



Exchange

March 2008 Newsletter

The El Paso Society for Human Resource Management • Chapter #292 • Established 1954
www.epshrm.org • administrator@epshrm.org



2008 EXECUTIVE BOARD

PRESIDENT

Susan Barlow, PHR
(915) 598-2623

Susanb316@yahoo.com

PRESIDENT-ELECT

Sharon Voelz, SPHR
(915) 541-8223

svoelz@pizzaproperties.com

VP – PROGRAMS

Bea Martinez
(915) 581-8314

bea@yourvillageinn.com

VP – MEMBERSHIP

Monica Casarez
(915) 541-4880

casarezm@elpasotexas.gov

TREASURER

Ceci Davila
(915) 774-1764

ceci.davila@gecu-ep.org

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Dalia De Los Santos
(915) 543-5725

ddelos1@epelectric.com

IMMEDIATE PAST PRESIDENT

Linda Thomas, PHR
(915) 541-4102

thomaslb@elpasotexas.gov



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1800 Duke Street
Alexandria, Virginia 22314
(800) 283-SHRM
TTY/TDD (703) 548-6999
FAX: (703) 535-6490

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March President's Letter

Susan Barlow, PHR
2008 President

Happy Spring!

What a special treat it was to have Alice Dendinger, SPHR as our guest speaker for our March meeting. The DISC tool is so helpful in understanding the "IT" you don't get and, of course, adding insight to those with whom you work. To those of you who attended both the mini-workshop and regular meeting I will share with you that I am having some difficulty creating my W.A.I.T. sign; however, I plan to have it ready and take it with me the May TSC-SHRM meeting in Denton, Texas. We would like to add special thanks to Trust Screening (Securatis) for their generous sponsorship of the Continental Breakfast.

EPSHRM is providing growth opportunities for all its members this year. We hope that you have made your reservation for the Employment Law Seminar. Updated information is available

on our website, www.epshrm.org. Please don't let this opportunity escape. I spoke with Gerry Howard of Kemp Smith yesterday and they are planning an outstanding program. Association and Society Insurance Corporation is generously sponsoring the Continental Breakfast for our Employment Law Seminar.

We have been asked and have agreed to partner with The Greater El Paso Chamber of Commerce and the DOL-San Antonio District Office to sponsor a FREE ½-day workshop. The workshop date will be Friday, July 18, 2008 at a location to be determined. EPSHRM is on vacation that month but is honored to be asked to partner with these two organizations to bring such an informative workshop to EPSHRM members and to our community.

See you on April 9th!

Spring Has Sprung!



March Monthly Meeting Minutes

Dalia De Los Santos
Secretary

Date: March 12, 2008
Location: El Paso Club
Time: 11:30 AM

Board Members in attendance:

- Susan Barlow – President
 - Sharon Voelz – President Elect
 - Linda Ball Thomas – Immediate Past President
 - Bea Martinez – VP of Programs
 - Monica Casarez – VP of Membership
 - Ceci Davila – Treasurer
 - Dalia De Los Santos – Secretary
- Susan Barlow opened the meeting at 12:00 and presented current board members and recognized the past presidents who were in attendance
 - Susan presented the Treasurer’s report as of March 1, 2008 and asked if any one had questions there being no questions she stated that it would be filed for audit.
 - Susan announced that the February corporate sponsor was, Workforce Solutions Upper Rio Grande.
 - Susan spoke about the upcoming Compensation and Benefits survey and the 2008 Employment Law Conference. Susan gave special thanks to the volunteers and the organizations that help

sponsor the EEOC meeting that was held at the El Paso Library facility in lieu of a regular EPSHRM meeting.

