



**North Alabama Society for Human Resource
Management
Huntsville, Alabama
Chapter 253**

May 2008

North Alabama Society for Human Resource Management

Chapter #253 – Huntsville, Alabama

May 13, 2008

Chapter Meeting

Building a Recognition Culture

Presenter: Greg Butterfield

Partner & Senior Recognition Consultant

for Terryberry Company

WHEN: Tuesday May13 ,2008

TIME: 11:30 AM-1:00 PM

WHERE: Von Braun Center 700 Monroe St. Huntsville AL 35801

NON MEMBERS \$ 20.00

NASHRM MEMBER \$ 15.00

NATIONAL SHRM MEMBER \$ 15.00

PLEASE CHECK THE WEBSITE FOR DETAILED INFORMATION! WWW.NASHRM.ORG .

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Register Online at www.nashrm.org or via email to Jaime Moore - jmoore@totalsolutions-inc.com

A yellow starburst graphic with a black border and a black shadow, containing the word "Attention" in black text.

Attention

If you are not able to attend and do not cancel your reservation before the Thursday registration deadline, you will be billed. Your cooperation is appreciated.

Programs

Member Interest Survey

In February, sixty-one members responded to a member survey asking for input on topics of interest for NASHRM programs.

As promised, a brief summary of the responses follows.

Thank you to all who participated in the survey. It will help the Programs Committee plan meetings and events based on the interest of our members.

NASHRM Member Survey, February 2008

Top Ten Topics of Interest

Company Growth: HR Challenges and Opportunities (51/61)

Current HR-Related Legislative Issues (49/61)

Employee Retention (49/61)

Employee Rewards & Recognition (46/61)

Leadership Development (43/61)

Management Development (43/61)

Compliance Issues: Recent Changes (43/61)

Developing Your HR Strategy (43/61)

HR and Employee Communications (42/61)

Corporate Restructuring: HR's Role (41/61)

(No. of Respondents indicating that their interest in the topic is High or Very High / Total Number of Respondents)

Programs continued

SHRM's 60th Annual Conference and Exposition Is Right around the Corner!

SHRM's Annual Conference will be held in Chicago, IL next month, June 22-25. Are you planning to attend? Participating in the annual conference is always worthwhile, so if you will be going—CONGRATULATIONS! If you have the opportunity to attend but haven't planned on it—DO SO NOW! I've haven't regretted my decision to attend the conference in the past, and am looking forward to attending the conference next month. In my experience, reasons to participate include:

1. The conference is a great opportunity for networking with other HR professionals from across the country—share ideas, gain new insights, and get to know people to stay in touch with long after the conference is over.
2. The conference is a great opportunity to learn—there are workshops for everyone! No matter what your specialization or interest in HR, you'll find many (too many!) workshops that meet your needs.
3. The conference is a great opportunity for earn those HRCI recertification credits if you're interested in accumulating them.
4. The conference is a great opportunity to visit many fabulous exhibits to see what's new out there to support HR professionals in doing their job.
5. The conference is a great opportunity to enjoy the biggest, best “HR-only” bookstore in the world, with all the latest and greatest titles.
6. The conference is a great opportunity to “recharge” as an HR professional—there is lots of excitement about the profession, and lots of talk about trends and the future of HR. There's nothing like being a part of an event designed for 15,000 HR professionals to recharge your batteries!
7. The conference is a great opportunity to discover what other chapters are doing.
8. The conference is a great opportunity to do all of the above—and have fun! The conference itself is full of special events, food, and fun—and so is Chicago!

To learn more about the conference, visit <http://shrm.org/conferences/annual/> for all the details. If you'll be attending, please let me know so we can find each other at the conference. It's always fun to catch up with local colleagues at the conference. If you can't attend but would like me to keep an eye out for ideas or information on a particular topic of interest to you, let me know. I'd be happy to add your question or topic to my conference “to do” list and get back to you about it when I return.

