



# E-NEWS



## Breaking SHRM News: NLRB Posting Rule Postponed



NATIONAL LABOR RELATIONS BOARD

The National Labor Relations Board (NLRB), on Oct. 5, 2011, announced it has postponed the effective date of its new rule mandating the workplace posting of an official notice of employee rights under the National Labor Relations Act.

The rule had been scheduled to go into effect on Nov 14. Now, the rule will be effective on Jan. 31, 2012 and is confirmed on the NLRB website.

The NLRB's stated reason for the postponement is to "allow for enhanced education and outreach to employers, particularly those who operate

small and medium sized businesses."

The board cited confusion over which businesses fall within the jurisdiction of the statute. Unlike many other employment laws, coverage does not depend on a minimum number of employees, but the extent to which a company engages in interstate commerce.

The thresholds, generally expressed in terms of gross volume of business for different industries, are very low. Almost all private-sector employers are subject to the act.

The board states that "[n]o other changes in

the rule, or in the form or content of the notice, will be made."

The additional 11 weeks will help employers to prepare properly to comply.

For further information regarding the NLRB Employee Rights Notice Posting, visit [www.nlrb.gov](http://www.nlrb.gov).

**This information is not to be construed as legal advice.**

Sources: [www.nlrb.gov](http://www.nlrb.gov) and [www.shrm.org](http://www.shrm.org). Article by Jackson Lewis. Lewis represents management exclusively in employment, labor, benefits and immigration law and related litigation. For more information about this article, contact Roger S Kaplan, Philip B. Rosen, Jonathan J. Spitz or Thomas Walsh.

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### Welcome to our newest Strategic Partner!



Jason T Collett, CEO  
ARCpoint—Charlotte & Rock Hill  
725 Cherry Road, Suite 140  
Rock Hill, SC 29732  
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ARCpoint Labs provides Drug, Alcohol, DNA testing, Corporate Wellness, and Background Search services. We offer Mobile and National Urine, Breath, Hair, Nail, and Skin Patch solutions. ARCpoint adheres to strict protocol to protect clients and employers, and exceeds required DOT and non-DOT requirements. All testing services are Court Admissible.

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## Elections for 2012 CCSHRM Board of Directors and Core Leadership

It's time to elect the CCSHRM Leadership team for 2012. The following have been nominated to serve on this team. As you can see, we have several openings. If you would like to volunteer to serve in a leadership role, please contact Michele Lorusso.

### Board of Directors

- President—Michele Lorusso
- President-elect—Greg Day
- Past President— Russ Knight
- VP, Programs—April Simpkins
- VP, Finance—Kayci Black
- VP, Membership—Diane Borella
- VP, Administration— Ryan Parker
- VP, Communications—Sherry Archie
- Member at Large—(1) Rita Revels or Julie Voges

### Core Leaders

- Non-Dues Revenue—Open
- College Relations/Scholarships—Anicia Stevenson
- SHRM Foundation— Jill Mikels
- Special Events—Keith Wheeler
- Government Relations—Cheryl Forlines
- Diversity/Inclusion—Shonda Deckelman
- Workforce Readiness— Open
- Professional Development—Open

Elections will be held at the CCSHRM November meeting.

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### CCSHRM September HR Roundtable



Bill Crigger with Compass leads the conversation on career management.

Special thanks to Russ Knight (First Sun), Shalanna Pirtle (Parker Poe), Deb Myers & Brittany Cornwell (Piedmont Medical Ctr), Paula Harvey (K&P Consulting), Bernard Tisdale (Ogletree Deakins), and Jonathan Crotty (Parker Poe) who also led group discussions during our Roundtable event.



John Hilton with Benefit Controls and Robert Russo with Blackbridge Financial host discussion of benefits and 401(k) plans.



Also thanks to Founders Federal Credit Union for serving as our sponsor.

Kenny Colbert with The Employers Association shares the latest FLSA info.

### BOARD MEMBERS

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### CORE LEADERSHIP

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## SC State SHRM Conference

Article and photos provided by Rita Revels

The 17th Annual SC SHRM State conference came to a close last Friday with over 250 Human Resources Professionals in attendance. Record attendance was seen at the pre- PhD of Clemson at the Falls.

Betty Shotton kicked off the event with a powerful message about leadership and values. Topics for this year's conference ranged from *Divine Diversity—Addressing Religion in the Workplace* to *Managing Leaves, Will there be anyone left at work?*

When attendees were not filling their brains with knowledge and new ideas, they were networking and even having a little fun. CCSHRM was represented well as several of our members attended while others had more active roles. April Simpkins served as a presenter this year. See her comments below.



"Captains" Rita Revels, Marie Sitter (SC State SHRM Director), Shelly Trent (National SHRM), Sharon Sellers, Linda Parris, and Barbara Wilson sharing a light moment here, were responsible for planning and coordinating the conference..

The SC SHRM State Council announced that the conference will return to the Hilton at Kingston Shores, September 26—28, 2012 and will feature keynote speaker, Susan Elliott, author of *Across the Divide—Navigating the Digital Revolution as a Woman, Entrepreneur and CEO*. New for 2012 will be roundtable discussions on tried-and-true HR apps and gadgets. You will not want to miss this event. Mark your calendars now! Register early to take advantage of early bird rates and special room rates at the Hilton.

I've attended the SC SHRM state conference for many years as an attendee. The speakers were always great and the information was always valuable and applicable to business of all sizes. It was again my pleasure to attend the state conference and an honor to be amongst those who would present information to our group of peers. Thank you to the team of organizers who afforded me the opportunity to stand at the front of the room and share information that, I believe, was of value and importance. I spoke on the topic of religion in the workplace. My presentation covered the experiences of my team when we were asked to assist one of our clients with a faith-based request from an employee.

The attendees for my breakout session included some very familiar faces from CCSHRM and I appreciated their support and input. One person worth noting is our very own Russ Knight who did my introduction. He shared a few of my experience highlights and added that I was a mud wrestler and the mother of six children. After polling the crowd on whether they believed I was a mud wrestler or the mother of six, the audience was split. You'd just have to know which one of those statements is true.

I want to give a special thank you to Rita Revels and the entire SCSHRM team who, once again, made the SC SHRM State Conference a top notch event. Great job and thank you again for the opportunity to have been a presenter!

April Simpkins, PHR



# 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](http://WWW.CAROLINASSHRM.ORG)

[www.carolinasshrm.org](http://www.carolinasshrm.org)

DATE	TOPIC	RESOURCE PARTNER
October 20	Monthly Meeting "The Next Generation and Workforce Readiness"	ARCpoint Labs
November 10	Business Meeting	Details coming soon
December 15	Holiday Event	Details coming soon

**Not a member of CCSHRM?**  
 Join today and begin networking with other HR professionals!

Contact Diane Borella at  
[diane.borella@sunbeltrentals.com](mailto:diane.borella@sunbeltrentals.com)  
 or visit our website  
 ([www.carolinasshrm.org](http://www.carolinasshrm.org)) to learn more!



Don't miss our upcoming October meeting!  
 Stacey Randall will present:  
**The Next Generation and Workforce Readiness**  
 Thursday, October 20th  
 11:45 until 1:15  
 Hilton Garden Inn  
 Off Dave Lyle Blvd.  
 Register at [www.carolinasshrm.org](http://www.carolinasshrm.org) or contact Jill Mikels at  
[jill.mikels@ycnga.com](mailto:jill.mikels@ycnga.com)  
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## 2011 Strategic Partners

