



March 2008 Newsletter

From the President

By- Robin Ard, SPHR
2008 COHR President

Dear Members:

A special “thank you” goes out to our programs committee (Fara, Sharon and Kim) and Elizabeth Speidel from Haynsworth Sinlker Boyd, P.A. for sharing information with us at February’s meeting concerning wrongful terminations. I hope to see each of you at the Diversity meeting at the House of Blues on March 6th at 8:00 a.m.! (For you early birds...the breakfast buffet will begin at 7:45 a.m.) What better atmosphere to hear great diversity-related information, participate in planned activities, win prizes, and much, much more.

We are also scheduled to launch the new COHR website (Phase I) on the same day!

We invite you to visit the new site at www.coastalhr.org. We are looking forward to hearing from you concerning its new design. Please be aware that Phase I is only the beginning of this project as we plan to move forward on the next phase right away.

The website committee will meet in April to discuss the plans for Phase II. Our goal is to make this site interactive for COHR members’ registration, meeting fees, etc. We are hopeful that you will have additional opportunities to utilize the website more as an interactive tool by year-end; especially for 2009 membership renewals.

A members’ survey was handed out at the February meeting. As mentioned previously, your feedback is essential to the continued success of this organization. Therefore, we

ask that you take a few minutes to provide us with your feedback by participating in this survey. If you were unable to attend this meeting, you too will have the opportunity to participate in this survey, as it will be emailed to the general membership in the next few days.

The Board is currently working to finalize the details of the 2008 Budget and Chapter Goals. These will be distributed to you once they are finalized. Other things to look for include: certification information is forthcoming from our certification chairs; 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 changed to the next meeting scheduled during lunch (a calendar of events will be available on the new website); and if you’ve not yet joined SHRM, now is a great time to do so...check out their website for additional information and a wealth of HR related materials (www.shrm.org).

Again, we look forward to seeing you at The House of Blues 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

**March 6, 2008 COHR
MEETING**

Time: 7:45 AM-9: 30 AM
Location: House of
Blues/Indigo Room
Located at 4640 Highway
17 So.
NMB, SC 29582

Tentative Agenda:
Sponsor: Pam Christensen
from **EmbroidMe**

Guest Speaker: Venita
Kennedy Lane from SCANA

Sponsorship

By-Kris Kohler, SPHR

COHR would like to welcome Pam Christenson from EmbroidMe. EmbroidMe is a full service supplier of embroidery, screen-printing and promotional products. EmbroidMe is located at 1610 E Highway 17 South in Surfside Beach. If you have any questions you can reach Pam at pamc@myrtlebeachembroidme.com!

Dates to Remember

March 6: COHR Monthly Meeting
Location: House of Blues/Indigo Room
May 7-9: HR Carolinas Conference

Membership

By- Joyce Greene

COHR

We currently still have about 10 members who have not renewed their membership. Please turn those in as soon as possible. We want to welcome a new member, Brian Nisbet, VP of Learning and Development for Burroughs & Chapin. Welcome to COHR.

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

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.

Certification

By- Suzanne Toole, PHR & Kimberly Long, PHR

New Study Group Forming!

(Submitted by Suzanne Toole)

Are you new to Human Resources or a veteran who might be ready for a refresher course on the basics? Can you share your expertise with others? The next study group will begin in March, so please contact Suzanne Toole (sutoole@centexhomes.com) or Kimberly Long (kim.long@newsouth.canfor.com) to sign up! Our goal is to increase our number of certified members, but even if you aren't sure that you want to take the exam this year, sign up for the study course to learn more about our profession or to share your knowledge. To test in the May/June 2008 window you'll need to get registered by March 14th (late deadline is April 18th). Visit www.HRCL.org for more info.

Recertification Opportunity!

(Submitted by Suzanne Toole)

The 33rd Annual Carolinas' Human Resources Conference is being held on May 7th - 9th at the Ocean Reef Resort and you can register and pay online at www.CarolinasHRConference.com. This program is approved for 7 recertification credit hours toward PHR and SPHR certification. Early bird registration is \$175 if received by March 28th. Lots of great presentations are planned so sign up today!

Congratulations!!!

Way to go ladies!!! COHR would like to congratulate Kimberly Long and Gladys Waxenfelter on successfully completing their PHR certification!

Treasure's Report

By- Mary Murphy

Please see information in Secretary's report.

Secretary's Report

By- Ruth Pastula, SPHR

GENERAL MEMBERSHIP MEETING MINUTES FEBRUARY 7, 2008

The Coastal Organization of Human Resources met on Thursday, February 7, 2008 at Noon at the Grand Dunes Member's Club.

