



BVHRMA Newsletter

December 2008

Chapter #0330

Articles

- Annual Holiday Luncheon
- SHRM Webinars
- December 2008 Diversity Dates
- A Message from Dallas HRMA, Inc.
- 2009 Calendar of Events
- SHRM & Other Events

Monthly Luncheon Meeting

TOPIC: Annual Holiday Luncheon

WHEN & TIME: Thurs., December 4; 11:30AM – 1PM

WHERE: Briarcrest Country Club, 1929 Country Club Drive, Bryan, TX

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

We will conduct the installation of officer for 2009.

This is our Annual Holiday Program. Please bring canned goods for our **Food Drive**. We will also have a raffle and silent auction, so if you'd like to bring cash or your checkbook for some goodies!

Please RSVP to Joyce Thornton at jkthorn@tamu.edu.

Free Webinars for SHRM Members

New FMLA and Military Leave Rules: What the New Year Will Mean for HR Professionals

Presenter: Sue Willman, Esq., Spencer Fane Britt & Browne, Dec. 3, @ 2PM ET, Program length: 90 minutes

Safe and Effective Return-to-Work Practices

Presenters: Michael J. Lotito & Francis P. Alvarez, Jackson Lewis LLP, Dec. 5, @ 2PM ET, Program length: 1 hour

Creating Safe Workplaces with Wellness Programs

Presenter: Jayme Ambrose, MSN, RN, COHN, CCM, Scottsdale Healthcare, Dec. 9, @ 2PM ET, Program length: 90 minutes

Intercultural English: Workplace Collaboration Across Countries and Cultures

Presenter: Lorelei Carobolante, GPHR, SCRIP - CEO & Chief Pathfinder, [G2nd Systems](http://G2ndSystems.com), Dec. 11, @ 2PM ET, Prog. length: 1 hr



December Diversity Dates

Universal Human Rights Month

- 6 - St. Nicholas Day (International)
- 7 - Pearl Harbor Day (United States)
- 8 - Bodhi Day - Buddha's Enlightenment (Buddhist)
- 8 - [Eid al-adha](#) (Islamic, Muslim)
- 12 - Virgin of Guadalupe (Mexico)
- 13 - [Santa Lucia Day](#) (Sweden)
- 16-25 - [Las Posadas](#) (Mexico)
- 22 - [Hanukkah](#)* (Jewish)
- 22 - [Winter Solstice](#) (Dec 22-Mar 20)
- 25 - [Christmas](#) (Christian, Roman Catholic, International)
- 26 - Boxing Day (Canada, United Kingdom)
- 26 - [Kwanzaa](#) (African-American - Dec. 26, 2005 - Jan 1, 2006)
- 31 - [New Year's Eve](#) (United States, International)

Since December is a time that many of our employees participate in religious holidays, the following quote from a July 2008 article by Rebecca R. Hastings, SPHR, seems especially timely, "Businesses must find ways to handle religious conflicts while allowing room for employees' spiritual needs," said Anne Lindberg, research analyst with i4cp. "Effectively handling religious differences not only requires specific attention, but also creativity, empathy and fairness."

Following is an excerpt from the *Religious Diversity Can Spawn Workplace Clashes* article by Rebecca R. Hastings, SPHR, July 2008:

The Pew Forum report, released June 23, 2008, found that 70 percent of Americans with a religious affiliation say that many religions—not just their own—can lead to eternal life. Most also think there is more than one correct way to interpret the teachings of their own faith.

"Most people will be surprised that a majority of adherents in nearly all religious traditions, including a majority of evangelical Protestants, say that there isn't just one way to salvation or to interpret the teachings of their own faith," said Luis Lugo, director of the Pew Forum, a nonpartisan, non-advocacy organization, in a press release. He described this finding as "fascinating."

The Pew report, drawn from the *U.S. Religious Landscape Survey*, is based on interviews conducted in English and Spanish with a nationally representative sample of more than 35,000 adults, including members of many small religious traditions such as Mormons, Jehovah's Witnesses, Jews, Hindus, Buddhists, atheists and agnostics, not typically analyzed in public opinion surveys.

Pew identified a rich diversity of practice among and within the major religious traditions. For example, while more than nine in 10 Americans (92 percent) believe in the existence of God or a universal spirit, there are considerable differences in the nature of this belief, Pew found. Six in 10 adults believe that God is a person with whom people can have a relationship; but one-in-four—including about half of Jews and Hindus—see God as an impersonal force.

This openness to others' religious perspectives does not mean that Americans take religious matters lightly, however. Most say they rank the importance of religion very highly in their lives.

