



Volume 8, Issue 11



Advancing Security Worldwide™

The Sierra Searchlight Chapter #164

Chairman's Corner—Mark Crosby



Hello everyone and thank you for your continued support of the Northern Nevada Chapter of ASIS. As

many of you know, our Annual Law Enforcement Appreciation event was a tremendous success. This was a direct result of the hard work put forth by Dean Hill and Al Zajic. If you haven't done so already, please take a moment to thank them for their efforts in pulling such a complex event to such a successful conclusion. This event did much to cement

the positive relationship between our local organization and the major law enforcement agencies we interact with on a daily basis in Northern Nevada. Likewise, the positive press did much to draw attention to our organization.

Next month we'll select board members to serve our chapter in the upcoming year.

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NEXT Meeting:

- December 3rd @ 11:30 AM
- Atlantis Casino "Grand Ballroom 5" on the 2nd floor
- Subject: Chapter Officer Elections

Officer information:

- Chairman—Mark Crosby
- Vice Chair—Dean Hill
- Secretary—James Stewart
- Treasurer—Tom Ruhe

Opinions vary, if you disagree with any information provided, please let us know at:

deanmhill@gmail.com

LAW ENFORCEMENT APPRECIATION EDITION



LEA Emcee Al Zajic presents a plaque to Dave Fuller, Director of Casino Operations for Atlantis Casino Resort Spa, in recognition of the continuing support the Atlantis provides to the chapter!

As a reminder, Atlantis donates everything, from the room to the food, to the A/V equipment, for our event!!

CPP Review Questions-Security Principles and Practices

1. All of the following are controlled substances grouped as stimulants except one. Identify the exception.

- a. Cocaine
- b. Amphetamines
- c. Phenmetrazine
- d. Mescaline

2. All of the following are factual statements descriptive of illicit cocaine except one, which is:



- a. It is distributed on the street as a white to dark brown powder.
- b. It is often adulterated to about half its volume by a variety of other ingredients.
- c. This substance is only used through the process of in-

jection.

- d. It is popularly accepted as a recreation drug.

3. Which of the following is another name for cocaine?

- a. Adipex
- b. Bacarate
- c. Piegine
- d. Snow

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Personnel Security-New FMLA Regulations Announced by the Department of Labor

By Rebecca Winterschldt
602.382.6343
and Ashley Kasarjian
602.382.6544

On November 17, 2008, the Department of Labor ("DOL") published final regulations expanding the Family and Medical Leave Act ("FMLA"). The regula-

tions address the military leave amendments enacted by President Bush in anuary 2008 and also clarify and modify existing regulations. The regulations take effect January 16, 2009. It is imperative that all employers covered by the FMLA consider these regulations in connection with their existing FMLA

policies, procedures and handbook provisions accordingly.

HIGHLIGHTS OF THE NEW REGULATIONS

- **MILITARY FAMILY LEAVE**: There are two new qualifying reasons for employees to take

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Chairman's Corner—Mark Crosby

I encourage all members to attend and give serious thought to lending your time and skill to something great. As you know, our organization cannot function without volunteer leaders willing to dig in to make things happen. The time required is minimal yet the return on your personal investment is price-

less. Please consider giving back to an organization that does so much for our profession.

Along those lines, I would like to take a moment to thank you for allowing me the opportunity to serve as your Chairman of our exceptional chapter this

year. The experience has been fantastic and has done much for me personally and professionally. It has been a pleasure working with you and I look forward to many more years of shared success. I'll see you again on December 3rd

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Chairman's Corner— Mark Crosby

in the Grand Ballroom 5 at the
Atlantis Hotel and Casino.

Mark



Right and below;
Sample photos of the layout
of the room and attendees for
the Law Enforcement Appreciation
Awards Ceremony