Robin Ard called the meeting to order and while the members enjoyed a buffet lunch, they introduced themselves, and provided information on their company. Kris Kohler introduced the sponsor for the meeting, Mark Combs of Horne Guest / Employee Benefits, who provided an overview of the service provided by his company.

Proceeding with the program, Robin presented a leadership award to Kris Kohler for his service to COHR as president of the organization in 2007. Allison Moore, 2007 Certification Chairperson, announced that two members, Gladys Waxenfelter and Kimberly Long had both passed their HRCI tests to obtain PHR certification in December of 2007. Mindy Pavidonis provided the group with information of on the HR Carolinas conference to be held May 7 – 9 in Myrtle Beach. Information on the conference was available at the meeting and anyone desiring more information can contact Mindy for details.

Proceeding with Board reports, the following reports were presented:

- ❑ Treasurer – Mary Murphy announced that \$6,977.29 was in the treasury at the present time. However the treasury is typically high this time of year as membership renewals are still coming in.
- ❑ Membership – Joyce Green announced that membership was at 98 members and that 7 prospective members had expressed interest in joining.
- ❑ Website – Sam Hucks reported that the new website should be up and functioning later this month. Enhancements to the website can continue to be added as funds become available.
- ❑ Emma Ruth Brittain reported provided the members with a handout on the new FMLA guidelines providing additional benefits for the families of servicemen or women. Kay Kush also reported that she and Emma Ruth had been invited to the recent Democratic debate held in Myrtle Beach, as SHRM was one of the sponsors of the event.
- ❑ Sharon Jones announced that the March COHR meeting would be held on March 6, 2008 at 8 AM at the House of Blues and would feature a speaker on Diversity. Sharon also asked all members to complete a survey to give your preference on location and times of meetings and also suggestions for meeting topics.

Proceeding to the General Session, Mary Nell Smith introduced Lynette Nobles who provided the members with information regarding the 2008 Myrtle Beach Job Expo, sponsored by the SC Employment Security Commission. The deadline for employers to sign up to participate in the Job Expo is 2/22. Ms. Nobles reminded everyone that the Job Expo is not just for hospitality or seasonal

jobs but many of the major employers in the area would be participating.

Suzanne Toole introduced the main speaker for the meeting, Elizabeth Speidel, an attorney with the law firm of Haynsworth Sinker Boyd who provided a very informative, and also entertaining, presentation with many helpful hints on How to Avoid Wrongful Termination Claims.

Following the awarding of the 50/50 raffle and a door prize donated by Horne Guest, the meeting was adjourned at 1:45 PM.

Respectfully Submitted



Ruth Pastula
Secretary

Legislature Update

By- Kay Kush,

Gun Laws in South Carolina

Since I moved from Illinois not quite four years ago, and was very touched by the shootings at Northern Illinois University (especially since I had worked with the teacher who was shot, Mr. Joe Peterson), I am particularly concerned with the increase of violence in the workplace, and in the United States as a whole. The following article is courtesy of Workers Comp News.

Bill would alter S.C. gun laws CONCEALED WEAPONS BY GINA SMITH - GNSMITH@THESTATE.COM

Lawmakers could soon be packing heat while working at the State House, visiting schools or taking care of business at other publicly owned buildings.

A bill, pending before a House subcommittee Thursday, would allow some members of the state's General Assembly to carry firearms around the Capitol grounds and into other public buildings such as schools.

The change in state law would only apply to lawmakers who have a valid concealed weapons permit, which signifies they have undergone eight hours of handgun training and passed criminal and mental background checks.

The bill's sponsor Rep. Keith Kelly, R-Spartanburg, filed the bill late in the session last year after he learned 12 other categories of public servants — but not lawmakers — are allowed to carry firearms into public buildings while doing business. Those public servants are Supreme Court justices and other judges, along with solicitors and workers' compensation commissioners.

"I looked at that statute and wondered why members of the General Assembly can't carry by virtue of holding office," Kelly said. "I'm just saying add the 170 members. If the good people have put you in this position, then you ought to be able to carry."

Kelly, a family law attorney, and several other lawmakers say they have concealed weapons in order to protect themselves but are bothered by the fact they have to take the firearms out of their vehicles before they park at the State House or attend functions at other publicly owned buildings.

Current law prohibits firearms anywhere on the State House grounds, including its

parking garage. They also are prohibited in public buildings unless permission is given, which is done on a case-by-case basis.

One of the bill's backers, Rep. Todd Rutherford, D-Richland, estimates about half the General Assembly members keep guns in their cars, some while they are working at the State House.

