

# March Membership Meeting

Wednesday, March 9, 2016

Blue Ridge CTC



# EPSHRM Board

- **President: Justin Ruble, SPHR, SHRM-SCP**
- **President-elect: Harvey Ashworth, SPHR, SHRM-SCP**
- **Past-President: Regina Turner, PHR, SHRM-CP**
- **Treasurer/Membership Roster: Hadley de Moulin, PHR, SHRM-CP**
- **Secretary: Lesley Hower, PHR, SHRM-CP**
- **Membership: Michael Ratliff, SHRM-CP**
- **Legislative Chair: Brandon Ledbetter, PHR, SHRM-SCP**
- **Programming Co-Chair: Helene Perdue**
- **Programming Co-Chair: Marie DeWalt, SPHR, SHRM-SCP**
- **College Relations Chair: Pat Hubbard**
- **Technical Communications Chair: Vicki Hoffman**

# Technical Communications Chair Opportunity

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Saying Farewell and Best Wishes...

Vicki Hoffman

Technical Communications Chair



EPSHRM  
**GIVES BACK!**

**MOCK INTERVIEW  
RESUME REVIEW**

**A GREAT OPPORTUNITY FOR EMPLOYERS TO GIVE BACK  
TO OUR COMMUNITY AND BUILD BRAND RECOGNITION**

**When:** Wednesday, March 16<sup>th</sup> 10am – 12pm  
Thursday, March 17<sup>th</sup> 10am – 12pm

**Where: Blue Ridge CTC – TECH CENTER**

**Keynote  
Speakers**

**Paul Begala**  
POLITICAL ANALYST  
AND COMMENTATOR,  
CNN



**SHRM**

**2** **JUNE**  
**19-22** **16** **D.C.**

**ANNUAL  
CONFERENCE &  
EXPOSITION**



**Tucker  
Carlson**  
CO-HOST, FOX AND  
FRIENDS WEEKEND  
AND EDITOR-IN-  
CHIEF, THE DAILY  
CALLER

The SHRM Annual Conference & Exposition is the largest — and best — HR event in the world, providing you with the tools and resources you need to create and implement successful HR practices.

**Find your  
BREAKTHROUGH**



Welcome  
to the  
**SHRM Foundation**



What does the foundation do:

- **Scholarships and awards**

The SHRM Foundation will award more than 225 scholarships worth a total of more than \$295,000 in 2016 for academic studies, professional certification, and conference attendance to professional and student SHRM members, and doctoral students.

- **Educational resources**

Research-based and complimentary products, including: effective practice guidelines, executive briefings and webinars

- **Strategic thought leadership initiative**

The SHRM Foundation is conducting a multi-phase program to identify and analyze critical trends likely to impact the workplace in 5-10 years.

- **Innovative academic research grants**

**The SHRM Foundation is a leading funder of HR research.**  
Since 2005, the SHRM Foundation has funded 60 research projects.

# Recognition

# Congratulations!



2015 TOP 10 FUNDRAISING STATE COUNCILS		
No.	State Council Name	Total Contributions
1	California State Council of SHRM	\$25,267.00
2	Virginia SHRM State Council	\$22,411.75
3	HR Florida State Council, Inc.	\$22,210.12
4	Colorado SHRM State Council	\$16,974.45
5	Texas SHRM State Council	\$16,453.75
6	Georgia SHRM State Council	\$15,406.00
7	Alabama SHRM State Council	\$13,980.00
8	Indiana SHRM State Council	\$13,295.00
9	Pennsylvania SHRM State Council	\$12,031.00
10	North Carolina SHRM State Council	\$11,938.15

