



E-NEWS



SHRM 63rd Annual Conference and Exposition.... We were there (along with 16,000 of our closest HR peers)!



Yes...Our CCSHRM Chapter was well represented at the National SHRM Conference and Exposition in late June. Board members, Julie Voges, Rita Revels, and Jill Mikels as well as Core Leader, Sherry Archie attended the conference. Many of our members were there as well!

While the 110 degree temps outside were brutal, inside the LV Convention Center was the perfect atmosphere for enhancing our knowledge of today's most important HR topics. Full days of classes were intense but mix in a few inspiring celebrities and the mood lightened immensely.

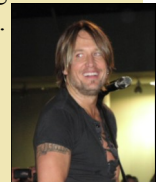
"I was impressed by the quality of speakers and the relevance of their subject matters, but I was really blown away by the friendliness of my fellow conference attendees. Whether on the shuttle bus over to the Convention Center or just casually bumping into someone with a SHRM badge, I never met a stranger. Everyone wanted to know where I called home and how much I was enjoying my visit to Las Vegas. My first annual conference was a great experience!" said Jill Mikels who attended the conference for the first time.

Julie Voges says it was an exciting time to be an HR professional and fully "see" the community of expertise that makes up our profession. The sessions she focused on were strategic in nature—building an innovation culture and succession planning—and several speakers introduced trends and concerns related to an aging workforce and an approaching leadership gap.

This year among the breakout sessions, HR practitioner exchanges were featured. One such practitioner, Shannon Deegan, director, People Operations with Google, shared his company's innovative secrets of success. By providing their employee access to information and giving them the freedom to move quickly, they built a culture that allows and encourages every employee, team and office to be innovative. This individual brainstorming forms into a team as other employees join forces bringing their own expertise to the project. That's how g-mail, came about, for example. Interesting....

We even showed Keith Urban 'SHRMians' (his term) are fun people too!

If you missed this year's conference, plan to attend next year. It will be held right here in the south...Atlanta! In the meantime...meet some of your SC colleagues by attending the SC SHRM State Conference coming up in September.

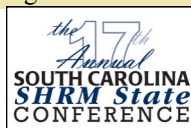


Volume 7



Inside this issue:

Chapter News:	2
Sons and Daughters Scholarship	
Upcoming meetings	
SC and NC Immigration Legal Alert:	3
E-Verify Mandatory for certain companies	
Upcoming Chapter Meetings and Events	4
Strategic Partners	4



Save the Date!
September 28th thru 30th
Hilton Myrtle Beach Resort
Myrtle Beach, SC

For more info visit:
www.scsshm.org/2011_SC_State_Conference

Chapter News

2011 Sons and Daughters Scholarship Award Winner Elizabeth Wheeler



Congratulations to Elizabeth Wheeler, daughter of CSHRM member **Keith Wheeler**. Elizabeth was awarded the 2011 Sons and Daughters Scholarship Award by scholarship chair, **Anicia Stevenson**, during the June CSHRM luncheon meeting. She is currently attending Clemson University majoring in Engineering. Elizabeth is a member of Alpha Lambda Delta, National Honor Society. In

addition to her academic achievement, she has been active in several community service projects.

Volume 7

Special July Breakfast Meeting

Register NOW!

July 28, 2011

8:00 am ~ 9:30 am

The Employers Association
3020 West Arrowood Road
Charlotte, NC 28273

Cost: Free to CSHRM members
\$15 for non-members

A joint effort between CSHRM and The Employers Association, Kenny Colbert, president, The Employers Association, will present, "When the Compliance Officer Knocks on your Door".

Sponsored by Payroll Plus
Register @ www.carolinasshrm.org



This program has been approved for 1.0 re-certification hour toward PHR and SPHR re-certification through the Human Resource Certification Institute (HRCI). The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be pre-approved for recertification credit.

Attention all National SHRM Members! Interested in joining a local SHRM organization?

The Charlotte, Union, and Carolinas Chapters of SHRM will be hosting a networking event just for you!

The Employers Association
3020 West Arrowood Road
Charlotte, NC

August 23, 2011

11:30 am until 1:30 pm

To learn more contact Michele Lorusso at ccshrmresident@gmail.com

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South Carolina and North Carolina - Immigration Alert E-Verify Mandatory for Certain Employers

Joining the recent wave of states introducing stricter immigration legislation in the wake of the United States Supreme Court's *Whiting* decision in May, both South Carolina and North Carolina will require employers to register and participate in the federal government's electronic verification system, known as "E-Verify". E-Verify is otherwise a voluntary federal system that supplements the paper I-9 employment verification system.

South Carolina: SC Illegal Immigration Reform Act Update

In June, Governor Haley signed a bill into law amending several sections of the South Carolina Illegal Immigration Reform Act of 2008 (SCIIRA). The most important amendments mandates that all South Carolina employers that are required to complete and maintain federal employment eligibility verification forms or documents, use E-Verify. South Carolina employers have until January 1, 2012 to comply with the South Carolina law.