Perhaps that's why nearly a third of employers have seen personal clashes in the workplace linked to religion, according to the *Taking the Pulse: Religious Discrimination* survey, released June 2008 by the Institute for Corporate Productivity (i4cp).

According to the survey:

- Fifty-five percent of companies provide flexible scheduling to allow people to attend religious services, yet only 33 percent offer paid time off for religious holidays.
- 31 percent said that unsolicited sharing of religious views has been a problem in the workplace.
- 13 percent said that because of their religious beliefs, employees have refused to do certain work or associate with certain co-workers.

While 61 percent of 278 companies surveyed said they have made an accommodation for an employee based on the worker's religious beliefs, two-thirds of those companies said they do not have a written policy addressing religious bias specifically. And just 12 percent of respondents have a written definition of what is considered to be a "religious belief."

Perhaps this is why most companies opt to handle disputes quietly and internally, according to i4cp. Over half (56 percent) of the employers surveyed reported that they use in-house mediation to resolve religious disputes.

Few employers are proactive in their approach to such disputes. Of the companies surveyed by i4cp, just 29 percent train managers on how to avoid religious bias in their decision-making.

From Dallas HRMA, Inc.



DHRMA, Inc.
DALLAS HUMAN RESOURCE MANAGEMENT ASSOCIATION, INC.
Dallas HR and HR SOUTHWEST Conference



5 November 2008

Brazos Valley Human Resource Mgmt Assoc.
Sarah Tobola
PO Box 3442
Bryan, TX 77805-3442

Dear Sarah:

On behalf of the HR SOUTHWEST Human Resources Conference and Exposition I would like to extend our appreciation for your generous support of furthering the education of students who are Business and Human Resources majors. Your student sponsorship donation was critical in making it possible for 51 students to attend the 2008 HR SOUTHWEST Human Resources Conference and Exposition.

We always receive very positive feedback from the students who are able to attend the Conference. They enjoy the concurrent sessions, the opportunity to network, and they felt that the experience was very worthwhile.

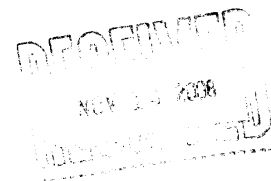
If there is anything Dallas HR or HR SOUTHWEST can do to assist you and your company, please do not hesitate to contact me. Thanks again for encouraging today's college students to pursue an active career in the HR field. You've made a difference by contributing to the future professionals in our field.

Sincerely,

Stephanie Smith

Stephanie Smith, SPHR
2008 College Relations Director
HR Southwest Conference and Exposition

A handwritten signature in black ink, appearing to read "Stephanie Smith".



BVHRMA 2009 Calendar of Events



BVHRMA Monthly Meetings & Luncheons are held the first Thursday of every month (unless otherwise noted) at the College Station Conference Center (unless otherwise noted).

Networking begins at 11:30AM; lunch served at 12 noon; close by 1:00PM.

Mark Your 2009 Calendars!

The **January 8, 2009** program will be joint program with BVASTD.

Topic: Multigenerational Workforce; **Speaker:** Dr. Kelli Peck Parrott, Ph.D.

Location: General Services Complex, Assembly Room B/C, Building #1800, 750, Agronomy Road, College Station, TX. The GSC is located at the corner of Agronomy and F&B Road. <http://campusmaps.tamu.edu/?mi=199&zoom=16&view=hybrid>

Directions and Parking Information:

IF YOU DO NOT HAVE A TAMU PARKING HANG-TAG:

* You will need to park in the visitor parking area and pay the required fees at the fee machine (\$2 for 1 hour or \$4 for 2 hours).

* You need to place the printed receipt on your dash before coming to the meeting.

* Any parking fees paid will be deducted from your meeting payment.

For example: If you are a BVASTD member and you pay \$4 for parking, you will only pay \$6 for your meal and program instead of the regular \$10 charge.

* Please note that BVHRMA will be afforded the same deal regarding parking as BVASTD members for the January meeting.

Topics TBD

February 5, 2009 (joint program w/BVASTD)

March 5, 2009

April 2, 2009

May 7, 2009

June 4, 2009

July 2, 2009

August 6, 2009

September 3, 2009

October 1, 2009

November 5, 2009

December 3, 2009

Contact Information:

LGalvan1984@gmail.com

www.BVHRMA.org

SHRM & Other Events

Understanding the ADA Amendments Act (ADAAA)

<http://shrm.org/seminars/ada/default.asp>

December 8, 2008

Chicago, IL

December 12, 2008

Washington, DC

2009 SHRM Annual Conference & Exposition

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

June 28 – July 1, 2009

New Orleans, LA