



SETHRA NEWSLETTER

JUNE 23, 2005

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Letter from the President

What has happened to the first six months of 2005?!? Time flies when you are having fun- what a true statement! I am thrilled to be the President of SETHRA for 2005. Our chapter is growing rapidly – we went from 44 members at year end 2003 to 52 members at year end 2004!! Thank you to those members who are actively recruiting new members to our organization. The more members we have, the more networking, sharing and growing we are able to do.

I would like to take this opportunity to thank the 2004 SETHRA Board for their hard work and dedication to the association during the last year. Take time to thank these folks for their time and talent given to your association. The 2005 Board has already met to begin planning the year. We are excited about bringing in new lunch speakers, coordinating a seminar, planning a diversity initiative and continuing to “Serve the Professional and Advance the Profession” which is SHRM’s mission.

Become an active member in your association – SETHRA has 50 plus HR professionals who have a wealth of knowledge to share. Come to the next meeting, suggest a speaker, host a meeting in an outside area (Orange), volunteer to serve on one of our committees. I look forward to meeting each of you this year!

Thank you for allowing me to serve your association as the 2005 President!

Patty Allred, PHR

CONGRATULATIONS TO SETHRA!

Congratulations to the Southeast Texas Human Resource Association for receiving the Superior Merit Award for 2004!! The award recognizes professional chapters of SHRM for their exceptional ability in operations, the professional development of chapter members, and promotion of the profession and support of SHRM in partnership. Chapters must submit completed Chapter Achievement Plans no later than the due date to be considered for an award. Excellent job SETHRA!

FACTA Disposal Rule Goes into Effect June 1

A new Federal rule will require businesses and individuals to take appropriate measures to dispose of sensitive information derived from consumer reports. Any business or individual who uses a consumer report for a business purpose is subject to the requirements of the Disposal Rule, a part of the Fair and Accurate Credit Transactions Act of 2003 (FACTA), which calls for proper disposal of information in consumer reports and records to protect against “unauthorized access to or use of the information.” The Rule applies to people and both large and small organizations that use consumer reports including: Consumer reporting companies; lenders; insurers; employers; landlords; government agencies; mortgage brokers; car dealers; attorneys; private investigators; debt collectors; individuals who pull consumer reports on prospective home employees, such as nannies or contractors; and entities that maintain information in consumer reports as part of their role as a service provider to other organizations covered by the Rule. The FTC’s Disposal Rule became effective June 1, 2005 and is available at www.ftc.gov/os/2004/11/04118disposalfrn.pdf.

**Mark Your
Calendars!!!**

2005 HR Southwest
Conference &
Exposition

October 25-18

"HR: A Hallmark of
Excellence"

Fort Worth
Convention Center

**Southeast Texas
Human Resource
Association**

P.O. Box 11502

Beaumont, TX 77710

www.sethra.org

mail@sethra.org

We're on the WEB!
See us at:

www.sethra.org

"Need HR Help NOW?? Get it with LIVE HELP from SHRM"

**Click Here For
LIVE HELP**

What is Live Help?

Live Help is an interactive, one-to-one chat feature that connects you directly to an SHRM staff member for quick real-time assistance. It is provided for both customer service inquiries and quick answers to HR questions and is accessible during regular SHRM business hours (Monday through Friday, 8:30 am to 5 pm ET). The link for instructions to use this service can be found at <http://www.shrm.org/help/whatis.asp>.

How does it work?

Click the live help button and answer a few quick questions so SHRM can direct you to the appropriate department. You will then be greeted by a staff person and can submit your question. You will receive a response within seconds and may be able to get an immediate answer during your brief chat. If no one is available at that moment to respond, you will be given the option of sending an email instead.

Who are the "live persons" on the other end of Live Help?

Live Help is brought to you by the Information Center and the Customer Service Departments -- the same SHRM Staff who answer your questions via the SHRM phone and email services. Many staff take turns on Live Help, so different people may be "on" at different times of the day. The staff of the SHRM Information Center provides the "Answers to HR questions" section of Live Help. The Customer Service Representatives, experts on SHRM membership benefits, conferences and seminars, provide Live Help for many non-HR questions.

Can I get a record of the discussion I have?

Yes. At the conclusion of your chat you may choose to provide an email address where a transcript of your session will be sent within seconds.

What if I have a follow-up question?

If it is necessary for you to be in touch with the same staff member you chatted with previously, and that individual is no longer available on chat, your request will be directed to them via email for a separate response. Complex issues are best addressed by phone or email in most cases. If your question takes more than a few lines to type, or you have several questions about an issue, it is probably best to ask it through email or the telephone. Live Help is best suited to one quick question.

Why does it sometimes take several seconds for a response?

There may be a brief delay before you see a response for many reasons, one of which is that they may be chatting with up to three visitors at one time. In addition staff may be pulling up a link to provide you or another member with a response to a question. They respond as quickly as possible, but complicated HR-related questions or those requiring system research may result in delays of a few seconds. Live Help is busiest late in the day when more individuals tend to be on the SHRM website conducting Internet research. You might want to try it again at a less busy time of day.

ABOUT OUR ORGANIZATION.....

The Southeast Texas Human Resource Association, an affiliated chapter of the Society for Human Resource Management, is a 501(c) 6 non-profit association located in Beaumont, Texas serving the Human Resource profession in all of Southeast Texas. The purpose of this Association is to provide an opportunity for the exchange of ideas and the discussion of problems common to human resources administration; to promote professional relationships; and to encourage and facilitate the effectiveness of human resources administrators in Southeast Texas.

The SETHRA Executive Board meets the 3rd Wednesday of each month beginning

at 11:30 in the ISTC building at 410 Highway 69, Nederland. All are welcome!