Sheila Collins, SPHR
VP, Programs

President's Message

Greetings NASHRM Chapter Members!

The past few months have been busy for the Huntsville/Madison County HR community.

The NASHRM March full day workshop offered up a great group of speakers from many different organizations and businesses in the area. Those in attendance had the opportunity to hear firsthand how other Human Resource professionals have contributed to the success of their companies. In addition, representatives from The Huntsville/Madison County Chamber of Commerce provided an insightful look at how the vision of community leaders from the past continues to provide benefits to the region.

In April we saw 15 local companies presented with the Best Places to Work award – a great accomplishment, not only for the 15 winning companies, but to all of the organizations that were nominated!

These are just two examples of the great opportunities we have to see firsthand how companies of all sizes are working to make North Alabama the place to be!

I hope each of you has the chance to share your organization's plans and vision for the future with other HR professionals.

Respectfully,

Kathy Short, SPHR

President

kathy.short@deltacom.com

Certification

We just completed the last class for our certification study groups for the spring testing window. There were a total of 9 participants who are all preparing to take the test in the coming weeks. Without question, getting your HR Certification takes commitment. All 9 of our participants have made that commitment are working hard in preparing for their upcoming exams. We look forward to celebrating with them when they pass!!!

A number of people expressed interest in sitting for the exam but were not able to do so during the spring window. Don't forget that there is another testing window that begins in December. We will begin study sessions for in the late summer or early fall time frame.

Feel free to call on me if I can be of any assistance to you.

Thanks.

Rusty

Rusty Brand, PHR
NASHRM Director of Certification
rusty.brand@deltacom.com
256-382-3808

Get HR Smart – Certify
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Community Relations



Thanks to NASHRM for all you did in 2007 to support University Place School. Please see the note below detailing which programs your contributions supported last year.

Mrs. Sulton,

I would like to express my heartfelt appreciation to the NASHRM Organization for their continued support to University Place School. Last year, your generous donation provided supplies for all grade levels. Also, several favorite student programs were greatly enhanced with motivational incentives. Such as, the Star Student of the Week Program that recognizes students each week for setting goals to improve in the following areas:

RESPECT

RESPONSIBILITY

CITIZENSHIP

These students get a star badge, star pencil, and a goodie bag.

The contribution from NASHRM also supported the A-Team program which recognizes students every nine-week whose report card grades reflect honor roll, perfect attendance, and good citizenship. These students are given an A-Team T-shirt for their hard work in achievement, attendance and attitude at school. They also receive monthly incentives to reinforce their efforts.

Again thanks,

Cassandra Harris

It's time to gear up for another successful fundraiser for University Place School. Stay tuned for more details. Current and new committee members, I will be contacting you for a brief meeting later this month. Date to-be-determined.

Sandra Sulton

NASHRM Membership

MEMBERSHIP CORNER

Submitted by Peggy Miller, PHR

NASHRM VP Membership

Renew Your Membership

It is very important to update your contact information and member profile to ensure that your membership information appears correctly in our database, and that your profile is correct.

Member Help

Please contact me for answers about your membership status, payment inquiries, membership renewal or if you have problems updating your contact information including a name change

Phone Number: 971-7304

Email: peggy.a.miller@saic.com

Membership Benefits

Professional Development, Networking, Certification Review Courses, Recertification Credits, HR Education & Best Practices, Organized Events, Leadership & Mentorship Opportunities, Volunteer and Get Involved in the HR Community are just a few reasons to become a NASHRM Member.

National SHRM Membership Benefits:

I would like to encourage you to become a National SHRM member. By doing this, you will be able to tap into the knowledge of SHRM's team that will provide you with detailed, in-depth assistance with your HR-related questions and concerns, using a variety of resources, including one of the world's largest HR libraries.

I would like to invite you to take advantage of a special offer....available only to First Time Members!

Join now and get \$15.00 off the regular membership price of \$160.00

That's right; you can join today for just \$145.00.

Promotional Code: CHSED

Get the information when you need it.....now! Join SHRM.

