



## June 2004 NEWSletter



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### June BVHRMA Luncheon

*When:* Thursday, June 3, 2004

*Where:* College Station Conference Center

*Time:* 11:30 AM - 1:00 PM

*Cost:* \$10.00 members/\$15.00 guests/\$5.00 students

*RSVP:* to Lawanna Gustavus, [Gustals@Kellyservices.com](mailto:Gustals@Kellyservices.com),  
by noon on Monday, May 31, 2004.

*Speaker:* Diversity Panel - Joe Bontke, Carol Limperos  
and Rachelle Weathersby. (See information  
below.)

### Diversity Panel June 3, 2004

June 3, 11:30 a.m. - 1:00 p.m., College Station Conference  
Center

Panel Discussion on Diversity in the Workplace

Panelists include Joe Bontke, Carol Limperos, and Rachelle  
Weathersby.

Mr. Bontke holds a Masters Degree in Education and a Bachelor's  
Degree in Philosophy. He is currently the Outreach Manager for  
the U.S. Equal Employment Opportunity Commission.

Ms. Limperos holds an M.B.A. and Bachelor of Science degree  
from the University of Texas. She is currently the managing  
partner at The Limperos Group.

Ms. Weathersby holds a Juris Doctor from LSU and a Bachelor of  
Science in Business Administration, Finance and Real Estate,  
from the University of Missouri. She is currently a consultant  
for Employee Practices Solutions in Southlake, TX.

Join us for what promises to be a lively discussion!

## June Dates of Awareness

[Gay and Lesbian Pride Month](#) (United States)

5 - [World Environment Day](#)

6 - [D Day](#) (United States) ▪

13 - Corpus Christi (American, Roman Catholic)

14 - [Flag Day](#) (United States) ≈

19 - [Juneteenth](#) (United States) \*

20 - [Father's Day](#) (United States)

20 - Summer Solstice

27 - Martyrdom of Joseph & Hyrum Smith (Mormon)

27 - National Children's Day (United States)

28 - Stonewall Rebellion Day (United States) #

▪D-Day: It is hard to conceive the epic scope of this decisive battle that foreshadowed the end of Hitler's dream of Nazi domination. Overlord was the largest air, land, and sea operation undertaken before or since June 6, 1944. The landing included over 5,000 ships, 11,000 airplanes, and over 150,000 service men.

≈[Flag Day](#) was first observed in 1877 on the 100th anniversary of the Continental Congress' adoption of the [Stars and Stripes](#) as the official flag of the United States. In that year, Congress asked that all public buildings fly the flag on June 14. The idea quickly caught on and many people wanted to participate in waving the flag. In 1916, President Woodrow Wilson proclaimed Flag Day as a national celebration. However, the holiday was not officially recognized until 1949 when President Harry Truman signed the National Flag Day Bill.

\*Juneteenth celebrates the freedom of over 250,000 slaves at the close of the Civil War. The holiday is based on events that occurred mainly in Texas but is now celebrated nationwide. The celebration takes its name from June 19, 1865, the day federal troops arrived in Galveston to enforce the [Emancipation Proclamation](#). Although the Proclamation had taken effect on January 1, 1863, it freed few, if any, slaves. News of the war's end did not reach Texas until well after the Confederate surrender at Appomattox. Many speculate that the news was deliberately withheld so that slave owners could bring in one last crop. Others believe that the news was delayed because the messenger traveled by mule while some believe the original messenger was murdered en route. When the news was finally delivered, it was celebrated in great fashion. Over the years, Juneteenth festivals have evolved into day long events which include picnics, parades, music, dancing, and baseball.

# Cities all over the world hold Gay Pride festivities on different dates in the month of June. Many cities choose the weekend closest to June 27-29 so that the celebration will coincide with the anniversary of the [Stonewall Uprising](#). On Friday evening, June 27, 1969, the New York City tactical police force raided a popular Greenwich Village gay bar, the Stonewall Inn. Raids were not unusual in 1969; in fact, they were conducted regularly without much resistance. However, that night the street erupted into violent protest as the crowds in the bar fought back. The backlash and several nights of protest that followed have come to be known as the Stonewall Riots

*Submitted by Jennifer Humphries, BVHRMA Diversity Chair*

## News from the SHRM Foundation

### Your Foundation at Work: The Masters Series

When you attend the SHRM Annual Conference, you'll have the opportunity to participate in the Masters Series. The SHRM Foundation sponsors this series of in-depth learning sessions featuring internationally known experts in the field of management science. The Masters Series focuses on timely and provocative issues that affect your career and industry. Open to all attendees, these senior-level programs offer insight into the HR profession from thought-leaders and top academicians. For more information on Foundation sponsored educational programs, visit [www.shrm.org/foundation](http://www.shrm.org/foundation).

