

September 2012

Issue 2012-5



# PAHRA NEWS

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

*Nexsen Pruet presents:*

## 2012 South Carolina SHRM State Conference



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## HR: Crossing the Digital Divide

September 26-28, 2012

Hilton Resort, Kingston, Myrtle Beach, SC

To register: <http://sc.shrm.org/events/2012/09/sc-state-conference>

*If you will attend the State Conference, please let Angie know so we can arrange to meet while there.*




## SOCIAL MEDIA POLICY: Will Yours Pass the NLRB Test?

Provided by Karen Luchka, Attorney with Fisher & Phillips, LLP

Below is the link to the NLRB’s website where you can find a copy of the memorandum promulgated by the NLRB (click Operations Management Memo). The sample policy that the Board found lawful can be found starting at page 22 of the memorandum.

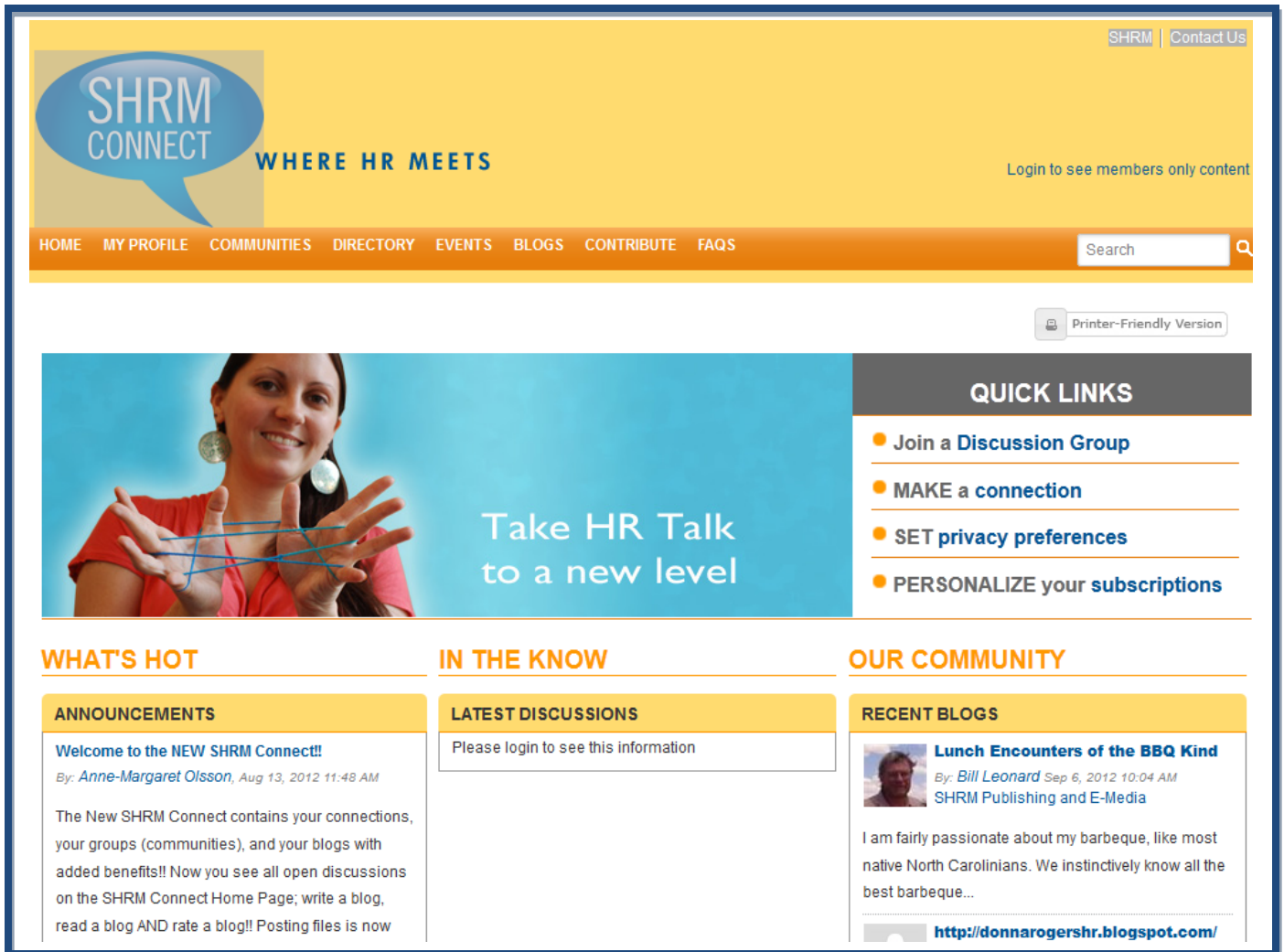
<http://www.nlr.gov/news/acting-general-counsel-releases-report-employer-social-media-policies>



