



April 2008 Newsletter

From the President

By- Robin Ard, SPHR
2008 COHR President

Dear Members:

February's meeting was fantastic! Approximately 47 attendees, representing more than 456 years of collective Human Resources experience (WOW!), were present for Venita Kennedy-Lane's presentation on Diversity at The House of Blues. I hope to see each of you at the next meeting at The Grande Dunes on April 3rd at 8:00 a.m.! (For you early birds...the breakfast buffet will begin at 7:45 a.m.) As was published earlier, Angela McDowell from Blackwater Market will be presenting "Taking Training from Knowledge to Application".

The new COHR website (Phase I) was launched last month and is currently under a 60-day evaluation period as it is refined and corrections are made where they are needed! We invite you to visit the new site at www.coastalhr.org. A special "thank you" goes out to Sam Hucks from HTC for his hard work and dedication during this implementation!! For those of you who attended the meeting in February, a \$25 gift certificate is still available to the first person who emails me with the correct title of the page of the new website that lists the answer to the question posed during the

meeting. To date, no one has contacted me with a response...good luck! The website committee is planning to meet in April to discuss plans for Phase II of the website as the ultimate goal is to make this site interactive for COHR members. We are very excited to offer each of you an opportunity to participate in a rewarding community service project. Mary Alice Blackburn will be providing additional details at the April 3rd meeting.

The Board has finalized the details of the 2008 Chapter Budget and 2008 Chapter Goals. These will each be distributed to you during the April 3rd meeting. *Other items of interest:* the certification committee is working hard to get you certified...attend the April meeting for additional information; keep a close eye on our membership totals each month during the membership report as we hope to reach 100 some time this year; New Member Orientation has been scheduled for May 1, 2008 (invitations will be sent out soon); Is your company Family Friendly Certified? Check with Bill Bayer to see how it can be accomplished easily.

Again, we look forward to seeing you at The Grande Dunes for great food, an awesome program and outstanding networking opportunities!

Robin R. Ard, SPHR
2008 COHR President

programs

By- Sharon Jones, Fara Gasque, PHR &
Kim Sherfesee, SPHR

April 3, 2008 COHR MEETING

Time: 7:45 AM-9: 30 AM
Location: Member's Club
at Grande Dunes

Tentative Agenda:
Sponsor: Robin Blanchard
from **Ameriprise
Financial**

Guest Speaker: Angela
McDowell with
Blackwater Marketing.
Topic: "Taking
Training from
Knowledge to
Application."

110-year heritage to provide experienced guidance to help you develop a customized financial plan with the appropriate combination of products and services. An Ameriprise financial advisor will be there with you for the long run -- making adjustments to your strategies and tactics, helping you stay on track. That's how The Personal Financial Advisors of Ameriprise Financial help over two million people take control of their financial futures. Life is full of surprises and opportunities. We can help prepare you.

Dates to Remember

April 3- COHR meeting held at the Grande Dunes Members Club.
May 7-9: HR Carolinas Conference

Membership

By- Joyce Greene

COHR

Joyce Greene announced at the COHR Board Meeting that we currently have 89 enrolled members. She also introduced Karen Roblin as a new member.

We had several guests attending the February meeting and hope that all will join very soon.

Welcome Karen!

SHRM

SHRM's South East Region is offering a \$15.00 discount to encourage local members of COHR to become SHRM members. This would apply to first time membership only but membership at \$145.00 is a great deal for an incredible amount of information and support.

Treasure's Report

By- Mary Murphy

Sponsorship

By-Kris Kohler, SPHR



COHR would like to welcome Laura Blanchard from Ameriprise Financial. The company works with the financial priorities of individuals. As the company states, "Financial priorities differ from person to person. They can also differ from year to year. At Ameriprise Financial, we think it's important for you to have a plan that is tailored to your needs and has the flexibility to evolve with you. We take a unique, comprehensive and ongoing approach to financial planning called Dream > Plan > Track>R. We get to know you personally--your goals, your worries and your dreams. We then draw on our more than

Please see information in Secretary's report.

Secretary's Report

By- Ruth Pastula, SPHR

GENERAL MEMBERSHIP MEETING MINUTES MARCH 06, 2008

The Coastal Organization of Human Resources met on Thursday, March 6, 2008 at 8 AM at the House of Blues.

Robin Ard called the meeting to order and made the announcement that the COHR family and the Burroughs and Chapin family would soon be growing again as Tara Little was in the hospital giving birth that morning. She also announced that this was the day the revised COHR website was being rolled out. While the members enjoyed a buffet breakfast, they introduced themselves, and provided information on the number of years of HR experience that they possessed. Robin announced that the total would be listed on the new website and the first person who could email the page number that it was on would win a \$25 gift certificate to Outback Steakhouse.

Pam Christenson was introduced as the sponsor for today's meeting. Pam presented all attendees with a packet of information about EmbroidMe, some sample goodies and an overview of everything that the company could provide. They are located in the Bi-Lo plaza on 17 Business in Surfside. Their website is www.embroidme-surfsidebeach.com.

Proceeding with the business meeting, Suzanne Toole presented a nameplate / business card holder to Gladys Waxenfelter who recently passed her HRCI certification exam and has received her PHR designation.

Continuing with Board reports, the following reports were presented:

- Secretary – Ruth Pastula announced that the minutes for the February

meeting had been distributed electronically with the newsletter, but a few copies were available on the tables if anyone did not receive them. A few copies of the approved minutes of the January Board meeting were also available if anyone would like to review them. Upon a motion by Bill Stanton and seconded by Glenda Page, the minutes were approved as presented.

