



Mark this date on your Calendar!

April 2011
David H. Black

May 2011
Spring Full Day Conference

June 26-29, 2011
SHRM Annual Conference
<http://annual.shrm.org/>

October 5-7, 2011
NHRMA Annual Conference
<http://www.nhrmaconference.org/>

Please continue to check our website at www.wshrma.org for updated information on the above event.

Reminder: For all WSHRMA meetings, "no shows" will be billed the cost of the event, without exception, unless the cancellation is received prior to the RSVP deadline.

WSHRMA's chapter #0229



West Sound Human Resource Management Association

West Sound Happenings

April Luncheon

“Lucy got Served...A Legal Update”

Presented By: David H. Black

Participants learn about labor and employment law updates while engaged in a mock trial witness examinations-based presentation.

You will learn about the most salient labor and employment law developments from the last 12 months facing WA employers and suggestions for changes to HR policies and practices to account for impact of developments.

Presenter: For more than 16 years, Mr. Black has advised and represented Fortune 50 clients, insurance companies, public entities and others concerning complex labor and employment issues relating to all aspects of Title VII, ADA, ADEA, FMLA, FLSA, USERRA, WARN, NLRA/LMRA, and many other federal and state workplace law matters. Mr. Black has substantial appellate, trial, and administrative experience. In addition, Mr. Black provides preventive counseling and training to corporate counsel, executives and Human Resources professionals regarding HR practices, procedures and litigation avoidance.

Mr. Black is the SHRM Washington State Legislative Director, Seattle SHRM Legislative Director, Incoming Chair for the Washington State bar Association Labor and Employment Section, Immediate Past Chair of the Washington State Bar Association Alternative Dispute Resolution Section, speaks frequently on various labor and employment law topics, and has taught employment law course at Bellevue College.

Mr. Black is currently a member of the Oregon and Washington State bars (both 1999 to present). He is admitted to practice before state courts in Oregon and Washington, the United States District Courts for the Western and Eastern Districts of Michigan, the Western and Eastern Districts of Washington, the District of Oregon, and the United States Court of Appeals for the Sixth and Ninth Circuits.

Mr. Black graduated as a Gulentz and Oregonian scholar from Georgetown University (B.S. International Economics and Finance, 1991), and from the University of Michigan Law School (J.D., 1994). Immediately prior to joining Jackson Lewis, LLP, Mr. Black was in solo practice, serving as General Counsel for his clients and as their principal trial attorney. Prior to solo practice, he practiced with the Portland, Oregon labor and employment department of Lane Powell.

This program is currently being reviewed for HRCI credit hours.

April Luncheon is sponsored by:



CHAPMAN UNIVERSITY SYSTEM

Last Day to Register
April 10, 2011

Date: April 13th, 2011

Time: 11:45 a.m. to 1:30 p.m.

Place: Silverdale Beach Hotel
3073 NW Bucklin Hill Road
Silverdale, WA 98383

Price: WSHRMA members \$25
non-members \$35

To register email: wshrma@artanderson.com



Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please contact Marie LaMarche, SPHR, VP of Membership with any questions: 360.415.6950 or mlamarch@harrisonmedical.org.

Chapter # 0229



Job Bank

Please check out our website at www.wshrma.org for current job openings. If you would like to advertise an open HR position in the WSHRMA job bank, go to the WSHRMA website to upload your posting.

SHRM FOUNDATION Scholarships

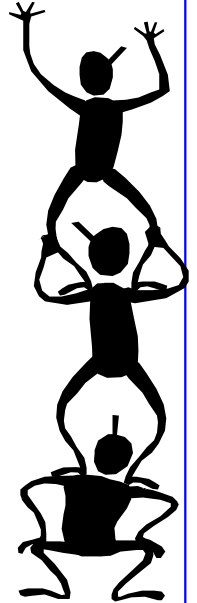
The SHRM Foundation awards a total of \$100,000 annually in scholarships for SHRM members pursuing degrees in HR-related fields or SPHR, GPHR, PHR or California certification. Members working in the media industry and pursuing a college degree are eligible to apply for a Barbara Sanchez Scholarship.