2015 TOP 25 FUNDRAISING CHAPTERS		
No.	Chapter Name	Total Contributions
1	SHRM-Atlanta	\$15,836.66
2	SHRM-Long Island Chapter, Inc.	\$15,232.50
3	Austin HR Management Assn., Inc.	\$11,000.00
4	Dallas HR Management Assn., Inc.	\$10,670.00
5	Raleigh/Wake HR Mgmt. Assn.	\$7,790.00
6	Charlotte Area SHRM	\$7,000.00
7	HR Tampa	\$6,620.00
8	HR Houston	\$6,540.00
9	SHRM-Bluegrass Chapter	\$6,300.00
10	Louisville SHRM, Inc.	\$5,532.00
11	Northwest Arizona HRA	\$5,425.00
12	Lane County HR Assn.	\$5,263.00
13	HRA of Central Ohio	\$5,247.00
14	SHRM Jacksonville	\$5,047.10
15	El Paso Society HRM	\$4,716.04
16	HR Collier	\$4,597.60
17	HR Mgmt. Assn. of Greensboro	\$4,590.00
18	Greater Orlando SHRM	\$4,446.00
19	Portland HRMA	\$4,270.00
20	Big Bend SHRM	\$4,245.00
21	HRMA of Greater St. Louis	\$4,185.00
22	San Antonio HR Mgmt. Assn.	\$4,161.00
23	Green Bay Area Chapter of SHRM	\$3,973.20
24	New York City SHRM	\$3,887.00
25	Northern Virginia SHRM	\$3,886.00





**Dump your  
change for the  
SHRM  
Foundation!**



# Business Meeting Agenda

- **Treasurer & Membership Reports**

*Hadley*

- **Secretary's Report**

*Lesley*

- **Legislative Update**

*Brandon*

- **College Relations & Leadership  
Conference**

*Pat*

# Treasurer's Report

Balance from Treasurer's Report as of 02/01/2016				<b>\$17,659.43</b>
	<u><i>Income</i></u>			
		Membership fees	\$	1,395.00
		Cancellation fees	\$	30.00
		Guest fees	\$	30.00
		<b><i>Total Income</i></b>	<b>\$</b>	<b><i>1,455.00</i></b>
			<b>Subtotal:</b>	<b>\$ 19,114.43</b>
	<u><i>Expenses</i></u>			
		BRCTC F&B January	\$	(465.40)
		Justin Ruble, reimbursement	\$	(300.00)
		Patrick Shen, speaker lodging reimbursement	\$	(92.02)
		Fees, credit card processing	\$	(6.75)
		<b><i>Total Expenses</i></b>		<b><i>-1,864.17</i></b>
<b>Balance as of: February 29, 2016</b>				<b>\$ 18,310.26</b>

# Membership Report

**Total EPSHRM Members: 99**

**National Members: 35**

**New Members:**

**Pam Dinges, WVU Healthcare**

**D. Paulina Ahrens**

**Maria Medrano, Hollywood Casino at Charles Town Races**

# Secretary's Report



**Eastern Panhandle SHRM Chapter #0715  
Board Meeting Minutes  
February 17, 2016**



# WV SHRM HR Day



**Big Shot!**

WV Legislative Photography, Photo by Perry Bennett

# Legislative Update

March 9<sup>th</sup>, 2016

# Completed Legislation

- SB1 – Right to Work – impacts contracts being entered into on or after July 1, 2016.
- SB 7 - Establishing wrongful conduct rule prohibiting recovery of damages in certain circumstances. Effective May, 31<sup>st</sup>, 2016.
- SB558 – Allows the state to borrow \$50 million from the rainy day fund to pay for unemployment benefits. Effective since March 3, 2016

# Additional Bills to Note

- SB 287 – Creating the Safer Workplace act. Would allow private employers to screen employees for drug and alcohol use. Bill has been with the House since 3/1/16 with no action.
- SB 290 – Removes the requirement for employee consent to payroll cards. Also allows assignments to be placed for up to one year. Also allows us to authorize assignments without notarization. Currently in the house.
- HB 4145 – Making WV the 7<sup>th</sup> state to allow constitutional or permit less carry of fire arms.