Rutherford said he has carried a firearm in his car since his days as a prosecutor and has continued as a lawmaker.

"I think (the General Assembly) is the most well-armed group in South Carolina," Rutherford said.

"Some of the odd mail that I get, some of the phone calls I get, some of it can be interpreted as a threat. I have a family to think about," Rutherford said. "(The bill) makes sense given the fact that my home address is listed. My home address, my phone number is listed. My picture is given out. You see what happened in that City Council chamber in Missouri. You never know what person is angered or upset and who's going to come after you."

Rutherford was referring to a gunman killing five city officials during a City Council meeting in Kirkwood, Mo., before police killed the gunman.

Still, Rutherford said he hopes the bill is amended to prohibit lawmakers from carrying guns into State House buildings. Otherwise, police may have a hard time telling the good guys from the bad guys, Rutherford said.

Others worry the measure has the potential to turn heated debates among lawmakers into deadly attacks. In 2004, for example, a representative grabbed a fellow House member by the tie, ripped his shirt and accidentally hit another lawmaker who was trying to separate the two.

"We just don't need this bill," said Sen. Kay Patterson, D-Richland.

Patterson noted security officers and metal detectors protect the State House.

The complex also is undergoing \$5.3 million in security upgrades, including new security checkpoints at the garage entrances and cameras and metal detectors at state office buildings.

Nationally, there have been at least three deadly incidents at Capitol buildings in the last decade.

Patterson said: "If a person wants to have a weapon in his automobile for security, that might be all right. But not coming into the State House and other public buildings. That's a bit much."

Kelly said his intent is not to encourage lawmakers to carry guns into State House chambers.

"I don't think for a minute that (lawmakers) would bring them into a chamber," Kelly said. "I think we have more respect for the institution than that."

Reach Smith at (803) 771-8658.

Get to Know Me
By- Katie Badgett



Unfortunately after 3 attempts to find one interesting individuals to “spotlight” the month ended with no response! There is so much that each member could share with us that hopefully this will be the last month we have an empty spot in this section!

I would like to spotlight Suzanne Toole, Shirley Landry, Julie Schlosser, and Alyson Moore for their participation in a business panel session “Getting and Keeping that Job –

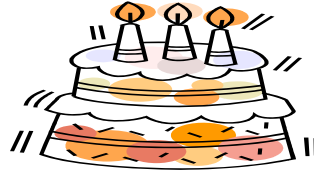
From a Businessperson’s Perspective” at the SCBEA 2008 Annual Convention that was held this week at Marriott Grande Dunes. Discussions included tools and techniques that are used for screening applicants and making hiring decisions, and the audience was able to ask questions. Suzanne said that they had a great time talking with South Carolina’s teachers about how to prepare students for the workforce and we received lots of positive comments on the session evaluation and from the attendees! Thank you for being such an important part of our profession and wonderful representative of COHR!



Pictured are: Suzanne Toole, Shirley Landry, Julie Schlosser, & Alyson Moore

Birthdays

By- Joyce Greene



Lorena Graham	03-05
Mollie Fout	03-15
Shirley Collenton	03-19
Donna Ferreebee	03-20
Linda Richnafsky	03-20
Mary Alice Blackburn	03-29
Alyson Moore	03-30
Molly Hughes	03-31

SHRM NEWS

2008 ACADEMIC AND
CERTIFICATION SCHOLARSHIPS
For SHRM Members

Generously underwritten by

J. J. Keller
Foundation, Inc.

One hundred scholarships totaling \$100,000 will be awarded to SHRM members in 2008. The awards program is designed to assist working SHRM members in meeting their professional development goals. Individuals may apply for either a \$1375 education scholarship or a \$750 certification scholarship.

Eligibility:

National SHRM professional, general and associate members pursuing a college degree or working towards PHR, SPHR, GPHR or California certifications are eligible to apply. SHRM student members and local-only members are *not* eligible for these awards. Chapters and state councils may also apply

for scholarship funds to support certification-training programs.

Awards:

60 certification scholarships of \$750 each and 40 academic scholarships of \$1375 each will be awarded. Applications will be judged in the following five groups:

- Northeast Region
- Southeast Region (includes former Caribbean Atlantic Region)
- North Central Region
- Southwest Central Region
- Pacific West Region (includes former Asia Pacific Region)

Each group has a total of \$20,000 to distribute which guarantees that there will be 20 scholarship winners (12 certification awards and 8 academic awards) in each group.

How to Apply:

Visit www.shrm.org/foundation and click on "Scholarships & Awards" to print out an application or learn more about the Regional Scholarship Program.

Application Deadline: July 15, 2008

Visit SHRM Online at www.shrm.org

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