

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

ACHRA

Albemarle / Charlottesville HR Association

October 2004

From the Desk of the President

Greetings,

Happy fall to everyone! I hope this newsletter finds you energized and well. The year continues to be a productive one for ACHRA. We have had lots of new members join our chapter, and we are so excited to have them aboard! September was a very busy month. ACHRA volunteers participated in the United Way Day of Caring by offering a half day workshop to non-profit organizations on the "Do and Don'ts of Hiring". The HR Conference was a great success. It was exciting to see new and familiar faces at the event. We had superb speakers and many generous sponsors. It was helpful to get the feedback forms from the event and read the comments. They were very complimentary, and we appreciate everyone that attended, and let us know what they thought. Many of our members attended the 3 day Virginia State Conference in Richmond as well.

The board continues to work on getting things done! The by-laws have been reviewed and we are putting the finishing touches on them. Look for an e-mail soon that will have the revised by-laws for your review. We will ask for your vote on the changes in the near future. Coming in November will be the election of officers for the 2005 Board. We have already had some wonderful volunteers agree to be included on the slate. It promises to be another exciting year for ACHRA. There are still volunteer opportunities so please let us know if you are interested in serving.

Before you get too busy in the upcoming holiday season, we invite you to pencil in the December holiday meeting on your calendar. It will be an evening event, with an entertaining program, as well as the induction of the 2005 Board Officers by Madeline Taylor our State Council District Director. We look forward to seeing you there.

As always thank you for your continued support and dedication to ACHRA.

Denise McKee
2004 ACHRA President

www.achra.org



7th ANNUAL ACHRA HR DAY CONFERENCE

"The speakers were wonderful as were the conference materials."

"Great topics"

"An incredibly impressive program – as or more stimulating than some of the top speakers at SRM National"

"Great speakers!"

"GREAT TOPICS—NOT JUST FLUFF"

"This was a valuable training program."

"An excellent conference—very informative"

These are just some of the comments we received after this year's annual conference held on Tuesday, September 14, 2004. Our guest speakers provided the participants with some valuable tools for leading their organizations in the areas of strategic, long-range planning and employee retention. Keith Orndoff from Future Impact Education presented a morning workshop and luncheon keynote address that had participants asking for more! Stacey Cunningham of Career Systems International led participants through a presentation designed to help us retain our talent that keeps us in business. Each participant walked away with a copy of the firm's best-seller, *Love 'em or Lose 'em; Getting Good People to Stay*.

The conference was a success for ACHRA because of member participation as well as the contribution of our many sponsors. Without them we would not have been able to provide these wonderful speakers. Please take the time to thank the vendors who support our efforts to advance the profession.

Paula Tomko
 Programs Chair
 paulatomko@cvhsinc.org
 434.581.3271

Hats Off to the 2004 HR Day Conference Sponsors

A big thank-you goes to the generous sponsors of ACHRA's 7th Annual HR Conference. Their support was key to the success of the event.

Adams & Garth
ADP
BB&T Insurance Services
Bright Ideas
HR Diversified Solutions
Kelly Services
MoneyWise
Northwestern Mutual Financial Network
Pre-Paid Legal Services
Scott Benefit Services
Project TRAIN IT
Venturi Staffing Partners
Virginia Employment Commission

Professional Development Update

The current study group for the upcoming exam started on September 14 and will run through November 23, 2004. We have 12 people enrolled and the facilitators are doing an excellent job. The facilitators are John Beta, SPHR, Mary Miller, JD, SPHR, Charlease Deathridge, SPHR, Mo Brown (not sure if he is SPHR), Carolyn Fowler, SPHR, CCP, CBP, and Randy Falcomer. We should also thank Adelpia Cable for their generosity in hosting. They have been really great about allowing us to use their space and they have provided the laptop and projector.

