



Northern Virginia Society for
Human Resource Management

exchange

Your monthly newsletter

A Letter from the President

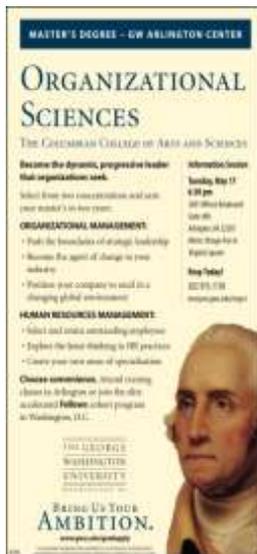
Welcome back to the NOVA SHRM Monthly Newsletter.



Greetings and welcome to the Spring 2011 edition of the NOVA SHRM Newsletter. The good news is that it's starting to warm up. The bad news is the allergens in the air seem to be taking a toll on nearly everyone this year. I hope you are coping well with the pollen, ragweed and everything elsethat's floating around in the air and that you are able to find time to enjoy the outdoors with family and friends now that the warmer weather is upon us.

NOVA SHRM's volunteers continue to plan, organize and present great meeting topics both at ourmonthly meetings and the Special Interest Group (SIG) meetings as well as other special events such as the Small Business Roundtable and the Religious Accommodations Panel. I hope you have been able to attend some of these excellent events and do some networking with your fellow HR professionals while you were there. Please be sure to check the NOVA SHRM website (<http://www.novashrm.org/events.html>) for a list of all of our upcoming events. We look forward to seeing you at an event soon - and please bring a friend!

As we approach the next testing window for HR certifications, don't forget that NOVA SHRM offers all of our members rebates of \$50 for attaining their PHR certification and \$75 for attaining either the SPHR or GPHR certifications. You can find all the necessary information to apply for the rebate under the education tab on the NOVA SHRM website. In an effort to help those of you planning to take one of the certification exams this summer, NOVA SHRM will be holding workshops on how to prepare for and take the PHR, SPHR and GPHR certification exams provided by the HR Certification Institute. If you are interested intaking these exams, establishing study groups, or recertifying your



Featured Sponsor:
GWU Human
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Celebrating Multiculturalism- One Morsel at a Time!



Please join us for a unique two-part event on inter-cultural understanding sponsored by four local organizations: NOVA SHRM, ISPI Potomac, SIETAR DC, and the ASTD DC Metro Diversity SIG!

The first introductory discussion will be held on Tuesday, May 17th 2011, from 6:30 to 8:30pm at The George Washington University. Please click [here](#) for more information.

credentials, please join one of the several weekend sessions running throughout the spring/summer. Forming study groups is a time-tested way to prepare for the PHR/SPHR exams. If you would like assistance in forming a study group with other NOVA SHRM members, contact Shemetra Washington, NOVA SHRM VP of Education, at (703) 377-6479 or by e-mail at shemetraw@gmail.com.

Thanks to each and every one of you for what you do to advance the HR profession and for being part of NOVA SHRM. We certainly hope you find your membership of value and that you will encourage others to join our fine organization. As always, if you have any questions, comments, or concerns please feel free to contact any of your NOVA SHRM Board Members for assistance. I hope to see you at a meeting or event in the very near future!

Best regards,

Scott Donnelly, SPHR
President, NOVA SHRM

Register today! Upcoming chapter events:

- **5.04: [NOVA SHRM Member in Transition Workshop Series](#):** This workshop is for HR professionals by HR professionals. Speakers includes VEC Reemployment Specialists. Location: Virginia Employment Commission Workforce Center, Alexandria, VA, 3:00pm.
- **5.06: [Government Contracting SIG Event](#):** "Designing a DCAA/OFCCP Compliant Compensation Plan," Speaker: Steven Parker, President HR Solutions, Location: Jackson Lewis LLP, Reston, VA, 8:00am.
- **5.13: [Employee Relations SIG Event](#):** "Top 10 FLSA Mistakes," Speakers: John Remy and Elizabeth Young, Location: Jackson Lewis LLP, Reston, VA, 7:30am.
- **5.19: [International Human Resources SIG Event](#):** "The 'Crucial' Global Mindset in International Business Conduct," A Global Mindset is essential as corporations engage diverse individuals and cultures around the world. Speaker: Sirin Koprucu, Location: Argy, Wiltse & Robinson, P.C., McLean, VA, 8:30am.

