

Charleston SHRM Chapter Newsletter – August 2012

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MARK YOUR CALENDARS!!!!

Chapter Meetings - 11:30 - 1:00 PM
Show up at 11:00 to Network!

1114 Quarrier St, Charleston – YWCA
1st floor conference rm. - FREE Parking

- August 8 - *Social Media in the Employment Setting
-- Benjamin Price

PRE-APPROVED BY HRCI – 1 HR. GENERAL RE-CERTIFICATION CREDITS

- September 12 - *"Building Healthy, Smart Teams"
-- Laura L. Prisc

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➤ **Questions:** Charlestonwvshrm@gmail.com or
<http://charlestonwv.shrm.org/events>

Our Chapter Needs You

As the summer months are coming to a close, it is time for planning the future for our Chapter. Through the years, our Chapter has been extremely fortunate to have individuals, supported by their employer, step forward to serve in a leadership role. Many of our past leaders have also served the West Virginia SHRM State Council in a leadership role.

The current Officers' and Board Members' terms of Office end December 31, 2012. Due to either work or family commitments many of these individuals may be unable to allow themselves to be considered for the 2013/2014 term. Therefore, please consider serving as: President-Elect; Vice President for Membership; Treasurer; Secretary; Board Members for: Communications (Newsletter & Website), College Relations, Diversity, Governmental/Legislative Affairs, HRCI Certification, SHRM Foundation, and Workforce Readiness. Of course, any current office holder is encouraged to also consider renewing or seeking a different position. In addition to SHRM standard position descriptions, local roles/functions can be made available to anyone interested. Anyone interested in obtaining more information, and/or being placed in nomination for election to the desired position at the Chapter's November meeting should contact either, Jim Wells, 304-546-0633, jameswells012@comcast.net or, Kristina Brooks, 304-204-8700, kbrooks@einllc.com

"I don't know what your destiny will be, but one thing I know: The ones among you who will be really happy are those who have sought and found how to serve."
— Albert Schweitzer

Sincerely,

Jim Wells, SPHR, IPMA-CP
Charleston SHRM Chapter President

August Chapter Meeting HRCI Credit Awarded

On May 11, 2012, we received notification from HRCI that our Chapter's August luncheon meeting of August 8 has been awarded 1 hour of General re-certification credit. A certificate will be available at the August meeting. If you should need an electronic copy before the August Chapter meeting, please let us know at: charlestonwvshrm@gmail.com.



August 8, 2012 Chapter Luncheon Meeting

"Social Media in the Employment Setting"

Ben Price, Attorney, Robinson & McElwee PLLC

Plan to attend this informative session to learn the answers to these critical questions about using social media and its effects on your employer.

What is social media?

Whose computer is it? Know the difference between personal and company?

What are the risks and the benefits for employers allowing access to social media at work? What types of restrictions are employers placing on use of social media in the workplace?

What are the courts saying about the use of social media in the employment setting? (Use of case studies)

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Family and Medical Leave Guide – U.S. DOL

New employee guide to the Family and Medical Leave Act recently developed by the Wage and Hour Division was rolled out June 27 in a webinar hosted by WHD Deputy Administrator Nancy Leppink.. The new guide, available online and in print, includes easy-to-follow and informative charts that map out the FMLA leave process and a summary of how coverage and eligibility are determined.

<http://www.dol.gov/whd/fmla/employeeguide.htm>

Justice Department Releases New Document on ADA & Rights of Persons with HIV/AIDS

The U.S. Department of Justice has released a new fact sheet called [*Questions and Answers: The Americans with Disabilities Act and Persons with HIV/AIDS*](#). This document explains the rights of people living with HIV/AIDS under the [Americans with Disabilities Act \(ADA\)](#). It also describes the ADA's requirements for state and local governments, employers, and businesses and non-profit agencies that serve the public.

http://www.ada.gov/aids/ada_q&a_aids.htm

Dates to Remember

- August 8-** Chapter Luncheon Meeting
- September 3** – Labor Day
- September 12-** Chapter Luncheon Meeting
- September 19 & 20** – WV SHRM HR Conference – Bridgeport
- October 4 & 5-** WV Chamber of Commerce HR Conference - Charleston, WV
- October 8-** Columbus Day
- October 10-** Chapter Luncheon Meeting
- November 6** - Election Day (Tuesday)
- November 11-** Veterans Day (Sunday)
- November 12-** Veterans Day (Observed - Monday)
- November 14-** Chapter Luncheon Meeting (Election of 2013/2014 Officers & Board Members)
- November 22-** Thanksgiving Day

DOL Updated Guide to State and Local Workforce Data Now Available

The Employment and Training Administration has released the second edition of its popular "Guide to State and Local Workforce Data," which provides comprehensive coverage of the most valuable workforce data sources from government and the private sector. This edition includes new entries on employment projections, educational attainment and credentials, health insurance, and many more topics. Unlike other guides, it offers direct links to the data to connect users immediately to what they need. The guide can be easily customized by the user, and is designed for a wide audience, including department grant applicants and recipients; educators, trainers and career counselors; business and labor; economic developers; and community and faith-based organizations. It also provides key definitions, and tips for using workforce statistics. Each entry includes summary statistics on the number of states and localities for which data are available, contact information if the user needs help, and much more.

<https://winwin.workforce3one.org/view/2001212365477234753/info>

September 12, 2012 Chapter Luncheon Meeting

"Building Healthy, Smart Teams"

Laura L. Prisc, Founder, Leadership & Life Potential, LLC

Using Patrick Lencioni's *5 Dysfunctions of a Team* as the basis for this module, Prisc walks participants through the definition of Groups vs. Teams and the elements of the *5 Dysfunctions*, while providing insights into how teams can recognize the Dysfunctions in action, and what they can do to work through them to build a healthy, smart team.

Participants will learn to recognize the differences between groups and teams, and then to recognize the following dynamics within those groups/teams:

- Absence of Trust
- Fear of Conflict
- Lack of Commitment
- Avoidance of Accountability
- Inattention to Results