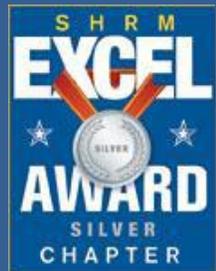


PAHRA NEWS



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Piedmont Area Human Resource Association
<http://piedmontareahra.shrm.org>

Message from the President

Dear Fellow PAHRA Members,

Can you believe we are at the halfway point of the year! It seems like we just finished open enrollment and year-end, but it won't be long and we will be doing it all over again. I am sure many of you are like me and wonder how in the world you are suppose to accomplish all that you have on your action plan with just one or two people! I am fortunate to have a great sidekick who keeps me somewhat on task when she can actually track me down, but we still have way more projects than we have time or brainpower.

Being a part of PAHRA has certainly been a huge benefit to me, and I hope that you all feel the same way. The programs always bring a lot of perspective to the many challenges we all face on a regular basis. As most of you know, PAHRA is a chapter of the national Society of Human Resources Management (SHRM). If you are not a member of SHRM, there are several benefits to joining. As a member you have access to a wealth of information online, everything from sample policies and job descriptions to white papers on every HR topic imaginable. When TCB Corp HR was still a team of 1, I often utilized the "Ask the Expert" function that allows you to email an HR expert and receive valuable advice. They have free webinars as well as other training and conferences that are reasonably priced and feature timely information. Our PAHRA chapter also gets credit for any of our members who are also SHRM members which translate in to extra dollars for our chapter.

The cost for a 1-year membership is \$180 but if you are a first-time member you can enter the promo code 0118 and receive a \$15 discount if you choose our chapter from the drop-down box on the application. I realize that all of you are faced with very limited budget dollars to spend on memberships or training, some even pay for these extras out of your own pocket. I would not recommend joining if I didn't believe that the \$180 is money well spent. Please check out www.shrm.org for more information or pick up a brochure at the next meeting.

See you Tuesday!

Reminder: No July PAHRA meeting

2012 Update: EEOC Enforcement Guidance

Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964

http://www.eeoc.gov/laws/guidance/arrest_conviction.cfm



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Benefits of Membership

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Questions?

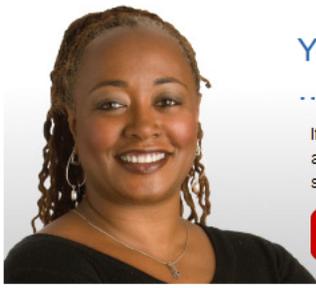
Contact Us

1-800-283-7476 (U.S.)

1-703-548-3440 (Int'l)

Get Connected

- View Our Blog Posts
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- Follow SHRM.org Updates



You owe it to your organization...
...and yourself.

If you need to have access to industry best practices, sample forms, policies and general HR information, timely legislative updates and the ability to ask specific HR questions, then SHRM membership is for you!

JOIN / RENEW

Ways to Join

- Apply online
- 1-800-283-7476, option 3 (U.S. only)
- 1-703-548-3440, option 3 (Int'l)
- Download an application

Ways to Renew

- Renew online
- 1-800-283-7476, option 3 (U.S. only)
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- Request an invoice

Convince Your Boss: Download this presentation

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JOIN SHRM BY JUNE 15

Save on Dues and Get a FREE Tote Bag



SAVE NOW

June PAHRA Program

Injury Prevention and Ergonomics in the Workplace

Featured Speaker:

Amy Lowe, Certified Ergonomics Assessment Specialist, Self Regional Healthcare

Tuesday, June 12, 2012

Piedmont Technical College

James C. Self Conference Center, Room 219C

11:45am-1:15pm lunch included

Cost: \$10 Members \$15 Non- Members

[Click here to RSVP](#)



Pre-approved for 1.0 General hours HRCI re-certification credit

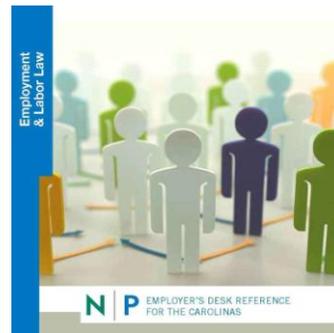
Employer's Desk Reference for the Carolinas

Become a Member!

Benefits of membership in PAHRA:

- Monthly lunch meetings with excellent networking opportunities
- Access to HR seminars and workshops offered locally
- Connections with HR professionals recruiting for HR positions
- HRCI certification credits for PAHRA pre-approved programs
- Involvement in local, state, and federal grassroots activities/initiatives
- Access to training and preparation resources toward PHR or SPHR certification
- Regular labor law updates from General Counsel

Contact [Casey Tompkins](#) for more information.



