



BVHRMA Newsletter

October 2008

Chapter #0330

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Monthly Luncheon Meeting

TOPIC:

Human Resources and SHRM

WHEN & TIME:

Thursday, October 2, 2008 from 11:30am - 1pm

WHERE:

College Station Conference Center

COST:

\$10/member & first time guest, \$15/non-RSVP guest

SPEAKER:

Dorothy Granfor, HR Manager for L-3
Communications & TSC SHRM District 15 Director

Upcoming SHRM Webcast

<http://shrm.org/webcast/>

How Much Is Absenteeism Costing You? October 9, 2008, 2-3 p.m. ET

Learn how unplanned absences, planned absences, and extended leaves of absence can negatively affect your labor costs, productivity, and profitability. In this webcast, Mercer's Michael Klachefsky offers insight into the substantial impact that absenteeism can have on your operations and your bottom line and suggests steps you can take to bring these costs under control. This webcast is sponsored by [Kronos](#).

Celebrating HR Awareness Month

Submitted by: Sarah Tobola, President

October has been declared HR Awareness Month by the State of Texas. For one reason, because October is the month for HR Southwest which is the largest regional HR Conference (which I hope you are planning to attend). But the most important reason October was named HR Awareness Month is because the Texas Legislator has recognized the value and impact the HR profession has on the workplace and community as a whole. As stated in the proclamation by Gov. Perry, "Through their professional interaction with employees and employers, human resource professionals help us all to sort through the difficult questions and issues that arise in the workplace". This sentiment was also reinforced during our last BVHRMA meeting when Mike Cargill, Superintendent for BISD and Larry Rodgers Assistant CEO for the Med spoke about how HR is a strategic partner in their organizations and how they rely on the expertise of their HR professionals. As we continue to struggle to get an even bigger chair at the corporate table, we can celebrate how the HR profession has grown over the decades and take pride in our chosen careers.

In honor of HR Awareness month, BVHRMA will be hosting a social with the Student SHRM chapter on Monday, October 6th. More details will be announced with the location and time. This will be a perfect opportunity to net-work with fellow HR colleagues, interact with the student chapter members and have a little fun. Mark your calendar and save the date!

Attending HR Southwest?

Submitted by: Sarah Tobola, President

Please e-mail bvhrma@yahoo.com if you will be attending HR Southwest. We will compile a list of the attendees from BVHRMA so that we can help facilitate any carpooling and can even make arrangements to sit together at the general sessions or have a social outing afterhours.

Please send the following information: if you would like to car pool, your cell phone number, dates you are attending and if you are interested in a social activity.

HRSouthwest is in dire need of Speaker Introducers for the upcoming conference October 13th – 15th. If you are attending HR Southwest and are interested in helping to introduce speakers during the educational sessions, please review the attached guidelines and complete and return the speaker profile to Marlene Diaz at www.marlene@hrsouthwest.com.

Don't miss out on the fun and education! It is not too late to sign up for the largest Regional HR Conference – HR Southwest. More information and registration is available at www.hrsouthwest.com.

Hurricane Ike Disaster Relief Collection

Submitted by: Sarah Tobola, President

We have all seen the devastation and destruction of Hurricane Ike and many of us either know individuals who were personally affected or might have even been affected ourselves. The thoughts and prayers of the BVHRMA Board (as well I am sure BVHRMA members) are with the individuals and families who have negatively been impacted by this natural disaster.

In response to Hurricane Ike, we will be holding a donation collection benefiting the American Red Cross Hurricane Ike Disaster Relief Fund at the next monthly meeting on Thursday, October 2nd. In addition, the Board has approved the matching of BVHRMA member donations up to a total of \$150.00. Many of our neighbors are in need. With this collection, we are doing a little part to help the American Red Cross provide continued assistance to these families and evacuees.

If you want to contribute, but will not be attending the monthly meeting, you can mail your donation check made payable to American Red Cross to:

BVHRMA
P.O. Box 3442
Bryan, TX 77805-3442

Remember, donations are tax deductible



Employers affected by Hurricane Ike

To report temporary layoffs due to Hurricane Ike, please call **1-866-367-1332**. TWC representatives on this special employer hotline will expedite unemployment claims for you and your employees.

We appreciate any assistance you can give us in publicizing the number to employers. Thanks very much.

Leslie Geballe
Director, Unemployment Insurance Support Services
Texas Workforce Commission
512/463-3016



You are invited to participate in Bryan Collegiate High School's...

