



# June 2005 Newsletter



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## Amphetamines Use in the Workplace Continued to Grow in 2004

The use of amphetamines among the general workforce continued to grow in 2004, according to Quest Diagnostics' 2004 Drug Testing Index.

Amphetamines use, which grew rapidly between 2000 and 2003, continued to grow in 2004 by approximately 6%. Overall, the drug positivity rate for U.S. workers remained unchanged at 4.5% from 2003. And marijuana continues to account for over 50% of the positive drug tests. Most positives on drug tests, with 28%, are on "for cause" tests. And pre-employment drug tests return 4% positive results.

Methamphetamine, the most commonly abused type of amphetamine, is a potent synthetic psychostimulant drug that is used by individuals to increase alertness, relieve fatigue, feel stronger and more decisive. Consequences of methamphetamine use include addiction, psychotic behavior and brain damage, and chronic use can cause violent behavior, anxiety, confusion, insomnia, auditory hallucinations, mood disturbances, delusions and paranoia. Withdrawal symptoms include depression, anxiety, fatigue, paranoia, and intense cravings.

*Condensed from Quest Diagnostics' press release for the 2004 Drug Testing Index. For additional information, please see [www.questdiagnostics.com](http://www.questdiagnostics.com)*

## Helping Phoebe's Home with an Old Phone

Twin City Mission Phoebe's Home is collaborating with area agencies and organizations by collecting old cellular phones to be distributed to victims of family violence. These phones will be reprogrammed to dial 9-1-1 to enable a victim to summon help with the push of a button. Please feel free to donate any hand-carried cellular or PCS phone that you no longer need, including so-called "bag phones". Also, include the phone's battery and charger if available. Please consider bringing your old cell phones to the next BVHRMA meeting on July 7<sup>th</sup> or to the College Station Police Department. There is a 24-hour drop-off box in the front lobby of the department. For additional information please contact Phoebe's Home Outreach Program at 979.822.3962.

Brazos Valley HRMA is an affiliate of SHRM (Society for Human Resource Management). For more 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 [www.bvhrma.org](http://www.bvhrma.org).

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p>June 2005 <a href="http://www.Multiculturalcalendar.com">www.Multiculturalcalendar.com</a></p>						
<p><a href="#">Gay And Lesbian Pride Month</a>            Aboriginal Events:  <a href="#">Jun 6-8 Red Earth Fair</a>  <a href="#">Jun 21 National Aboriginal Day</a></p>			<p><b>1</b></p> <p>■ <a href="#">Gawai Dayak - Malaysia</a>            ■ Children's Day - Laos</p>	<p><b>2</b></p> <p>■ Republic Day - Italy</p>	<p><b>3</b></p> <p>■ <a href="#">Red Earth Native American Fair - Native American (thru June 5)</a></p>	<p><b>4</b></p> <p>Int'l Day Of Innocent Children Victims Of Aggression - UN            ■ <a href="#">Dano - Korea</a></p>
<p><b>5</b></p> <p>▲ <a href="#">Núr (5th Month) - Bahá'í</a>            World Environment Day - UN</p>	<p><b>6</b></p> <p>☾ New Moon            ■ <a href="#">Yom Yerushalayim - Israel</a>            ■ National Day - Sweden            ■ Queen's Birthday - NZ            ♦■ Bank Holiday - Ireland</p>	<p><b>7</b></p>	<p><b>8</b></p>	<p><b>9</b></p> <p>▲ Ascension - Eastern Orthodox</p>	<p><b>10</b></p> <p>■ <a href="#">Dia De Portugal - Portugal</a></p>	<p><b>11</b></p> <p>■ Trooping The Colour - UK            ■ <a href="#">King Kamehameha Day - Hawaii</a>            ■ <a href="#">Dragon Boat Festival - China</a></p>
<p><b>12</b></p> <p>■ Independence Day - Philippines</p>	<p><b>13</b></p> <p>▲ <a href="#">Shavuot - Jewish (thru Jun 14)*</a>            ■ Queen's Birthday - Bermuda, Australia</p>	<p><b>14</b></p> <p>■ <a href="#">Flag Day - USA</a></p>	<p><b>15</b></p>	<p><b>16</b></p> <p>▲ <a href="#">Martydom Of Guru Arian Dev - Sikh</a></p>	<p><b>17</b></p> <p>World Day To Combat Desertification &amp; Drought - UN</p>	<p><b>18</b></p>
<p><b>19</b></p> <p>▲ Pentecost - Eastern Orthodox            ■ <a href="#">Juneteenth - African American</a>            ■ <a href="#">Father's Day - Canada, USA, UK</a></p>	<p><b>20</b></p> <p>■ <a href="#">Midsummer's Eve Festival - Northern Europe (thru Jun 23)</a>            World Refugee Day - UN</p>	<p><b>21</b></p> <p>■ <a href="#">Aboriginal Day - Aboriginal, Canada</a>            ▲ <a href="#">Litha - Wicca</a>            Solstice - Winter So. Hemisphere; Summer No. Hemisphere            ■ <a href="#">Inti Raymi - Peru</a></p>	<p><b>22</b></p> <p>☉ Full Moon</p>	<p><b>23</b></p>	<p><b>24</b></p> <p>▲■ <a href="#">St. Jean Baptiste Day - France, Quebec</a>            ▲ <a href="#">Rahmat (6th Month) - Bahá'í</a>            ■ <a href="#">Dia De San Juan - Puerto Rico</a></p>	<p><b>25</b></p>
<p><b>26</b></p> <p>Int'l Day In Support Of Victims Of Torture - UN            Int'l Day Against Drug Abuse And Illicit Trafficking - UN            ■ <a href="#">Stonewell Rebellion Day - Gay &amp; Lesbian</a></p>	<p><b>27</b></p> <p>■ <a href="#">Multiculturalism Day - Canada</a></p>	<p><b>28</b></p>	<p><b>29</b></p> <p>▲ Zoroastrian - Gahambar Madyoshem</p>	<p><b>30</b></p>		