Sponsorship Opportunities Available

Meeting and Newsletter sponsorships are available.

For more information visit us on our website:

<http://piedmontareahra.shrm.org/sponsorship>



[Visit PAHRA on Facebook!](#)



April Program: South Carolina Workforce Update

Representatives from Piedmont Technical College, SC Department of Employment and Workforce, and Upper Savannah Council of Government were on hand with a wealth of information about the services available to employers and businesses in our area.

Taylor Wolfe with SC DEW presented an overview of the SC Works website, www.scworks.org. The site is a great recruiting

resource for employers offering access to resumes and posting options. And the best thing, it's FREE! The site has been updated, but the same passwords and logins will work as with the old website. Contact Taylor for assistance, twolfe@scworks.org

Jan Puzar with PTC showcased the SC Works site's wealth of labor market information. In addition to labor market

facts that can be sorted by county, you can find occupational profiles with a summary of job duties, skills required, current wage and similar related jobs; information helpful in completing jobs ads. Jan also mentions that PTC offers free job postings on their website.

Tommy Goode, regional Director of Business Services with Upper Savannah Council of Governments, provided

information about the On the Job Training program and grants available to employers. They are currently running two OTJ programs. New hires/trainees must be enrolled in the SCWorks program to qualify. You may contact PTC, GLEAMNS or Upper Savannah Council of Governments for more information on OJT funding.

May Program: Behavioral Styles and the Interviewing Process

With her well-known enthusiasm, Lisa Bartanus, Piedmont Technical College Continuing Education & Economic Development Division, presented a program on the importance of recognizing behavioral styles, specifically during the interview process. Finding an employee who is a "good fit" for your company is a daunting challenge, but if you are able to understand the applicant's behavioral style, you are taking a

step in the right direction.

When selecting the right person, it is important to evaluate that individual's ability to influence others, how they will 'fit' into the company and their willingness to be flexible. Learning a person's behavioral style requires an understanding of their preferred communication style, their focus or perspective, and how they manage time, change, and stress.

Behavioral interviewing can help identify strengths

and weaknesses that would indicate if a person is a good fit for a particular position. People from any style can perform effectively in any job but must rely on either discipline or process to help them be successful in the areas that are not aligned with their natural strengths.

Behavioral interviewing basically identifies performance skills, technical skills, uses open-ended and closed-ended questions, inquires

about actual experiences and presents situational experiences. Often past history is a good indicator of future performance.

Lisa's mantra: *EMPATHY WILL GET YOU EVERYWHERE!*

Understanding and recognizing the feelings and attitudes of others will help align individuals and create a more productive work environment.

MINUTES (condensed) submitted by Janet Harris Still, Secretary

APRIL: President Angie Simpson presides over meeting and welcomes all attending. 30 attendees present. Introductions and recognition of first time attendees. Reminders of SHRM National Conference, HRCI Credits, SC Benefits Survey, and PAHRA membership. Call to action encouraging contact with Legislative delegates regarding comment period for FMLA proposals.

May: President Angie Simpson presides over meeting and welcomes all attending. 26 attendees present. (Secretary absent from end of meeting- no notes on post program remarks at this writing.)

PAHRA

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SHRM Chapter # 349

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We're on the Web!

See us at:

<http://piedmontareahra.shrm.org/home>

PAHRA Board Members

- | | | |
|-----------------------------|---------------------------------|-----------------------------------|
| President: | Angie Simpson | County Bank |
| Past Pres/Webmaster: | Toya Davis | Piedmont Technical College |
| Treasurer: | Pam Yates | County Bank |
| Secretary: | Janet Still | Greenwood Genetic Center |
| Membership: | Casey Tompkins | Staff Source |
| Diversity: | Brian Brewer | Burton Center |
| Education: | Debbie Smith | SPF USA |
| Public Relations: | Kassie Hall | Piedmont Technical College |
| Legislative: | Boo Ramage | Greenwood Genetic Center |
| Legal Counsel: | Jamie Hedgepath | Nexsen Pruet Attorneys |
| SHRM Foundation: | Laura Kazee | Sexual Trauma & Counseling Center |
| Workplace Readiness: | Linda Hagen | Piedmont Technical College |

About Our Organization..

We are an affiliate of the Society for Human Resource Management. Whether you are new to the HR field or have many years of experience, we are a local starting point for networking, professional development and

continued support of excellence in Human Resources.

Piedmont Area Human Resource Association seeks to unite persons interested in the field of Human Resource Management.

The Association encourages memberships of Human Resource professionals for the purpose of promoting ideas, experiences and methods concerning Human Resource policies and practices.



Register at <http://annual.shrm.org/>