The SHRM Foundation: Investing in Your Future as an HR Leader! For more information about the SHRM Foundation, please visit the TSC website at: <http://www.tsc-shrm.org/>

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### Put Your Web Management Skills to Use for BVHRMA

Liz Galvan, who has served BVHRMA well the last few years, has resigned her position as Website Chair. We appreciate all Liz has done for the organization and appreciate her spirit of service in 2003 when she tackled the roles of Website and Newsletter Chair!

If you have skills or an interest in developing skills related to website management, please contact Rod Mitchell, [rodmitchell@grace-bible.org](mailto:rodmitchell@grace-bible.org), to learn more about how you can play a vital role in our Chapter!

### 2004 HR SOUTHWEST, Human Resources Conference and Exposition

October 5-8, 2004

"Sailing to New Territories"

Fort Worth Convention Center

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

**Inspiring Speakers, Informative Workshops, Innovative Exhibitors, Interesting People!**

**Keynote Speakers: Mary Matalin and James Carville; Dewitt Jones; Capt. Michael Abrashoff**

**Early Bird Registration Deadline June 15, 2004!**

### Make Plans Now!

**July Luncheon ▪ Thursday, July 1, 2004 ▪ College Station Conference Center▪  
11:30am ▪ Speaker: Dr. Michael Wesson▪ Performance Appraisals**

## Bring Your Boss to the August Luncheon at Briarcrest Country Club

Summer is upon us and everyone is starting to make vacation plans. Please keep in mind that we have several exciting speakers during the summer months. For those of you that like to plan ahead, please note that our August meeting is a special event at Briarcrest Country Club.

Our guest speaker will be Rebecca Boenigk, CEO of Neutral Posture. Rebecca was recently listed as being one of the Honorees of the Leading Women Entrepreneurs of the World and as the "Supplier of the Year" for UPS 2003 and will be speaking on the "Importance of HR in the Workplace". As HR professionals, we recognize the importance of this role, so take the opportunity to invite your boss or an associate that may benefit from learning about HR. It will be your opportunity to shine as Rebecca talks about her journey to this discovery within her company.

Start now and give your boss plenty of notice for this exciting event. If your boss is the type that would be more inclined to go if they have a personal invite, please contact Konny Goff, [konny@igoergo.com](mailto:konny@igoergo.com), no later than July 9, 2004, to get your boss on the list for an invitation.

## Legislative Updates

**FLSA . . . Politics at their best!** On April 20, 2004, the DOL announced the final regs for FLSA. On May 11, 2004, the Senate approved the final version of an import tax bill, S. 1637, which includes provisions blocking the integrity of the new regs, by requiring that any worker who currently receives time-and-a-half pay for hours worked beyond 40 in a week would remain eligible for overtime compensation. If the House passes S. 1637 with the overtime amendment attached, the threat of a veto looms. What will it look like on August 23, 2004 - Compliance Day? We still don't know.

**Could CA reform actually benefit TX??** CA's governor signed legislation, which could bring reform to its crippled system, similar to that discussed at the BVHRMA luncheon in April 2004 for the Texas system! Could it be that we actually might want to follow examples set by CA? We'll have to watch & see!

**Webcast, anyone?** On June 1, 2004 @ 1:00 p.m. CST., John Putzier, SPHR, will share some of the powerful tools and techniques for analyzing and solving virtually any workplace behavioral challenge in the webcast, *Weirdos in the Workplace: The New Normal*. His presentation will be demonstrated via actual case studies and will describe the "5 Whats" that must be answered to diagnose the need and appropriateness of addressing workplace weirdness. [http://www.shrm.org/webcast/04putzier\\_registration.asp](http://www.shrm.org/webcast/04putzier_registration.asp)

### Seminars that you may not want to miss!!

The Texas Business Conference, hosted by Texas Workforce Commission, in Austin, on June 17, 2004 for only \$85.00. For more information, call 512-482-8000 or visit the website to get registration forms, [www.twc.state.tx.us/twcinfo/tbcforms/tbcform.html](http://www.twc.state.tx.us/twcinfo/tbcforms/tbcform.html).

26th Annual Symposium, on Thursday, July 29 through Friday, July 30, 2004, in San Antonio, for only \$295 (SHRM members). This annual symposium, hosted by The Texas Association of Business and the Society for Human Resource Management (SHRM) Texas State Council, brings critical information that every business owner should know from the human resources perspective. For more information, call 800/856-6721 or visit the website to get registration forms, <https://www.txbiz.org/ERSReg.nsf/WebRegForm>.

*Submitted by Konny Goff, Legislative Chair*

RSVP Lawanna Gustavas,  
[Gustals@kellyservices.com](mailto:Gustals@kellyservices.com) by noon on  
Monday, May 31, 2004.

information about HR employment, résumé's for  
individuals seeking a career in HR, and to find  
helpful links to other HR relevant web sites. go to