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- Join a Discussion Group
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**WHAT'S HOT**

**ANNOUNCEMENTS**

Welcome to the NEW SHRM Connect!!  
By: Anne-Margaret Olsson, Aug 13, 2012 11:48 AM

The New SHRM Connect contains your connections, your groups (communities), and your blogs with added benefits!! Now you see all open discussions on the SHRM Connect Home Page; write a blog, read a blog AND rate a blog!! Posting files is now

**IN THE KNOW**

**LATEST DISCUSSIONS**

Please login to see this information

**OUR COMMUNITY**

**RECENT BLOGS**

**Lunch Encounters of the BBQ Kind**  
By: Bill Leonard Sep 6, 2012 10:04 AM  
SHRM Publishing and E-Media

I am fairly passionate about my barbeque, like most native North Carolinians. We instinctively know all the best barbeque...

<http://donnarogersshr.blogspot.com/>

## September PAHRA Program

### Mock Trial- Hiring & Termination EEO issues

Featured Speaker:  
 Jamie Hedgepath, Attorney with Nexsen Pruet Law Firm

Tuesday, September 11, 2012  
Piedmont Technical College  
 James C. Self Conference Center, Room 102C  
 9:00am-12:30pm breakfast included

Cost: \$25 Members & Non- Members  
*Excellent program for Supervisors too!*



[Click here to RSVP](#)

*Pending General HRCI re-certification credits*

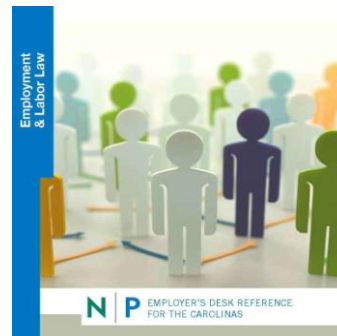
## Become a Member!

### 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.

## Employer's Desk Reference for the Carolinas



## **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!](#)



## June Program: Injury & Prevention & Ergonomics in the Workplace

Amy Lowe, MS, CEAS, CES, an Exercise Specialist with Optimum Life Center, presents a comprehensive program on workplace injuries, prevention and ergonomics.

The 2010 statistics reflect 3,063,400 recordable cases of work related preventable injuries resulting in 933,200 days away from work.

Ergonomics is defined as

the science of fitting jobs to people. It is not an issue of comfort but an issue of health. Amy educated us on the ABC's of Injury Prevention: Awareness, Body Mechanics, and Care and Conditioning.

Assessing the risk factors of the workplace and implementing good work practice controls is the first step in preventing injuries. Education and awareness of proper postures and

body mechanics will help you recognize the potential for injury and areas of need for applying Ergonomics in the work environment.

Some Ergonomic tips mentioned were maintaining a neutral posture at the workstation, changing positions frequently, taking stretch breaks and proper object handling.

Amy suggests that a person should perform a minimum of 30 minutes of moderate physical activity per day for overall health. Stretching throughout the day is an excellent way to increase blood flow, reduce muscle stress and reduce the risk of injury.