Legislative Alert

The Legislative Alert is brought to you by Larry Postol, VP of Legislative Affairs, NOVA SHRM, and Partner at Seyfarth Shaw, LLP.



EEOC ISSUES NEW ADA REGULATIONS,

THE SUPREME COURT'S STRIKES DOWN LIMITATIONS ON ARBITRATION CLAUSES; AND STATES AND CITIES LIMIT USE OF CRIMINAL BACKGROUND AND CREDIT CHECKS

You will recall that Congress enacted the Americans with Disabilities Act Amendments Act ("ADAAA") on September 25, 2008, effective January 1, 2009. In so doing, Congress expressly rejected several Supreme Court decisions that had narrowly construed the term "disability" by, among other ways, holding that mitigating measures were to be considered in assessing whether an impairment was "substantially limiting." Armed with statistics about employer successes, and after heavy lobbying by disability rights advocates, Congress responded with the new law which substantially broadened the scope of the ADA. [\[read full article\]](#)

If you have any questions about the information in this article, you may e-mail Mr. Postol at Lpostol@seyfarth.com or call him at 202-828-5385.

HR Jobs Available

[Benefits Specialist](#), Reston, VA- 4/29/11

[Human Resources Manager](#), Chevy Chase, MD 4/19/11

[HR Generalist / Recruiter](#), Washington, DC - 4/15/11

[Compensation Analyst](#), Reston, VA- 4/14/11

[Human Resources Manager](#), Washington, DC- 4/12/11

[Human Resources Coordinator](#), Washington, DC- 4/12/11

[Organizational Development Consultant](#), Herndon, VA- 4/12/11

[Internal HR Consultant](#), Reston, VA- 4/11/11

[Chief Human Capital Officer](#), Washington, DC - 4/1/11

[Manager, Benefits Administration and Wellness](#), Arlington, VA - 4/1/11

Advertising your HR jobs at NOVA SHRM is free! To post your job openings, simply email us at novashrmboardcommunications@gmail.com.

HR Library & Important News

Be on top of the latest news and updates

- **[Stay Safe During Tornado Cleanup](#)**: Tornadoes swept through the Southern United States up into New York on April 27 and 28, 2011, taking more than 200 lives and leveling hundreds of homes and businesses. As property owners begin to clear out the rubble, the U.S. Occupational Safety and Health Administration (OSHA) provided information to help workers stay safe during the cleanup effort. OSHA offers tips and factsheets on its website at www.osha.gov/OshDoc/flood-tornado-recovery.html#guides to help employers protect disaster site workers.
- **[Financial Worries Bring Down Productivity](#)**: Stress caused by financial worries is having an impact on employee productivity, according to PricewaterhouseCoopers' (PwC) 2011 **Financial Wellness Survey**. Among U.S. workers, 29 percent of respondents said personal financial issues have been a distraction at work and 48 percent said they've handled their personal finances during work hours. Being distracted by personal financial issues at work was highest among employees aged 35 to 44 (40 percent) and, surprisingly, those earning \$100,000 or more (37 percent), showing that financial stress is not just an issue for young and low-income workers.
- **[Employers Pick 'Private Exchange' Health Insurance](#)**: Fed up with the unpredictable cost of health insurance for his small business, Mike Sarafolean last year made a dramatic change: Instead of picking a plan to offer workers, he now sends them to a "private exchange" or marketplace where they compare and choose their own insurance. And the amount his company pays toward coverage is capped. The move puts his St. Paul-based company on the leading edge of a nascent trend that could shape how more employers offer and pay for health benefits in the coming years.
- **[Final Rule issued updating FLSA regulation](#)** - A final rule issued by the U.S. Department of Labor (DOL) updates the regulations issued under the Fair Labor Standards Act of 1938 (FLSA). In this final rule, the DOL revises regulations issued pursuant to the FLSA and the Portal-to-Portal Act of 1947 that have become out of date because of subsequent legislation. These rules are effective May 5, 2011.



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I hope you enjoyed the latest edition of our monthly newsletter. Please contact me at newsletter@novashrm.org to provide feedback and comments, to submit an article, or to sponsor the next issue of the **exchange**.

Sincerely,

Marylynn Hayden,
Newsletter Editor