## Legal News for HR

By Audrey Mross

**1. Writing Results** – See Federal & State Advocacy for the results for letters sent to Congress during the month of April, compliments of SHRM Governmental Affairs.

**2. Dead Bills** – The lion's share of the Texas bills sent on my last summary to you have died in committee. Key bills that are still alive and moving through the House and Senate involve taxation of business (in exchange for reduction of property taxes) and revamp of the workers' comp system. I will prepare an update on what remains and get it to you shortly!

**3. New Address** – Please note my new contact info below. I have joined another law firm, DavisMunck, as their newest shareholder and head of the labor and employment practice group. My new employer is very supportive of my volunteer activities in the HR community, so I will be able to continue providing Legal Briefs for HR, as well as other duties related to the State Council. I am now officed in the Galleria (Tower 3, 9<sup>th</sup> floor) so stop by if you are in the neighborhood!

**4. More Changes** – Congratulations to my Co-Director of Legislative Action, Tom Anderson, who has been confirmed as the new head of the Civil Rights division of the Texas Workforce Commission. This is the former Texas Commission on Human Rights, and Tom will be a terrific leader of this organization. Way to go, Tom!

**5. Save the Date** – Pencil in July 28 and 29, to attend the Texas Association of Business Employment Law Symposium in San Antonio! The Texas State Council is partnering with the TAB on several fronts, and this alliance provides SHRM members with discounted admission to this event! Go to [www.txbiz.org](http://www.txbiz.org) for more details and to register online! Yours truly will be presenting "Website Wonderland," a road map to some of the most useful sites on the Web for HR professionals!

Until next time,

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## FEDERAL AND STATE ADVOCACY

By Aron Benjamin

The Maryland and California state councils engaged in various advocacy efforts in April to advance the HR profession. In Maryland, the state council, headed by State Legislative Director Ron Adler, worked with a coalition of other organizations, such as the Maryland Chamber of Commerce and the Maryland Retailers Association, to help craft and enact unemployment insurance reform legislation.

In California, the state council hosted their annual Sacramento Storm legislative conference. The conference included educational forums as well as "hill" visits to the capital. Speakers at this event included Assemblyman Keith Richman (R- Northridge); the Honorable Donna Dell, California Labor Commissioner; Paul Navarro from the office of Governor Arnold Schwarzenegger (R); the Honorable John Garamendi, California

Insurance Commissioner; as well as David Namura, Manager, Governmental Relations and Frank Scanlan, Manager, Media Affairs, from the Society for Human Resource Management.

### LETTER WRITING:

In March, through HRVoice, SHRM members sent **1,095** federal and state communications, bringing the year-to-date total to **8,638**.

- Top five states for overall letter writing:
  - Illinois (210)
  - North Carolina (75)
  - Washington (73)
  - Florida (70)
  - Ohio (64)

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See ADVOCACY, Page 5



## HR Southwest

Conference and Exposition  
October 26 – 28, 2005

This year's Conference "HR: A Hallmark of Excellence" will be a *first-class* experience! **ex-cel-lence or ex-cel-lent** as defined by Merriam-Webster's Dictionary means **very good of its kind : eminently good : FIRST-CLASS**. WHY attend the HR Southwest Conference? Here are a few **numbers** to demonstrate the "Excellence" behind HR Southwest's reputation.