In addition, SHRM professional chapters and state councils are eligible to compete for the Certification scholarship to fund programs that promote SPHR, GPHR, PHR or California certification. *(Note: 'SHRM members' includes professional, general or associate members. Student members, student chapters and local-only members of chapters are not eligible for this scholarship program.)*

Awards:

- 80 Certification Scholarships (\$750 each)
- 20 Academic Scholarships (\$2,000 each)
- 5 Barbara Sanchez Scholarships (\$1,500 each)

All applications must be submitted online. You may begin the online application process after April 1, save your work and then complete the process at a later date. Your application must be completed and submitted by July 15 to be considered for an award. Online application and instructions can be found at <http://sapphire.shrm.org/Scholarships/Default.aspx>



Note from our WSHRMA President

As Human Resource professionals, we deal daily with all aspects of the human resource function. This means, at times, that we participate in reductions in force. Unfortunately, in this economy, some human resource professionals themselves are finding their own jobs are being eliminated as companies tighten their belts.

If you have found yourself in this situation and are looking for ways to tighten your own household budget, you do not have to eliminate your SHRM membership in that process. SHRM recognizes the importance of professionals being able to access the resources offered through the SHRM organization, and they have created the "transitional membership" category for this very reason. For one year, you are able to maintain your SHRM membership *for free*, while you are seeking work.

The details are available on the SHRM website. <http://sapphire.shrm.org/www/members/transitioning/> Stay connected with your peers, stay current with the laws and regulations you'll need to know in your next job, access job opportunities, network in your field, and utilize all of the great resources offered by SHRM and WSHRMA while you're on the road to your next great career opportunity.

Don't forget to check our job board, as well as SHRM's. Be sure to come to the luncheons, where you'll connect with other human resource professionals who represent many of the top employers in the area. Hopefully, your transition will be a quick one and your next job will be just the challenge you've been seeking.

Julie Tappero, WSHRMA President

Save The Date

Full Day Spring Conference

May 11, 2011

Leading During Times of Change

Key Note Speaker: Gary Ford

When: Wednesday, May 11th

Time: 8:00 a.m. to 4:00 p.m.

Register By: May 5, 2011

Where: Conference Center
100 Washington Ave
Bremerton, WA 98337

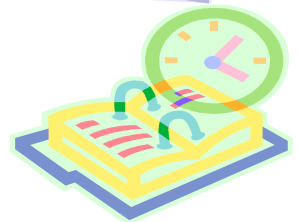


Upcoming Events:

April 13th - Legislative Update

May 11th- Annual Spring Conference

June 8th - TBD



REMINDER: For all WSHRMA luncheons, "no shows" will be billed the cost of the event, without exception, unless the cancellation is received prior to the RSVP deadline. We know that life happens and sometimes members are not able to make it at the last minute. However, the Chapter is still responsible for the RSVP and is billed for the meal whether or not you are there.

Looking Like a Leader

Written By: Darcey Howard

Let's face it, when you are leading a team at the front of the room everybody is looking at YOU! Not only does what you do and say impact the team - you're communicating a strong non-verbal message by how you dress.

That message can be used to increase our credibility and confidence - or NOT!

Imagine you are your own mini company up there in front of the room, then your wardrobe is your logo.

When we interact with people we ask them to invest one of three things in us: Time, Money, or Confidence. Sometimes it's all three.

If we don't already know what it is about OURSELVES that is deserving of this investment it's impossible to articulate much less convey non-verbally.

The good news? It takes very little to change a perception from negative to positive and go from being dismissed to being professional and memorable.

Create Your Own Personal Brand! - Personal Branding is about finding what feels good to YOU.

The colors, styles, fabrics, that make YOU feel polished, comfortable and professional.