- ❑ Treasurer – Robin reported that approximately \$7,000 was in the COHR treasury. The treasury is typically high this time of year as membership renewals are still coming in.
- ❑ Membership – Joyce Greene announced that membership was at 89 members. She introduced Karen Roblin as a new member.
- ❑ Website – Kris Kohler invited everyone to review the new website and to send any comments to Sam Hucks.
- ❑ Emma Ruth Brittain reported that not much was happening at the present time in HR legislation. She reminded members about the new revisions to the FMLA guidelines that she provided to the members last month.
- ❑ Kim Sherfese announced that the April COHR meeting would be a breakfast meeting. The speaker will be Angela McDowell with Blackwater Marketing. Her topic will be "Taking Training from Knowledge to Application."
- ❑ Bill Bayer addressed the group about the benefits of becoming Family Friendly certified. Any company that is interested in additional information should contact Bill at 650.8259 or pmibbayer@worldnet.att.net.

Proceeding to the General Session, Sharon Jones introduced Venita Kennedy Lane from the SCANA corporation. Ms. Lane gave a

very informative presentation on generational diversity. Members asked that her presentation be emailed out to the membership for future reference.

Following the awarding of the 50/50 raffle and door prizes from the House of Blues, the meeting was adjourned at 9:45 PM.

Respectfully Submitted



Ruth Pastula, SPHR
Secretary

Legislature Update

By- Kay Kush, PHR

3 Major Employment-Law Rulings in 2007!

From the HR Morning website, you may click on the following link, or read the below regarding the three major employment-law rulings of 2007.

Three major employment-law rulings in 2007 affect the way just about every HR office and every business operates this year.

No. 1

What: Ledbetter v. Goodyear Tire and Rubber Co.

Where: United States Supreme Court.

Issue: Whether a long-time employee can file a pay-discrimination suit more than 180 days after the alleged discrimination took place.

Ruling: No, the employee cannot file after 180 days.

The real story: The two sides fought when a minority employee of several years decided she had received, from the first day of her employment, lower pay than similarly situated white males at the company. She then sought to file a complaint based on when she first became aware of the alleged discrimination, long after her first day of work.

The meaning for HR: Employees can't go back to any time in their work history to dig

up and file discrimination claims. The court set a strict limit of 180 days (or 300 days in some state jurisdictions).

No. 2

What: Guard Publishing Co. Case.

Where: National Labor Relations Board.

Issue: Whether employees can use company e-mail for nonwork-related correspondence, particularly union solicitations.

Ruling: The Company can prohibit such solicitations if it does so without targeting just one type (union-related).

The real story: The Company had a no-solicitation policy that included union-related solicitations. The ruling actually was a mixed one, in that it allowed the company to bar solicitations of any kind but not bar routine nonwork correspondence if it regularly allowed employees to send and receive nonwork e-mails.

The meaning for HR: You can restrict how e-mail is used, but you'll need a specific policy that has to be applied to all types of nonwork correspondence. In other words, you can't single out certain types, i.e., union-related.

No. 3

What: Defeat of the Dept. of Homeland Security "no match" requirement for employers

Where: California federal court

Issue: Whether the DHS could enforce a law requiring employers to follow up and investigate within 90 days any no-match notifications, in which the Social Security Administration informs the employer that a new employee's SSN doesn't match one in SSA records.

Ruling: Employers are not obligated to perform such investigations.

The real story: The law would have required employers to fire employees if the further investigation didn't come up with an SSN match. The successful court challenge shot down the requirement.

The meaning for HR: Keep good records, and don't let your guard down. You can be certain that DHS is going to come back with new mandates on background checking.

Welcome News!!!

By- Katie Badgett

Congratulations to Tara Little, her husband, Randy, and son, Will on latest addition to their family, Lawton Little Broughman, born on March 4th! Tara currently serves as the Vice President of COHR, but has served the organization in many different areas in the past years. At the 2008 COHR Board Members meeting Robin Ard asked everyone to tell how long they have been a member of COHR and who invited them to their first meeting. Tara stated that she attended her first COHR meeting many years ago with her Mother. Tara has been employed with Burroughs & Chapin Company, Inc. since 1983 and currently holds the title of Human Resources Director. When I asked Tara's boss, Mary Basden, Sr. VP of Human Resources, to describe Tara's approach to HR she responded, "*Strategic - constantly looking to innovate, improve and streamline HR processes through the use of technology. Authoritative and respected - she makes wise decisions because of her education and her outstanding knowledge of the legal and technical aspects of HR.*" Tara has been a true servant to the local field of Human Resources and I noticed in our COHR Board Meeting that several members said that when they were relocating to the area and wanting to remain in the HR profession they were often referred to Tara Little, showing her true representation of Human Resources in the Grand Strand area.

Congratulations again Tara on the birth of Lawton! (*Please see photo of Lawton and Will below*)



SHRM NEWS

SHRM Foundation News: *Evaluating Human Resources Programs* in 2007, the SHRM Foundation co-published a groundbreaking book offering readers a systematic method for enhancing the value and impact of HR and supporting its emerging role as a strategic organizational leader. *Evaluating Human Resources Programs: A 6-Phase Approach for Optimizing Performance* provides a practical framework for adjusting and realigning strategies across all types of HR programs. The authors outline a proven six-phase process that will maximize the likelihood of a successful HR program evaluation, including real-world techniques, strategies, and examples to illustrate their recommended steps and actions. This guide offers consultants and professionals an invaluable resource for understanding and implementing a successful evaluation that will have a meaningful impact on their organizations' HR programs and strategic outcomes. To order a copy of *Evaluating Human Resources Programs*, go [here](#)

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