- **3,000** attendees, sponsors and exhibitors to meet, expanding your HR network!
- **230** Exhibitors showcasing the latest and greatest in human resource related products and services.
- **100** Educational Sessions, including a new "Strategic Human Resources" track (Great for SPHR's who need Strategic Recertification Credits!).
- **13** HRCI Recertification Credits available for attendance in Educational Sessions.
- **10** Educational Sessions for you to attend choices include Compensation and Benefits, Employee/Employer Relations, Strategic Human Resources, Legal/Regulatory, Organizational Development and Training ,Personal/Professional Growth and Staffing and Recruiting Sessions!
- **5** Pre-Conference Workshops including the PHR/SPHR Certification Preparation Crash Course, Employee Selection: What an Interviewer Must Know, Developing the HR Strategic Edge, and Results Rule! Creating a Culture that Competes in a "Me Too" World
  
- **4** streets in Downtown Fort Worth's Sundance Square filled with fun shopping, exciting nightlife and yummy restaurants!
- **3** Keynote Speakers who define *excellence*: Performance artist Michael Israel, funny man Jimmy Tingle, and news personality Joan Lunden.
- **3** incredible options in the Grand Prize Giveaway: a first class trip for **four** to Disney World, a **nine** night Classical Italian Vacation or a **\$5,000** Travel Voucher!
- **2 1/2** Days of education, networking, entertainment and exhibit hall time!
- **1** of a kind Michael Israel Art! Not only will you witness Michael Israel's heart-stopping presentation, you could be the highest bidder in the HR Southwest Silent Auction and take home an original artwork. Or **one** of many other Silent Auction items up for bid!

To register log on to the website at [www.hrsouthwest.com](http://www.hrsouthwest.com) and click on Attendees, then Registration Form and Rates. **Under Chapter Name write or type "Brazos Valley Human Resource Management Association" and I am the Chapter Ambassador.**

Tom Owen, SPHR  
Professional Development Coordinator

## BVHRMA Meetings 2005

<p>July 7, 2005, 11:30am College Station Conference Center, Rm. 101</p>	<p>Obesity: The Costs on Healthcare &amp; Other Employer Issues, Dr. J.A. Mason, Jr., College Station</p>
<h3>Upcoming Seminars &amp; Conferences</h3>	
<p><b><u>SHRM Annual Conference &amp; Exposition</u></b> June 19-22, 2005 in San Diego, CA <a href="http://www.shrm.org/conferences/annual">http://www.shrm.org/conferences/annual</a></p> <p>Certificate programs, SHRM Academy, the Masters Series featuring world-renowned experts in the field of management sciences, and a variety of other educational programs all designed with your HR needs and development in mind.</p>	<p><b><u>Central Texas HRMA Study Group</u></b> Sept 10 - Nov 19, 2005 in Temple &amp; Killeen <a href="http://www.bvhrma.org">www.bvhrma.org</a></p> <p>This program is being developed <u>at no cost</u> to Texas State Council (TSC) affiliated chapter members and SHRM members. We ask that those who attend free and pass the SPHR return to teach one session in 2006.</p>
<p><b><u>The Texas Conference on Regionalism: Strategic Directions for Shaping the Future</u></b> September 14-16, 2005 <a href="http://www.txregionalcouncil.org/conf/index.php">www.txregionalcouncil.org/conf/index.php</a></p>	<p><b><u>Workplace Diversity Conference &amp; Exposition</u></b> October 24-26, 2005 Las Vegas, NV <a href="http://www.shrm.org/conferences/diversity/">http://www.shrm.org/conferences/diversity/</a></p> <p><b>Conference Sessions</b> will focus on the following topics: Practitioner Exchange, Diversity Issues, and Strategies and Tools.</p>

### ADVOCACY from Page 3

- Top four states for state letter writing:
  - Illinois (112)
  - Maryland (44)
  - Washington (35)
  - Pennsylvania (31)
- Top five states for unique letter writers (the number of *different* people who write each month):
  - Illinois (83)
  - Maryland (40)
  - Pennsylvania (30)
  - Washington (23)
  - North Carolina (14)

If you are interested in increasing member activity in your state, or if SHRM may be of assistance to your public policy programs, please contact the State Affairs Program at [stateaffairs@shrm.org](mailto:stateaffairs@shrm.org) or your State Legislative Director.

If you have any additional questions, please contact Aron Benjamin, Member Advocacy Specialist at [rbenjamin@shrm.org](mailto:rbenjamin@shrm.org).

### DOL Wage & Hour Roundup

Florida Hospital South has paid over \$1,900,000 in back overtime wages to employees who were not properly compensated when they were required to report to and remain at seven of the company's hospitals each time a hurricane approached the Orlando area in August and September, 2004.

Quality Christmas Tree Co., Ltd., of Houston has agreed to pay \$204,000 in back wages. The company docked hourly nonexempt workers for short rest breaks and made deductions from salaried exempt workers' pay for uniforms, cash shortages, and other losses.

The Princeton (NJ) Airport Corp. has been fined \$18,700 for violating the child labor provisions of the Fair Labor Standards Act. The airport illegally employed a 14-year old as a trainee mechanic apprentice. The minor worked without pay, servicing airplanes in the hangar in excess of 8 hours per day. On February 1, 2005 the minor sustained 2<sup>nd</sup> and 3<sup>rd</sup> degree burns from an accident during a routine plane inspection.