NASHRM Membership continued

I would like to extend a very special welcome to our new NASHRM members for the 1st Quarter 2008 (January – March)

Deborah Baugh - Hewlett-Packard

Terri Carlton - Ross Clinic

Angela Dunaway, PHR - AKD HR Solutions

Michelle Foster – JIT Services

Roweana Hale, PHR - LTS, Inc.

Susan Heeschen

Jonathan Hodges - Analytical Services, Inc.

Elaine Jones, PHR - KAYA Associates, Inc.

Johnna Leeds - Data Facts, Inc.

Chastidy Lynch - Diversified Services, Inc.

Sheila Marr - Huntsville Area Assoc of Realtors

Leslie McGill - First Commercial Bank

Katy Means - HAAR/NALMLS

Angie Smith - DRS Technologies, Inc.

Sandra Tompkins - MANTECH SRS Tech

Joetta Walters - Lanier Ford Shvr & Payne P.C.

Connie Willard - CIMSgts

Pamela Byrd, PHR - Tyonek Native Corporation

Brandy Croft - Yulista Management Services

Paula Franklin - Benchmark Electronics

Judy Garrett - Continental Corporation

Bobbie Harris - American Behavioral

Cynthia Hines - Randstad Inhouse Services

Stacey Jameson, SPHR - DRS-TEM

Yetta Jones - Jacobs ESTS Group

Nikki Lilly-Murphy - GaN Corporation

Denise Malone - Jacobs ESTS Group

Shawna Mascolino - Falcon Fabrication, Inc.

Cheri Mead – DIRECTV

Johnnie Sciortino - In Job Transition

Ashley Swink - Maynard, Cooper & Gale PC

Antionette Turner - Analytical Services

LaTasha Watkins - Penta Research Incorporated

I look forward to any comments or suggestions that you would like to share with me since joining our Chapter

Peggy Miller, PHR

Historian Corner

Retro Reflections

NASHRM moves onward and upward, building on our significant award winning past (history). At the direction of your board of directors, we have continued to bring to your attention each month a, “NASHRM Fact from our Past”, by noting it in this Retro Reflections section of the Newsletter.

A **Door Prize** will be given to an attendee who can answer a question from the current NASHRM Newsletter (can be from any section, not just the Retro Reflections section). This is done to encourage members to read YOUR NASHRM NEWSLETTER. .

Newsletter Door Prizes are given by the sponsor SafeHealth and Myers Agency Services’ Group TRI-CARE Supplement.

This Month’s NASHRM Historical Fact:

“*Management for the Millennium – Are You and Your Workforce Ready?*”, was the title of a workshop designed for supervisors, managers, and human resource professionals, held November 9, 1999, at the Marriott Hotel, Huntsville, AL

Keep reading the Newsletter and volunteering to serve NASHRM – be a part of NASHRM history-making.

Elaine Plank

Historian

NASHRM

Student Relations

Take a student to the NASHRM monthly meeting! **Sponsor a student for \$ 15.00.**

Several new UAH students in Human Resources have expressed interest in coming to a monthly meeting and learning more about NASHRM. Volunteers are needed to pay their monthly lunch meeting dues for one month.

If you would like to sponsor a student chapter member for one or more of the monthly meetings, please notify me @ tillmanl@asi-hsv.com or 562-2123.

Lita Tillman, PHR

Director Student Chapter Relations

Legislative Affairs

Hello from the Hill:

What a privilege to represent NASHRM on Capitol Hill! The wind was brisk and cold in DC but the SHRM legislative conference was in a warm, lovely hotel downtown. All of the speakers were exceptional, informative lawyers and one in particular made a lasting impression. Her background – lawyer of course. Her position – powerful. Her topic – difficult. Her most endearing quality – common sense. Of whom do I refer? The Assistant Secretary to the Department of Labor gave us the latest update to the new FMLA proposed regulations. The good news is clarification is on the way. The bad news is intermittent leave and medical certifications lack progressive change. Paraphrasing her words, major changes for intermittent leave and medical certifications must be captured in statutory law – ie...it will come from your legislators. She did say that over 15,000 HR professionals made comments on FMLA changes and those opinions were actively molding DOLs regulations. **BOTTOMLINE: Your opinion matters.**