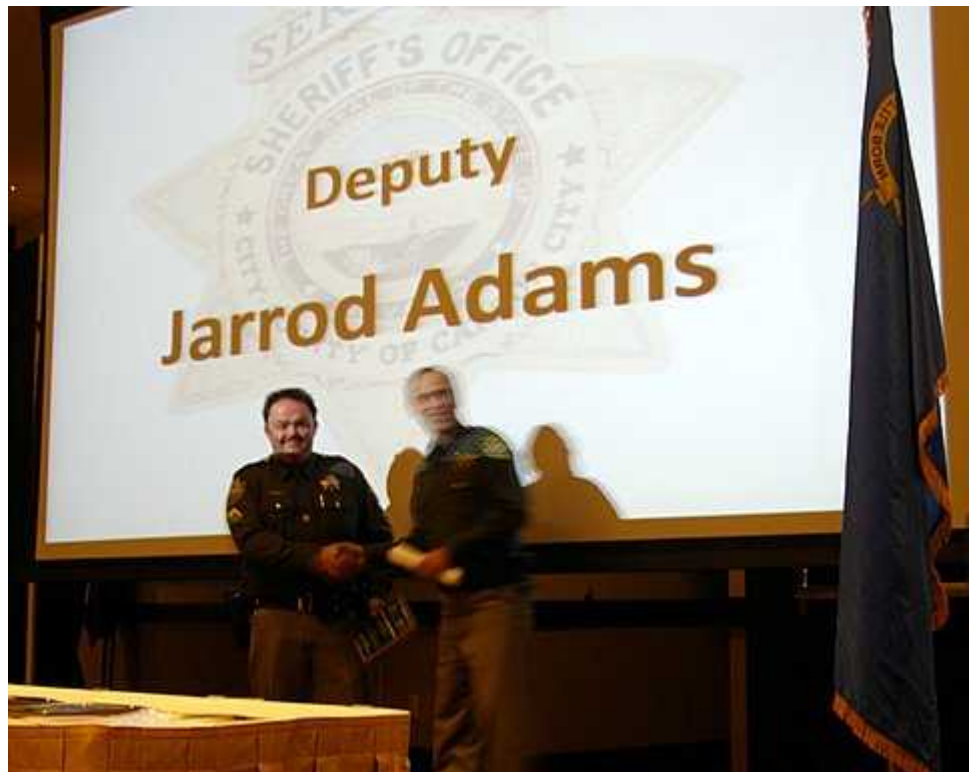
Remarks by ASIS, International
Council VP Joe McDonald



Below: Carson City Sheriff Ken
Furlong with Award recipient
Jarrod Adams.



Above:
Carson City Sheriff's Office
Color Guard presenting the
colors



Training and Development Opportunities!!!

ASIS Training opportunities are available in a variety of forums and locations. For more information, and a complete list, visit www.asisonline.org,

call 703-519-6200,

or write to

education@asisonline.org

December Events

8-9 Transportation Security

San Francisco, California

8-9 Executive Protection

New Orleans, Louisiana

10 Conduct Your Best Video System Site Survey

Webinar

10-12 Security Force Management
New Orleans, Louisiana

Below: Douglas County Sheriff Ron Pierini and Award recipient Rod Ginocchio.



Keynote Speaker-November 2008-RPD Chief Michael Poehlman



Police Chief Michael Poehlman

Of the Reno Police Department was the Keynote Speaker for the annual Law Enforcement Appreciation Awards Ceremony. Chief Poehlman spoke about the ties between the Law Enforcement community and private sector security operations, and praised the dedication and commitment of those who work in these areas.

He recognized the hard work done in this area to promote an excellent working rapport

by many individuals and agencies.

Chief Poehlman, who is also a member of ASIS, International Chapter 164, praised the work of the chapter in their annual efforts to recognize those members of Law Enforcement who have excelled in their duties, and have been chosen by their respective departments and agencies to be so honored

Personnel Security-New FMLA Regulations Announced by the Department of Labor

(Continued from page 2)

leave:

- (1) Eligible employees are entitled to 12 workweeks of leave because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on active duty, or has been notified of an impending call or order to active duty, in support of a contingency operation. Covered military members for purposes of this section only include individuals in the Reserves or retired members of the regular Armed Forces or Reserves. The following categories constitute a qualifying exigency: short-notice deployment, military events and related activities, childcare and school activities, financial and legal arrangements, counseling, rest and recuperation, post-deployment activities, and additional activities that are agreed to by the employer and employee.
- (2) Eligible employees are entitled to 26 workweeks of leave in a single twelve-month period to care for a covered servicemember with a serious injury or ill-

ness if the employee is the spouse, son, daughter, parent, or next of kin of the servicemember. This leave may be taken to care for a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of active duty for which he or she is undergoing medical treatment, recuperation, or therapy, or is otherwise in outpatient status or on the temporary disability retired list. Additionally, an employee may have multiple family members who qualify as the next of kin, and they may take FMLA leave either consecutively or simultaneously.