Top Tools in Creating Your Personal Brand:

- 1) Identify your BRAND; Think of yourself as a company. What are your strengths, values, and goals? What do you bring to the table? Imagine yourself at the front of the room dressed in a way that conveys that brand. What do you look like? What do you see?
- 2) Be intentional: NEVER say "eh, this'll do" about what you wear to work and especially when leading a team. It can give the perception of a lack of preparation, commitment and confidence.
- 3) Dress for the Job You Want not the one you already have. This also applies after you've gotten the job. Your attention to detail and the care you take with your Personal Brand gets noticed.
- 4) Consider your Target Audience and tailor your message. Don't ever let your appearance dis-power your brand.
- 5) Want to make money? Look Like Money. Perfectly fitting clothes don't have to be expensive or custom made. It requires being informed and aware of the styles and cuts that look sharp on you.

Q: The quickest way to turn an inexpensive jacket into a power suit?

A: Have it tailored to fit you perfectly.

Q: Quickest way to look unsophisticated, unpolished and unprofessional?

A: Wear ill fitting, sagging, baggy or "too tight" cloths. Not having your pants hemmed or jacket tailored will cost you more than a tailor!

Bonus: When your clothes fit they feel good and you wear them more. It's SO worth the little extra in tailoring costs.

- 6) Don't be Distracting. Absolutely NO jewelry that is noisy, clanking, jingling.
- 7) Loose the "Linger". Do yourself a huge favor and consider skipping the perfume/cologne all together. You want your team to concentrate on remembering your Personal Brand Strengths not the lingering scent you leave behind.
- 8) Six Inch Rule: NEVER show too much leg, cleavage, back or booty. When you sit down you will lose 6 inches in the length of your skirt. Keep that in mind. This same measurement can be applied to necklines. If the neckline of your shirt is below 6" from the collar bone, then you are in the 'no fly zone'.

After 17 years in Brand Marketing, Darcey Howard launched LifeStyled, her personal style consulting company and developed her signature program of "Personal Branding Through Appearance Nearly a decade later of successful business ownership working with individual clients, motivational speaking, workshops and corporate training programs Darcey continues to coach entrepreneurs and professionals in career & life coaching in addition to her "Solopreneur Success Program".

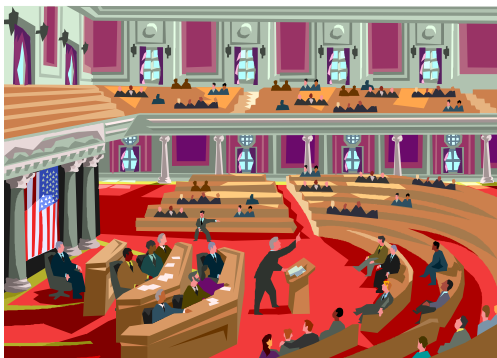
Legislative Update

On March 8th, some WSHRMA board members attended HR on the Hill Day in Olympia. The day started off with an introduction to the legislative process and an update on pending bills in our state by Kris Tefft. Kris is General Counsel for the Association for Washington Business. Kris talked about many bills that have been reviewed in this current session. To my surprise many of the bills that were up for review have since died, meaning that there has not been anymore movement on the bill. The bill could be brought back in another session but it is no longer active for this current session. One bill that moving through the legislative process is Senate Bill 5073 regarding Medical Marijuana. SB 5073 makes a series of changes to the state regulation of medical marijuana. This bill would protect qualifying medical marijuana patients from employment discrimination. It also would provide remedies under the Washington law against discrimination. We will have to keep a watch on if this bill passes into law.

The next speaker for HR on the Hill day was David Black. David is the current Legislative Director for the Washington State SHRM Council. David gave us an update on what bills are in process on the federal level. Some of the hot bills on the federal level are HR 319, HR 321 and S 241. HR 319 is about Veterans Day off. This bill would require employers with 50 or more employees to give veterans the day off on Veterans' Day. The employee would have to be employed for at least one year and this leave would be unpaid. HR 321 is the Equal Employment for All Act. This act would amend the Fair Credit Reporting Act to prohibit the use of consumer credit checks against prospective and current employees. Finally, S 241 is about the Non-Federal Employee Whistleblower Protection Act. This would provide whistleblower protection for non-federal employees of employers who receive federal funds.