# Making a Difference with Great Leadership

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COMMUNITY AND  
TECHNICAL COLLEGE

*in partnership with your EPSHRM*

**When:** Friday, May 13, 2016

**8:00 AM – 4:30 PM**

**Where:** Blue Ridge CTC Main Campus

**13650 Apple Harvest Drive**

**Martinsburg, WV 25403**

**Registration:** \$79 EPSHRM Members; \$89 Non-Members



# Jeff Tobe



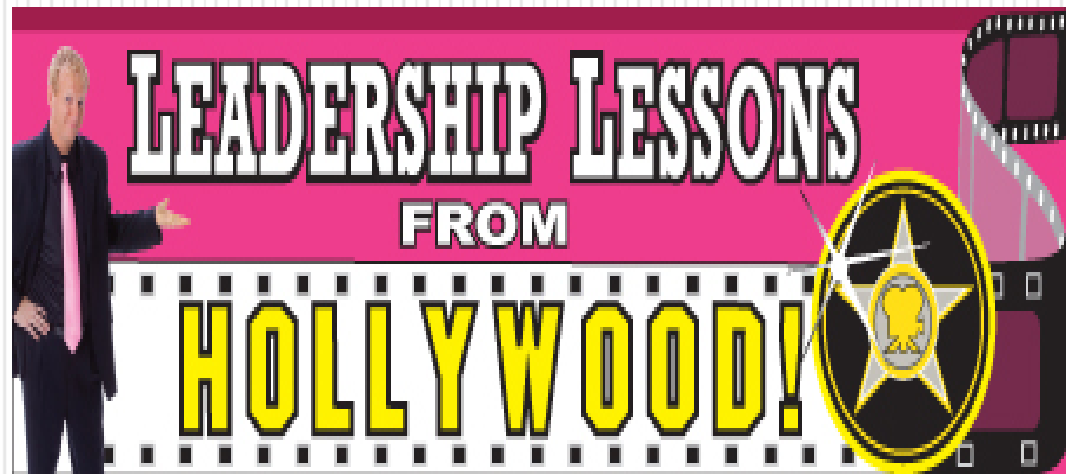
**cOLORing OUTside  
the LiNeS!™**

**...Making a Difference  
by Creating a NEW  
Leadership Experience**

[www.jefftobe.com](http://www.jefftobe.com)

*Friday, May 13, 2016- Blue Ridge Community & Technical College  
Main Campus*

# Andy Masters



*“Award-winning Author and Leadership Expert”*

**[www.andy-masters.com](http://www.andy-masters.com)**

*Friday, May 13, 2016- Blue Ridge Community & Technical College  
Main Campus*

# Dr. Mark Taylor



## Managing for Success in the Multigenerational Workplace

[www.taylorprograms.com](http://www.taylorprograms.com)

*Friday, May 13, 2016- Blue Ridge Community & Technical College  
Main Campus*

# Next Month's Workshop



**How to Leverage the Power of  
People in Your Organization**

**Dr. Rick Grandinetti**

**Founder and Headliner  
Succeed Inside the Box**

**Outlook Calendar Notice:**

**8:30 AM – 12:00 PM**

**[www.succeedinsidethebox.com](http://www.succeedinsidethebox.com)**

*Wednesday, April 13, 2016- Blue Ridge Community & Technical College  
Technology Center*

# March Meeting Sponsor



**Patti Sherwood, Realtor**

**304-279-4795**

Long & Foster

976 Foxcroft Avenue

Martinsburg, WV 25401

M. Margie Bartles, Broker

*Wednesday, March 9, 2016- Blue Ridge Community & Technical College  
Technology Center*



# Introducing...



## **What HR Professionals Need to Know Now About ADA**

**Karen Goss**

**Assistant Director**

**Mid-Atlantic ADA Center**

**DC, DC, MD, PA, VA, and WV**

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