- 12 MONTH REQUIREMENT FOR ELIGIBILITY: Under the original regulations the 12 months an employee must have been employed did not have to be consecutive months. Therefore, a person could potentially have met the 12 month requirement by having worked three months 10 years ago and just nine months currently to meet the 12 month requirement if both periods were with the same employer. Un-

der the new regulations, employment periods prior to a break in service of seven years or more do not need to be counted in determining whether the employee has been employed by the employer for at least 12 months. However, the time worked prior to a break in service of seven or more years must be counted if the break is due to the employee's fulfillment of National Guard or Reserve military service obligations, or a written agreement exists concerning the employer's intention to re-hire the employee.

- NOTIFICATION TO EMPLOYEE: An employer now has five business days (absent extenuating circumstances) from when the employee requests FMLA leave, or when the employer acquires knowledge that an employee's leave may be for an FMLA-qualifying reason, to notify the employee of his or her eligibility to take FMLA leave. If the employee is not eligible, the employer must provide at least one reason for ineligibility. In addition,

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Personnel Security-New FMLA Regulations Announced by the Department of Labor

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the employer must provide the employee a notice of his or her rights and responsibilities and a designation notice. Only one notice of designation is required for each FMLA-qualifying reason per applicable 12 month period.

- **RETROACTIVE DESIGNATION:** If an employer does not timely designate leave as required under the FMLA, the employer may retroactively designate leave as FMLA leave with appropriate notice to the employee, provided that the employer's failure to timely designate leave does not cause harm or injury to the employee. However, the best practice is to make every effort to timely designate leave.
- **COMMUNICATION WITH HEALTH CARE PROVIDERS:** An employee may choose to provide the employer with authorization allowing the employer to communicate directly with the health care provider. The employer may contact the health care

provider for purposes of clarification and authentication of an incomplete or insufficient certification. To make such contact, the employer must use a health care provider, a human resources professional, or a management official. Under no circumstances, may the employee's direct supervisor contact the employee's healthcare provider.

- **PERIODIC TREATMENT:** The term "periodic visit" for chronic serious health conditions means visiting a health care provider at least twice per year for the same condition. The term was previously undefined.
- **PAID LEAVE:** FMLA leave is still unpaid leave. However, the regulations clarify that an employer may require employees to use paid leave (if available) concurrently with the unpaid FMLA leave. However, neither the employer nor the employee may require the concurrent use of paid leave when leave is also taken pursuant to a disability benefit plan or workers'

compensation. The required designation notice must inform the employee if the employer requires paid leave to be substituted for unpaid leave.

- **PHYSICAL IMPOSSIBILITY EXCEPTION TO INTERMITTENT LEAVE:** When it is physically impossible for an employee using intermittent leave or working a reduced leave schedule to commence or end work mid-way through a shift, such as where a flight attendant or a railroad conductor is scheduled to work aboard an airplane or train, the entire period that the employee is forced to be absent is designated as FMLA leave and counts against the employee's FMLA entitlement.
- **RECERTIFICATION:** Even if a medical certification indicates that the employee will need leave for a period in excess of six months (i.e. for a lifetime condition), the employer is permitted to request recer-

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Personnel Security-New FMLA Regulations Announced by the Department of Labor

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tification every six months in connection with an absence.

- **WAIVER OF RIGHTS:** Employees cannot waive, nor may employers induce employees to waive, their prospective rights under FMLA. This does not prevent the settlement or release of FMLA claims by employees based on past employer conduct.
- **PERFECT ATTENDANCE AWARDS:** Employers can now deny perfect attendance awards to employees who do not have perfect attendance because or taking FMLA leave so long as the employer treats other non-FMLA employees the same way.
- **HOLIDAYS AND TEMPORARY CLOSURES:** For purposes of determining the amount of leave used by an employee, the DOL has clarified that the fact that a holiday occurs within the week taken as FMLA leave

has no effect—the week is counted as a full week of FMLA leave. However, if an employee is using FMLA leave in increments of less than one week, the holiday will not count against the employee's FMLA entitlement unless the employee was otherwise scheduled and expected to work the holiday. Similarly, if for some reason the employer's business activity has temporarily ceased and employees generally are not expected to report for work one or more weeks, the days the employer's activities have ceased do not count against the employee's entitlement.

NEW FORMS AND POSTERS:

The DOL has provided new sample forms and posters that employers may utilize. These documents will be available at: www.wagehour.dol.gov.

