

AFFILIATE OF



Albemarle / Charlottesville HR Association

ACHRA

January 2007

From the Desk of the President

Dear ACHRA Members:

I hope each of you took a break, enjoyed your holidays and had a happy new year!

Thank you to every member of ACHRA for your ongoing support of the organization and dedication to the human resources profession. We had a very successful year in 2006!

A special thanks to the ACHRA Board for leading the organization to achieve:

- An 18% increase in membership (now 176 members);
- SHRM approved by-laws and code of ethics;
- Another successful HR Day;
- Offering 9 HRCI approved hours of programming;
- Best practice recognition by SHRM for our July program –
“What I learned at SHRM Annual Conference;”
- SHRM Superior Merit Award Chapter for 2005;
- SHRM Foundation Chapter Champion for 2005;
- An active and useful website;
- 9 monthly meetings of quality programming; and
- A talented slate of officers and board of directors for 2007.

As we gear up 2007 is proving to be even more successful than 2006.

See you on February 14th!

Barbara Kessler

ACHRA President

www.achra.org



LeadersEdge

Published Quarterly for SHRM Leaders

Fourth Quarter 2006

SHRM Volunteer Leaders:

The fourth quarter 2006 edition of LeadersEdge can be found at <http://www.shrm.org/chapters/resources/06LeadersEdgeQ4.pdf>. In it, you will find the following articles:

- SHRM Town Halls are coming to a town near you!
- The Importance of Member Retention
- New Feature! Successful Practice – Sharing Spotlight
- “Got Bylaws”?!?!?
- 2006 Chapter Achievement Plans Due in January 2007
- Mark Your Calendars – the SHRM Fall 2006 Webcast Schedule!
- Core Leadership Area Newsletter

We hope that you will carefully review this issue and will be sure that your fellow volunteer leaders will review it each quarter. We encourage you to share the link with others who may benefit from reading the publication. Past issues are also available at <http://www.shrm.org/chapters/resources/ldrsedge.asp>.

We hope you enjoy it, and we welcome your feedback!

Your SHRM Member Relations Team

P.S. You will need Adobe Reader to read the issues. You may download Adobe Reader at the following website:

<http://www.adobe.com/products/acrobat/readstep2.html>

HR Tips from SHRM

[More workers considering jumping ship in 2007](#)

Not receiving an expected bonus or raise is the top reason why so many workers are looking for new employers, surveys show.

[Government investigates Diversity Visa Lottery fraud](#)

The U.S. government says that schemes to defraud Diversity Visa Lottery hopefuls have been reported and that companies should warn visa lottery entrants being sponsored.

HR Tips from The Kiplinger Letter

A federal subsidy for retiree drug benefits isn't such a hot deal. Fewer employers will take part in 2007, with payments turning out to be smaller than expected this year and administrative hassles, greater. Most will wind up contracting with Medicare Part D companies instead, though some may provide additional coverage that supplements Medicare. Vol. 83, No. 37

Need workers? Think retirees are a likely source? Soon you'll be able to target ads to seniors without fear of an age discrimination suit. The Equal Employment Opportunity Commission plans to clear the way for help-wanted notices and ads aimed specifically at luring older folks. Employers will increasingly depend on them as the number of baby boomers who are heading for retirement surpasses the number of youngsters who are entering or about to enter the workforce. Vol. 83, No. 37

Time to think about your firm's benefit package for 2007? Note what's popular and effective for more and more employers looking to get the biggest bang for the buck amid escalating costs: Prenatal care, vaccinations, weight-loss plans and health clubs. The help prevent employees from developing costly medical conditions. Family-friendly benefits, including flexible hours, time off to care for a sick family member and maternity-type leave for adoptions. Also on-site summer camps or subsidies to help cover camp tuition. And more elective benefits, with firms handling administration and negotiating group rates but with employees footing the entire bill. What's not so popular? Letting workers keep frequent-flier miles, tuition reimbursement plans, paid sabbaticals and credit union services. Also out: open dress codes...too many employees were going TOO casual. Vol. 83, No. 39