## August Program: AVOIDING SOCIAL NETWORKING SNAFUS

How many of us have wanted to stick our heads in the sand and ignore the fact that social media has invaded our workplace, and more than likely, has already presented a problem or two in the HR office?!

Karen Luchka, an attorney with Fisher & Phillips Labor Law firm, reports that the world now spends over 110 billion minutes on social networks and blog sites. And during those minutes, with all of the social stats being

posted, you can bet that facts about the workplace are also being posted. The headaches begin!

Managing the use of social media in the workplace and developing an acceptable policy can be frustrating at best. The National Labor Relations Board has issued guidance on such policies, mainly making us aware of what is unlawful. Pulling your hair out yet?

Karen offers these tips:

- Screen sparingly

- Handle discipline consistently
- Be aware of Privacy laws
- Pause before you discipline
- Remind supervisors to exercise good judgment
- Develop a lawful policy

And whatever you do, don't ask for the password!

Within all of the NLRB's

'what not to do' guidance, Karen did find an acceptable example of a social media policy. This is referenced in the newsletter above.

She also encourages us to review our policies, train our supervisors, train our employees and monitor our online presence.

If you would like a copy of Karen's presentation, contact Janet Still at [jstill@ggc.org](mailto:jstill@ggc.org).

### MINUTES

submitted by Janet Harris Still, Secretary

**June:** President Angie Simpson presides over meeting and welcomes all attending. 25 attendees present. Introductions and recognition of guests. Reminders of SHRM National Conference, HRCI Credits, SC SHRM Conference in Myrtle Beach, and PAHRA membership. Tommy Goode, Upper Savannah Council of Governments, states the OJT Grant has been extended to September- contact Matt Wiggins or Kassie Hall for assistance. Door prizes awarded.

**July:** No meeting.

**August:** President Angie Simpson presides over meeting and welcomes all attending. 32 attendees present. Welcome and introduction of new members. Congratulations to Leanne Greene for passing her PHR exam. Reminders of September PAHRA -Mock Trial- EEOC issues- a long breakfast program; SC SHRM Conference on September 26; PAHRA Board to meet in September and requests for 2013 program topics were made. Introduction of Amanda Sizemore, Career Services at Lander University. David Rosenbaum, PTC, announces a Virtual Career Fair coming this Fall. Door prizes awarded.

**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**

- |                             |  |                                   |
|-----------------------------|--|-----------------------------------|
| <b>President:</b>           | <u><a href="#">Angie Simpson</a></u>   | County Bank                       |
| <b>Past Pres/Webmaster:</b> | <u><a href="#">Toya Davis</a></u>      | Piedmont Technical College        |
| <b>Treasurer:</b>           | <u><a href="#">Pam Yates</a></u>       | County Bank                       |
| <b>Secretary:</b>           | <u><a href="#">Janet Still</a></u>     | Greenwood Genetic Center          |
| <b>Membership:</b>          | <u><a href="#">Casey Tompkins</a></u>  | Staff Source                      |
| <b>Diversity:</b>           | <u><a href="#">Brian Brewer</a></u>    | Burton Center                     |
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| <b>Legislative:</b>         | <u><a href="#">Boo Ramage</a></u>      | Greenwood Genetic Center          |
| <b>Legal Counsel:</b>       | <u><a href="#">Jamie Hedgepath</a></u> | Nexsen Pruet Attorneys            |
| <b>SHRM Foundation:</b>     | <u><a href="#">Laura Kazee</a></u>     | Sexual Trauma & Counseling Center |
| <b>Workplace Readiness:</b> | <u><a href="#">Linda Hagen</a></u>     | 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, information, 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.

***Toya Davis shares from the SHRM National Conference:***



Laura was a speaker at the National meeting and shares 100+ articles on productivity and time management at the link below:

[http://theproductivitypro.com/FeaturedArticles/article\\_map.php](http://theproductivitypro.com/FeaturedArticles/article_map.php)



**BE BRILLIANT**