The current version of SCIIRA imputed a state employment license to South Carolina employers as of July 1, 2009, and has required compliance by all South Carolina employers since July 1, 2010. SCIIRA allows employers to choose between enrolling and verifying their work force through the federal E-Verify system or employ only workers who (a) have a South Carolina driver's license or ID card, (b) have a driver's license or ID card issued by another state whose license requirements are as strict as those in South Carolina, or (c) are eligible to obtain a South Carolina driver's license or ID card. Penalties for failure to comply with verification procedures include civil penalties of not less than \$100 and not more than \$1000 for each violation, and include the suspension or revocation of an employer's employment license for "*knowingly or intentionally employing an unauthorized alien*".

SCIIRA has been enforced by investigators with SCLLR who have been notifying and conducting audits of South Carolina employers since the Summer of 2009. Investigations ceased earlier this year in light of questions as to the enforceability of South Carolina's statute. With the passage of the new law, it is likely that investigations will continue under the parameters of the new law.

In addition to deleting the alternative means for compliance and mandating the use of E-Verify, the law removes civil monetary fines and implements a system of probation, suspension, and revocation with respect to the imputed employment license. Private employers that are general contractors are also required to maintain contact phone numbers for all subcontractors working on the project. After a violation is determined, SCLLR will verify the work authorization status of the employees, notify the employer of the results, and notify federal, state, and local law enforcement officials of any suspected unauthorized aliens employed by the employer. Each failure to verify the immigration status of a new employee is considered a separate violation of the law.

North Carolina: New E-Verify Act

Also in June, Governor Perdue signed a bill requiring certain employers to verify the employment eligibility of all new hires through E-Verify. The North Carolina law requires all counties and municipalities to start using E-Verify effective October 1, 2011. (N.C. state agencies are already required to use E-Verify). All other employers with over 24 employees in North Carolina must start using E-Verify according to the following schedule: October 1, 2012 for employers with 500 or more employees; January 1, 2013 for employers with 100 to 499 employees; and July 1, 2013 for employers with 25 to 99 employees. The law exempts seasonal temporary employees who are employed for 90 or fewer days during a 12 month period.

The new law allows any person with a good faith belief that an employer has violated the law to report complaints to the Commissioner of Labor. The Commissioner must then investigate the complaint to determine whether an employer has violated the law and shall hold a hearing to determine if a violation has occurred. If in the course of the investigation the Commissioner concludes that there is a reasonable likelihood that an employee is an unauthorized alien, the Commissioner must notify U.S. Immigration and Customs Enforcement and local law enforcement agencies.

Civil penalties may be assessed upon the issuance of an order as follows: (a) for a first violation, an employer must file an affidavit within three business days after the order that the employer has, after consultation with the employee, requested a verification of work authorization through E-Verify; (b) for a second violation, the employer must file the affidavit and pay a civil penalty of \$1,000, regardless of the number of missing employee verifications; and (c) for a third or subsequent violation, the employer must file the affidavit and pay a civil penalty of \$2,000 for each required employee verification missing. In any event, failure to file the required affidavit for any violation also results in a civil penalty of \$10,000.

Tax Tidbit:

FUTA tax decreased from 6.2% to 6.0% effective 7/1/2011; however, employers will still receive the 5.4% credit for paying state unemployment on time, reducing the FUTA rate to .6% on wages paid up to annual FUTA limit of \$7,000.

See IRS Section 14 in IRS Employer's Tax Guide for more info.





Chapter Meetings & Events



Regular Chapter Meetings are held the 3rd Thursday of each month
 Hilton Garden Inn (Dave Lyle Blvd)
 11:45 am to 1:15 pm—Program and Lunch (unless otherwise noted below)
REGISTER FOR AN UPCOMING MEETING BY VISITING OUR WEBSITE AT
WWW.CAROLINASSHRM.ORG

www.carolinasshrm.org

DATE	TOPIC	RESOURCE PARTNER
July	No Regular Monthly Meeting <i>Board and Core Leadership Strategic Planning Meeting</i>	
July 28	Special Breakfast Meeting <i>"When the Compliance Officer Knocks on your Door"</i> Location: <i>The Employers Association</i> Time: <i>8:00 am until 9:30 am</i>	Payroll Plus
August 18	Monthly Meeting <i>"Terminations for Cause"</i>	Eric Mohn Law Firm
August 23	CCSHRM, CASHRM, YCHRA to host Networking Meeting For National SHRM members Location: <i>The Employers Association</i> Time: <i>11:30 pm until 1:30 pm</i>	Local SHRM Chapters
September 15	Monthly Meeting HR Roundtable 11:45 am until 4:30 pm	Founders Federal Credit Union

Not a member of CCSHRM?
 Join today and begin networking with other HR professionals!
 Contact Diane Borella at diane.borella@sunbeltrentals.com
 or visit our website (www.carolinasshrm.org) to learn more!

Interested in serving as a volunteer leader for CCSHRM?
 You are invited to attend the Board and Core Leadership Strategic Planning Meeting on July 21st from noon until 4 pm. Please contact Michele Lorusso at ccshrpmresident@gmail.com for more info.

2011 Strategic Partners