Job Shadow Day 2008

Job Shadow Day 2008

Bryan Collegiate High School (BCHS) is organizing a Job Shadow Day for our Sophomore class on **October 17th, 2008**. Our goal is to link local businesses with students who are currently making plans and decisions about their education and career paths. The Job Shadow experience will enable our students to get a realistic view of the types of careers available to them in the Bryan/College Station area, as well as get a "glimpse" into the daily activities associated with each profession.

BCHS is a new school in the B/CS area. We are one of a handful of Early College High Schools in the state of Texas. Early College High Schools offer both high school courses as well as college courses within the curriculum. Students graduating from such schools complete high school while simultaneously completing their first two years of college! Because our students are focused on attending and completing college, they are interested in professional careers. For this reason *you* have been invited to participate!

If you are interested in opening a BCHS student's eyes to his or her future by participating in the **October 17th, 2008 Job Shadow Day**, please contact Leslie Locke at jalocke@tamu.edu or 952-451-7407 by October 1st. We have a Sophomore class of 100 students. Our goal is to place each student with a professional (one student per professional). Please think about all of those within your organization who would really enjoy this experience and extend this invitation!

Job Shadow experiences not only benefit the student, but the organization as well. The students who spend time with you during a Job Shadow Day experience are the future workforce. Some of the students may chose to stay in the B/CS area or return to it after college. This is your opportunity to introduce them to professional life both within your organization and within our community.

To participate as a Job Shadow Day Professional Participant, please contact Leslie Locke at jalocke@tamu.edu or 952-451-7407 by October 1, 2008. Upon registration, you will receive more specific instructions for your Job Shadow Day experience.

We are looking forward to working with you!

Many thanks!

Leslie Locke | Community Liaison | Bryan Collegiate High School | 1901 E Villa Maria Rd. | Bryan, TX 77802 | 952-451-7407 | jalocke@tamu.edu



Diversity

Submitted by Jennifer Humphries, Diversity Chair

OCTOBER is...

Diversity Awareness Month

[National Disability Employment Awareness Month](#)

German-American Heritage Month

[Lesbian, Gay, and Bisexual History Month](#)

National Breast Cancer Awareness Month

National Italian-American Heritage Month

National Mental Illness Awareness Month

Polish-American Heritage Month

1 - Eid-Al-Fitr (Islamic, Muslim)

9 - [Yom Kippur](#)* (Jewish)

11 - [National Coming Out Day](#) (United States)

12 - [Columbus Day](#) observed: Mon., Oct. 11 (United States)

13 - [Sukkot](#)* (Jewish)

21 - Cirio de Nazare (Brazil)

21 - [Shemini Atzeret](#) (Jewish)

22 - [Simchat Torah](#) (Jewish)

26 - Mother-In-Law Day

28- [Diwali](#) (Buddhist, Hindu)

31 - [Halloween](#) (United States)

31 - Reformation Day (Christian)

October, as **Diversity Awareness Month**, is a time to celebrate, promote, and appreciate the diversity that exists in our society. It is a time to broaden our understanding of the value that is added by people of all races, nationalities, religions, genders, age groups, ability statuses, and classes. Congress also designated each October as **National Disability**

Employment Awareness Month (NDEAM). The Office of Disability Employment Policy has the lead in planning NDEAM activities and materials to increase the public's awareness of the contributions and skills of American workers with disabilities. Various programs carried out throughout the month also highlight the specific employment barriers that still need to be addressed and removed. This effort to educate the American public about issues related to disability and employment actually began in 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month."

Reference: U.S. Dept. of Labor - Office of Disability Employment Policy



2008 Calendar of Events

BVHRMA Monthly Meetings & Luncheons are held the first Thursday of every month (unless otherwise noted) at the College Station Conference Center. Networking begins at 11:30 a.m.; Lunch served at 12 noon; close by 1:00pm.

November 6, 2008

December 4, 2008

Contact Information

www.BVHRMA.org

jkthorn@tamu.edu

SHRM & Other Events

Texas Business Conference

<http://www.twc.state.tx.us/events.html>

October 24, 2008

Killeen, TX | Killeen Civic and Conference Center

HR Southwest

www.HRSouthwest.com

October 14-17, 2008

Forth Worth, TX | Fort Worth Convention Center

SHRM Diversity Conference & Exposition

<http://shrm.org/conferences/diversity/>

October 27-29, 2008

Atlanta, GA | Atlanta Marriott Marquis

