence, they care about a business problem they have. EQ is a tool they can use in the service of solving the problem...Most corporate training focuses on behavior such as shaking hands and making direct eye contact. Emotional Intelligence teaches you to pay attention to what drives the behavior of others. Emotions are data. They are real. The training takes a logical approach to emotions...Practitioners emphasize that the assessment tools measure aptitude...the Myers-Briggs will tell you you’re an introvert, but that it can be a strength. EQ can say that you lack some fundamental skills...The typical flaws found in managers from emotional intelligence studies are lack of empathy, selfishness, and poor conflict management skills. It takes a courageous manager to work on emotional intelligence because she may hear comments she is unaccustomed to hearing...consultants use 360-feedback and self-assessment exams to create a profile...the idea of getting feedback is more meaningful than threatening...We don’t try to change who they are...we want them to use their behavior traits more effectively.”

Did you know....

The Six Seconds Consulting Group conducted the following survey:

How important is EQ in addressing the primary challenges of your organization?

Essential	75	Important	39
Somewhat Important	10	Slightly Important	0
Totally Unimportant		4	

SHRM FOUNDATION Thank you

Dear Barbara, Thank you for ACHRA’s contribution of \$1500 to the 2007 SHRM Foundation Annual Campaign...By focusing on HR strategic business leadership, the Foundation is continually on the cutting edge of the issues shaping the profession, and helps you to anticipate the changes ahead....Through your tax-deductible gift, you not only make a difference to the future of our profession, but you also touch the lives of scores of SHRM members who will receive regional education and certification scholarships this year....Thank you again for your support and for your commitment to excellence in the profession.

Sincerely, Karen Silberman, CAE, Executive Director, SHRM Foundation

PS Our contribution was in honor of Dr. Shirley Davis’ presentation on HR Day 2007.