If a 401(k) plan is part of your benefits mix, be careful. Lawsuits are on the rise, mainly because of hidden fees. Most are class-action suits by investors aimed at blue-chip companies, including Bechtel, Caterpillar, Lockheed Martin and Northrop Grumman. And some suits name individuals on fiduciary committees as defendants. To protect your firm, disclose all 401(k) fees to employees. That may require a lot of homework. Brokers who act as middlemen may get commissions from funds they sell. That amounts to a hidden fee, and if they also advise employees, it may be a conflict of interest. Disclosure is healthy anyway. Ultimately it will lower fees as brokers and funds are forced to open up to compete for your business. Vol. 83, No. 39

Want to keep your employees on the job this flu season? Immunize their kids. Children spread the disease more easily than adults...shedding more of the virus and for about twice as long...and there's a clear link between sick kids and their parents' infection. And consider paying the whole freight for employees' flu shots. Three times as many workers get the shots when there's no cost to them. Vol. 83, No. 40

As for the avian flu: Don't assume that the threat is over just because media stories about a potential pandemic have disappeared. The U.S. is only slightly better prepared to deal with a crisis than it was a year ago. A quick, efficient way of producing a vaccine is years away, and current antiviral stockpiles are still way too small. Many state and local health departments have developed pandemic plans, but few have followed through with drills or are ready to make them work. Most big firms have plans. Most small and midsize companies don't. And easy human-to-human transmission seems nearer. Recent cases involved person-to-person infection, though only with very close contact. Vol. 83, No. 40

Planning to take your Certification Exam? Study w/ACHRA!

Some people find study group participation a valuable resource when studying for the exam. The Professional Development Committee sponsors a Fall PHR/SPHR Study Group. We will meet once a week starting in September. Each of the six functional areas of HR will be facilitated by fellow ACHRA members. The facilitators have all received his/her certification and will provide you with information and "helpful hints" to help prepare you for the exam.

While it is not a requirement, we are recommending that participants purchase a SHRM Learning System, which covers the six functional areas of HR. Each module includes its own self-study guide, case studies and diagnostic tests. We will have a number available at a discounted rate, so please contact me if you are interested in purchasing..

If you have any questions or are interested in participating, please contact Tracey Via at 434-972-7642 or by email at Tracey.Via@LexisNexis.com.

For more information on the exam, go to: <http://www.hrci.org/Certification/OV/>

Tracey L. Via, SPHR
Professional Development Chair

Upcoming ACHRA Meetings

February 13, 2007 Location: Meeting time and location TBA

Speaker: Adam Dansby, ADP

Topic: Emerging trends in HR Information Systems

March 13, 2007 Location: Meeting time and location TBA

Speaker: Jane Dittmar - Positive Solutions Group

Topic: New Trends in Workplace Mediation

April 10, 2007 Location: PVCC - Time Late afternoon

Speaker: Andre Luck, PVCC

Topic: PVCC as a Resource for Employees

"Be always at war with your vices, at peace with your neighbors, and let each new year find you a better man." ~Benjamin Franklin

Join the HR Revolution!



Plans are underway for the 2007 Virginia State SHRM Conference which will be held **October 3-5, 2007**, at the Hyatt Regency Hotel in Crystal City, Virginia. The theme of the conference is *HR Revolution: Driving Competitive Advantage*.

The Program Committee is seeking thought-provoking and challenging presentations for the 2007 Virginia State SHRM Conference. The conference is focused on helping Human Resource Professionals create successful practices that will drive strategy and results, think strategically around emerging business and social trends, and sharpen their business acumen.

Our 2007 Conference Program Tracks are:

- The Global Workplace
- Leadership and Strategy
- Business and Technology
- Emerging Trends
- HR on the Cutting Edge
- Government Contracting

Educational sessions will be 1 hour and 15 minutes in length. Presenters will receive a complimentary conference registration. Proposals should include a brief description of the presentation, a one-sentence learning objective, a biographical sketch, three references, and proof of performance. Proposals may be submitted directly to our web site at www.2007shrmvstateconf.org

The deadline for receipt of proposals is January 17, 2007. Presenters will be notified of their selection by March 30, 2007.

This is an excellent opportunity to share your knowledge with fellow colleagues and members of the HR community at large. Please pass this Call for Presentations on to your colleagues.