Be sure to write or call your legislator on the following bills and make a difference in your profession:

New Employment Verification Act – HR 5515

Support this bill sponsored by SHRM

ADA Restoration Act – HR 3195/S1881

Oppose this overexpanded bill

FMLA – proposed regulations

Continue to make comments to the DOL

At the State level, contact your legislators about Alabama Workers Compensation Legislation (HB124, HB125, SB244), Immigration and Employment Verification (HB74), Mandated Benefits (HB375), Employment Discrimination, Immigration and Employment Verification (SB77), Employment Discrimination (SB139), Work Environment (SB229), and Employment Discrimination (SB 295). For more details, go to <http://www.legislature.state.al.us/>

Until next time, let your voice be heard!

Jennifer Starace, SPHR

Director of Legislative Affairs

NASHRM Website

Have you checked out NASHRM's website lately? If not, please visit www.nashrm.org and click on Photos to see new photos of recent NASHRM events or click on Career Center to view many new Human Resource job postings. You will also find information on our latest programs, certification, legislative issues and community relations activities. Information is updated regularly so please visit often.

If you have any questions or ideas on ways to improve our website, please email me at:

erichschlapman@bellsouth.net.

Thank you,

Erich J. Schlapman, PHR

NASHRM Webmaster

Workforce Readiness

Last summer a roundtable discussion was held by the Department of Labor to discuss the aging of the American Workforce. The Taskforce's report has now been released. The report can be accessed through the Employment and Training Administration Web Site at http://www.doleta.gov/reports/dpld_older_worker.cfm. The report contains many interesting facts about our workforce and the trends employers will be facing in the coming years.

Stacy Hull, SPHR

Dir, Workforce Readiness

hulls@uah.edu

Lehr Middlebrooks, Vreeland

APPLICANTS WITH PHYSICAL LIMITATIONS

Employers often are tentative about withdrawing a conditional offer of employment when the employer obtains post-offer medical information of concern.

The recent case of the EEOC v. Lyondell-Citgo Refining (S.D. TX. April 9, 2008) is a useful review of employer rights to withdraw an offer for medical reasons from an otherwise qualified applicant. The EEOC sued the employer on behalf of Steve Aleman, an applicant whose conditional offer was withdrawn. The job Aleman applied for required climbing ladders and stairs and descending towers at the company's refinery. At the pre-employment physical Aleman disclosed to the company doctor that he had a traumatic head injury 20 years earlier which caused a continuing weakness in his right arm and leg. Note that Aleman passed the physical ability test to do the job. The doctor found no continuing neurological damage or impairment, but concluded that Aleman's right side weakness had impaired his ability to climb ladders safely. Therefore, the company withdrew the offer. In granting summary judgment for the employer, the court concluded that Aleman was not disabled under the ADA. A limited ability to climb is not considered a major life activity, ruled the court. The court also rejected the EEOC's argument that the employer perceived Aleman as substantially impaired. The court stated that "such insignificant impairments, if they existed as perceived, are insufficient to constitute substantial limitations" as required under the ADA. The fact that someone may be limited in performing a job-related activity does not mean the limitation rises to the level of a substantial impairment, which is necessary for protection under the ADA. When as a result of a post offer physical exam or fitness for duty test there is a substantiated basis to conclude that the individual may not perform a key factor of the job due to a limitation, withdrawing the offer is often an employer's prerogative without violating the ADA. Most physical limitations are not substantial enough to qualify as a disability. Even if there is a substantial impairment of a major life activity, an employer ultimately may withdraw the offer if it follows the ADA's reasonable accommodation analysis and concludes that such accommodation is not possible

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