- Susan introduced Elizabeth Sifuentes from Trust Screening Systems who sponsored the Continental breakfast for the morning’s workshop. Elizabeth shared written material about the services they provide.
- Susan introduced Marge Bartolleti from Rio Grande Safe Communities Coalition. Ms. Bartolleti spoke about Thomason Trauma Services on preventing young adolescence from using drugs and alcohol. And about the free services to employers that Rio Grand Safe Communities Coalition provides.
- Guest speaker Alice Dendinger, SPHR, and Director of SHRM Texas State Council. Alice spoke on the DISC dimensions of behavior and the strategies of success.
- Linda Ball and Marie Solera were presented with Chapter Champion medals from the SHRM Foundation. Linda Ball Thomas received hers personally and Sharon Voelz received the award for Marie Solera.
- Door prizes were generously donated by Monica Galante, SPHR and drawing was held.
- Meeting was adjourned at 1 P.M.

Angelica Arreola for
Dalia De Los Santos
2008 EPSHRM Secretary

Treasurer’s Report

Ceci Davila
Treasurer

Income		Balance Per Checkbook	
March Meeting (Communication)	\$ 1,216.00	Checkbook Balance 03-27-08	\$ 8,685.80
Continental Breakfast Sponsor Securitas	\$ 150.00	Bank Balance as of 03-27-08	\$ 8,905.80
Membership Dues			
Received Feb & Mar	\$ 265.00		
SHRM Annual Mbrship Dividend	\$ 410.00		
Total Income	\$ 2,041.00	Net Decrease	(\$220.00)
Expenses		Cash Held on Hand by Treasurer	
March Meeting (El Paso Club)	\$ 935.98		\$ 300.00
Monica Casarez - Board Education Reimbursement	\$ 190.00		
Linda Thomas - Board Education Reimburesemnt	\$ 160.00		
March Speaker Travel & Board Reimbursement	\$ 649.50		
PO Box Fee Reimbursement Rose Soto	30.00		
Total Expenses	\$ 1,965.48		
Difference			
Income exceeds expenses	\$75.52		
Expenses exceeds income			



2008 Employment Law Update

The El Paso Club ★ April 9, 2008

Agenda

8:30 - 9:15	<u>Conducting Internal Investigations</u> Mike McQueen, Kemp Smith	11:45 - 1:00	<u>Monthly Lunch Meeting</u> <u>FMLA Update New Leave Categories, New Reqs</u> C.B. Burns, Kemp Smith
9:15 - 10:00	<u>Case Update: Recent Supreme Court and Case Decisions</u> Gerry Howard, Kemp Smith	1:00 - 1:45	<u>Harassment: Its not just sex anymore</u> Gerry Howard, Kemp Smith
10:00 - 10:15	Break	1:45 - 2:00	<u>Handling TWC Unemployment Claims</u> Walker Crowson, Crowson & Crowson
10:15 - 11:00	<u>ADA Update: Fragrance Issues in the Workplace Disability or No Disability Where the Line is Drawn</u> Randy Grambling, Kemp Smith	2:00 - 2:15	Break
11:00 - 11:45	<u>Controlling Employee Email & Workplace Violence</u> Charlie High, Kemp Smith	2:15 - 3:15	<u>Mock Deposition</u>
		3:15 - 3:30	<u>Questions & Answers</u>

The El Paso Society for Human Resource Management (EP SHRM) proudly presents its annual Employment Law Update. Held every April, this event provides attendees with the latest updates on changes to federal employment laws as well as the hottest topics in case law. Be sure to mark this seminar on your calendar and RSVP early, as this event is always well attended!

Registration Form

Name:	
Title:	
Organization:	
Address:	
Phone / Fax:	
E-Mail:	

Seminar (Including Lunch):

\$40 Members
\$60 Guests

Luncheon Meeting Only:

\$13 Members
\$20 Guests

Continental Breakfast
generously provided by
Association and Society
Insurance Corporation.

You may mail this registration to:

EP SHRM
P.O. Box 973072
El Paso, TX 79997

Or, You may e-mail this registration to:

Bea Martinez
2008 VP of Programs
bea@yourvillageinn.com

AFFILIATE OF
SHRMTM
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