- (1) WH-380E—Certification of Health Care Provider for Employee's Serious

Health Condition;

- (2) WH-380F—Certification of Health Care Provider for Family Member's Serious Health Condition;
- (3) WH Publication 1420—Employee Rights and Responsibilities;
- (4) WH-381—Notice of Eligibility and Rights & Responsibilities;
- (5) WH-382—Designation Notice;
- (6) WH-384—Certification of Qualifying Exigency for Military Family Leave; and
- (7) WH-385—Certification for Serious Injury or Illness of Covered Servicemember—for Military Family Leave.

The above represents only some of the many changes to the existing FMLA regulations.

For more information, contact your legal representatives.

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BOARD MEMBERS' CONTACT INFORMATION ALL VOLUNTEERS!!!

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- Chapter Photographer-Ken Braunstein: kb@unr.edu

CPP Review Questions-Security Principles and Practices

(Continued from page 2)

4. Which of the following statements does not pertain to cocaine?

- a. It has a medical use as a sedative.
- b. There is a possibility that sustained use could result in physical dependence.
- c. There is a high possibility t

- hat sustained use could result in psychological dependence.
- d. Tolerance is a distinct possibility.

5. The effects of illusions and hallucinations with poor perception of time and distance possibly indicates the use of which of the following sub-

stances?

- a. Cannabis
- b. Hallucinogen
- c. Stimulants
- d. Depressants

Answers:

1) d 2) c 3) d 4) a 5) b

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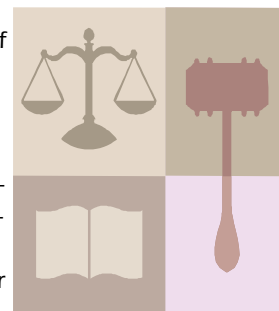
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Disclaimer of Endorsement

The chapter does not endorse or recommend any commercial products, process, or services.





Lyon County Sheriff's Office Lt. Jim Cupp, Deputy Julie Redmond, & Sheriff Allen Veil



NV Dept of Public Safety/Highway Patrol Capt. Dennis Osborn & Trooper Chuck Allen



Reno Police Chief Michael Poehlman, Officer Kevin Collins, & Cmdr Doug McPartland



Sparks Police Officer Alex Mendoza & Cmdr. Brian Allen



Storey County Sgt. Melanie Keener And Sheriff Jim Miller



Washoe County Lt. Tim Kuzanek and Undersheriff Todd Vinger



Award Recipients, left to right: Douglas County Sheriff's Deputy Rod Ginocchio, Reno Police Officer Kevin Collins, Nv Highway Patrol Trooper Chuck Allen, Lyon County Sheriff's Deputy Julie Redmond, Sparks Police Officer Alex Mendoza, Carson City Sheriff's Deputy Jarrod Adams, Washoe County Sheriff's Lt. Tim Kuzanek, and Storey County Sheriff's Sgt. Melanie Keener.

CONGRATULATIONS!



Recipients-Rod Ginocchio, Kevin Collins, Chuck Allen and Julie Redmond



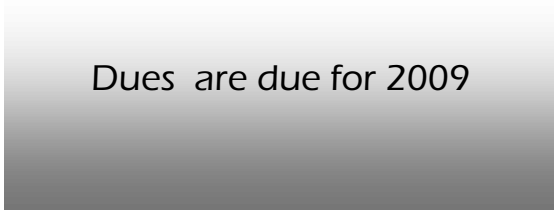
Recipients-Alex Mendoza, Jarrod Adams, Tim Kuzanek and Melanie Keener

**Northern Nevada ASIS,
International, Chapter #164**



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PO Box 7738
Reno, NV 89510

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Email: deanmhill@gmail.com



Certifications

- Philip Bennett—CPP
- Chris Brockway—CPP
- Russell Brooks—CPP
- Cheri Bryant—CPP
- Darrell Clifton—CPP
- Douglas Laird—CPP
- Dennis Smith—CPP



New Members—2008

- | | |
|-----------------|----------------|
| Tom Young | Dora Martinez |
| Cheri Bryant | Michael Davis |
| Charles Pierson | John Chapman |
| Scott Tulp | Jesse Janzen |
| Brian Markowski | Dirk Miller |
| Dennis Tucker | Sarah Prinster |
| Rod Robison | Paul Ochs |
| Mark Ford | Ross Briggs |
| Matthew Layman | |