Faye Giles
Professional Development Chair
gft3e@virginia.edu
434.924.2091

Call for ACHRA Meeting Sponsors

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 as the beginning of the meeting to promote company/organization
- Public thank you during the event
- A table to display promotional material
- 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; posted on ACHRA website)
- Acknowledgement of sponsorship in ACHRA newsletter
- One guest attendee at the meeting

For more information, contact Judy Blair at 434.975.6770 or judy@blair-cameron.com

Student Chapter Committee

An Update from the UVA Student Corner

I am pleased to announce that the UVA HR Club had their first meeting of the semester October 4th. The new President of the HR Club, Sheree Monroe, addressed the general functional areas of Human Resource Management in order to provide members with an overview of the HR field. Professor Whitner, sponsor of the HR Club for the University, provided the students with a history of the HR Club and Human Resources at UVA.

The HR Club also discussed their relationship with ACHRA. The club is very interested in continuing the externship program. The students are excited about the opportunity to work with local companies in order to get a better understanding of the different aspects of the Human Resources field. We had a great response from the members of ACHRA and companies that supported the program last year. Please contact me if you and your company are interested in participating in the externship program this year. I will be happy to provide additional information. Participating benefits you and your company, but most importantly, the next generation of HR professionals!

Thank you!

April Lockwood

UVA Student Chapter Liaison

434.974.7878

a-lockwood@adamsandgarth.com

Upcoming ACHRA Monthly Meetings

The year isn't over! More valuable programs are coming up . . .

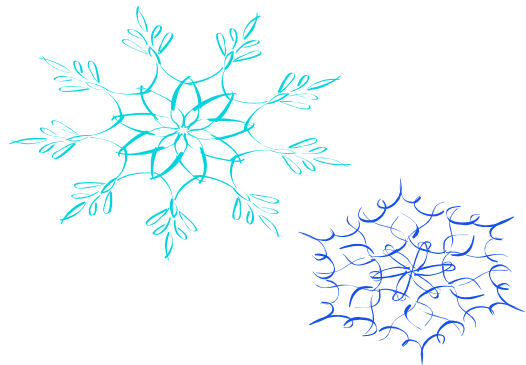


November 9, 2004 Breakfast Meeting
DoubleTree Hotel Charlottesville at 7:30 AM
Speaker: John Whitlow
Topic: Leadership Mentoring Program

In November, join us on Tuesday, November 9th for a breakfast meeting at the DoubleTree Hotel and a presentation by John Whitlow. This program will present a case study related to Plow & Hearth's establishment of a Leadership Mentoring Program. Specifics will include rationale for mentoring, the mentee selection process, the role of the mentor, and details related to the specifics of the mentoring process and program. Also discussed, will be how the company's mentoring process supported its succession planning.

John H. Whitlow, Ph.D. is currently President of Bridgewater Innovations, a leadership training and consulting firm. John formerly served on the executive staff of Plow & Hearth as Vice President for Human Resources at Plow & Hearth for 11 years, and has more than 20 years experience in serving in senior management and executive HR positions.

December 14, 2004 Dinner Meeting
Holiday Inn University Area at 5:30 PM
Speaker: Gene Swearingen
Topic: Kingdomality®



If your holiday social time is limited, please make sure you put ACHRA's December meeting on your calendar now! Meet your fellow ACHRA members on December 14th for dinner at the Holiday Inn University Area! Gene Swearingen from Career Management International, Inc. will be on hand to present a new twist on team dynamics.

Kingdomality® is a powerful team building tool that utilizes characters, stories and humor to define personality types, to develop understanding and communication among those types and to provide strategies for improving teamwork.

Membership News

The Membership Committee has been busy over the summer. We would like to welcome our newest members: Jane Lewis with Region Ten Community Services Board, Cathleen P. Welsh, Esquire with Keeler Obenshain, PC, Jane M. Davis with Northrop Gummman, Jacqueline Cooke, PHR with UVA, Charlease Deathridge with Mckee Foods Corporation, Ingrid Dillman with Hafner, Inc., Erin Ewing with County of Albemarle, Laura Faraoni with County of Albemarle, Karla Hernandez with The Daily Progress, Wendy McCoy with UVA/Parking & Transportation, Helen Reusch with General Dynamics Shared Resources, Inc., Andrea Nelson with General Dynamics Shared Resources, Inc.