After an overview on what is happening on the state and federal level and a short break for lunch, we had an opportunity to meet with Representative Christine Rolfes. We took this opportunity to chat with her about our local chapter of SHRM. It was great to connect with our representative and discuss how our chapter could act as an advocate for both employees and organizations in our area. We were very grateful that we were able to meet with her as she has a busy schedule.

All in all, HR on the Hill Day was a very informative and fun event. If you have not attended HR on the Hill Day before, I highly recommend it. It is a great event to get information, network with other professionals and spend the day at the capitol.



SHRM Certification News

Self-Study Materials to Prepare for Your HR Certifications with the SHRM

As described on the SHRM website, PHR, SPHR or GPHR certifications are more than an accreditation, think of them as the **Ph.D. of Human Resources**. Certification distinguishes you among your peers and demonstrates that you have mastered the HR body of knowledge, making you an invaluable asset to your organization. The Self-Study Programs can help increase your chances of passing the certification exams.

Are you considering a study program that fits into your schedule and offers features to guide you through your certification preparation? If so, the SHRM Learning systems are the #1 preparation tools. The top five reasons you should consider them are:

- 1) You can create your own study plans with the "Plan to Pass" study tool.
- 2) You can save money by eliminating travel expenses and time away from the office to attend courses.
- 3) The Online Resource Center provides access to the latest legislation and most relevant HR content.
- 4) It is portable - Study on-the-go with mobile access.
- 5) Proven, unmatched Pass Rates - Professionals who use the SHRM Learning Systems consistently beat the national pass rates.

Consider test driving the system with a Free Demo, by navigating to http://msg.shrm.org/site/R?i=vsIS2de4hfqfH-99txX_ag. For more information and to order navigate to SHRM Learning System Self-Study Program: <http://msg.shrm.org/site/R?i=VOsN3O0Qyj2VJ8keEEa0Ww> Note: The SHRM Learning System and SHRM Global Learning System are not substitutes for the certification examination. If you wish to take the PHR, SPHR or GPHR exam, you must complete a separate application form online through the HR Certification Institute at www.hrci.org.

For the first time, volunteering at the SHRM Annual Conference is open to SHRM members in WA!!

Dear WA State Council Members,

We would love your help in actively recruiting SHRM Members in Washington for Volunteer Opportunities at the SHRM 2011 National Conference and Expo in Las Vegas!

Although we've had good response from Pacific West members, we still have about 250 Session Host shifts to fill. Session Hosts assist in the concurrent sessions with such duties as introducing the speaker, distributing/collecting evaluations, scanning badges, helping to fill seats, etc. This is a great opportunity (especially in this economy) since working 3 shifts equals a FREE Full Conference Registration!

We have an amazing online application and self-scheduling system (provided by SHRM, SNHRA and sponsored by Upromise College Fund) to make the process easy and convenient for the volunteer.

Please forward the content at the link below to SHRM member colleagues in Washington who may be interested in volunteering:

http://snhra.org/snhrblast/2011_conference_nvchapters.htm

(NOTE: the filename says ...nv chapters, but we've already removed NV-specific information for your ease of use)

If you have any questions, please let me know. We understand that you are busy professionals but the opportunities will fill up quickly so you may want to forward this email and link as soon as possible.

Thank you on behalf of:

Our Conference Volunteer Co-Chairs, Jim Tueller and Cynthia Dobek

The Conference Host Chapter (SNHRA) and your SHRM Volunteer Logistics and Communications Team: Association Ink/Nth Degree Media and Management Group, Inc.

Regards,

Barry Lippold

Director of the Admin Team for SNHRA and SHRM 2011-Las Vegas

702.992.0566 ofc 702.362.0388 snhra ofc



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 Your Address Line 4

WSHRMA's Chapter #: 0229

This Newsletter is sponsored by: **Kitsap Sun**



Check out our
 website at
www.wshrma.org

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