The Fall is upon us and change is in the air. Members should expect to see 2005 Membership Renewal notices in November. We encourage everyone to process those early. Proposed changes to the By-laws will require membership renewals to be paid no later than the end of February 2005. So plan now, execute quickly and be on board before the new deadline. We're looking forward to 100% renewals.

Membership will be looking for volunteers in 2005. If you are interested and wish to participate, please contact Anita_Hollands@kellyservices.com

Have a great 4th Quarter!

Looking for a few good men . . . and women, too!

ACHRA Officer and Committee openings in 2005!

We're looking for active, committed ACHRA members to step forward and volunteer for Board and committee positions for 2005. Whether you're interested in a leadership role or one behind-the-scenes, we want to hear from you! We have many great opportunities available. Being involved with the ACHRA Board keeps you involved and networking with your fellow professionals and keeps our chapter strong and healthy. What else is in it for you if you become a Board member? Hours spent as a volunteer leader can be counted toward re-certification hours for HRCI and you will have the opportunity to apply for an SHRM Foundation Scholarship or for certification scholarship.

For the 2005 year, we have the following positions available:

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|--|----------------------------|
| *President-Elect (Professional members only) | *Sponsorship Chair |
| *Secretary (Professional members only) | *Program Chair |
| *Professional Development Chair | *Webmaster |
| *Legislative Chair or Liaison | *Community Relations Chair |

Officer elections will be held at our November general membership meeting. Other positions listed above will be appointed by the current board. We also need volunteers to serve on committees and help in support roles as well (not listed above).

If you are further interested and would like more information about opportunities, please contact Tessy Schlemmer **immediately** at tschlemm@hotmail.com or phone 540.832.2253.

UPCOMING ACHRA GENERAL MEMBERSHIP MEETINGS & EVENTS

November 9th—November Membership Meeting @ DoubleTree Hotel...7:30-9:00AM.

December 14th—December Holiday Dinner Meeting @ Holiday Inn University Area...5:30-8:00PM.

“Kingdomality—A Team Building Theory”

It is the mission of the Albemarle/Charlottesville Human Resource Association to serve as a recognized resource and provide leadership to its membership and the business community through sharing and promoting best practices in human resource management.

News from The Kiplinger Letter

***Giving defined-benefit pensions will be less burdensome for firms after Congress approves pension reform legislation next year. The move will likely slow the decline in defined-benefit pension plans by removing some of the uncertainty associated with employers' costs.

***A number of improvements are on tap, including a set benchmark for employers' contributions to the plans that is more closely aligned with firms' future obligations. Plan sponsors can also be more flexible on making extra payins in good years without losing good tax treatment.

***Bush and Kerry both support the pending pension plan changes.

***Employee stock ownership plans will flourish more widely as more business owners nearing retirement note the tax benefits. Owners who sell 30% or more of a firm to ESOPs pay no capital gains tax. Tax gains are also behind moves by firms to integrate ESOPs and 401 (k)s. Companies can get a tax deduction on stock dividends if ESOP members reinvest the dividends and put the new shares into their 401 (k) accounts.

***New OSHA regs will clarify who pays for workers' safety gear.

***Employers will have to foot the bill for most of it. However, the Occupational Safety and Health Administration will make several exceptions.

***Firms won't have to buy personal gear . . . Fire protections suits, boots and other items that must be sized to fit a particular employee.

***Congress won't let firms substitute comp time for overtime pay, despite lobbying by the White House. Labor unions are firmly opposed, fearing that employers would abuse the option. Most Democrats concur.

***Foreign doctors trained in the U.S. will be allowed to stay here if they agree to spend three years in inner cities or rural areas . . . places where doctors are in shortest supply. Physicians who decline must leave the U.S. for two years before they may apply for residency.