



**Save The
Date**

**Mark this date on
your Calendar!**

**December 10th, Holiday
Luncheon**
Eugenie Jones

January 14th, Luncheon
Labor Unions

February 11, Luncheon
Legislative Update

March 11, Luncheon
Topic TBD

April 8, Luncheon
Managing Leave Issues

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



AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

West Sound Human Resource Management Association

West Sound Happenings



West Sound Human Resource Management

Managing a Stress Free Holiday Season

Presented by: Eugenie Jones
LifeWork Training

Get ready to warm up for the holidays with a great meal,
fabulous Speaker, our Silent Auction and lots of Fun!

About the presenter:

LifeWork Training is owned and operated by Eugenie Jones. Mrs. Jones has more than fourteen years experience in employee education and training and holds a Masters in Business Administration and is a graduate of the University of Washington's Corporate Training Specialist Certification program.

She has worked as a corporate trainer for defense contractors, Science Applications International Corporation and McDonnell Douglas Corporation in San Diego, CA.

Mrs. Jones has earned a reputation as an intelligent, results-oriented professional through out many organizations in the Puget Sound.

Date: December 10, 2008

Time: 11:45 a.m. to 2:00 p.m.

Place: Silverdale Beach Hotel
3073 NW Bucklin Hill Rd
Silverdale WA 98383

Price: free members/\$30 non-
members

Register: email wshrma@artanderson.com.

**Last Day to Register
December 8, 2008**



WSHRMA Holiday Luncheon and Silent Auction

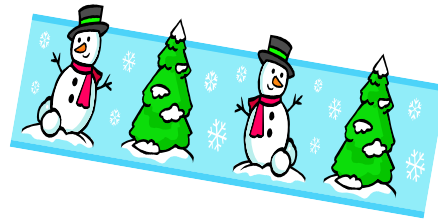
Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please contact Rachael Taylor, VP of Membership with any questions: 360-792- 3336 or rtaylor@kitsapsun.com

All proceeds for the silent auction go to the SHRM Foundation for Scholarships. If you or your company are interested in donating to the silent auction please contact Sharon Tucker at stucker@kitsapcu.org.



This is a great way to make a difference!



Silent Auction

For Donations please provide the following information:

- Donor/Organization Name
- Mailing Address
- Phone Number
- E-mail



- Please describe the item you are donating (be as descriptive as possible):
- Approximate Retail Value



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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.

West Sound Human Resource Management
January Luncheon

EMPLOYEE FREE CHOICE ACT— Coming Down the Fast Track, Are you Ready?

Presented by: Bob Sebris
SEBRIS BUSTO JAMES Attorneys for Employers

When: Wednesday, January 14th

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

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

Cost: \$20 members/\$30 non-members

Registration Deadline: January 12, 2008

Labor has for years pushed for major amendments to the National Labor Relations Act process, through the proposed Employee Free Choice Act (EFCA) legislation. Barrack Obama has been a key supporter of EFCA. EFCA will dramatically impact the rights of the parties in union organizing and collective bargaining situations. Labor fully expects the Obama Administration to fulfill its commitments on a fast track basis. At this point, there is still time to take preventive program steps to be prepared and best get your “house” in order to withstand a renewed wave of union organizing. What do you need to do to move your HR program forward now in this key area? This presentation will highlight EFCA’s most current status and stress prime HR preventive program considerations. (PowerPoint and handouts will be utilized.)

Bob Sebris has been working in the field of human resource management and law for over 25 years. He serves a wide range of clients on the spectrum of employment law issues. Bob emphasizes problem prevention counseling to avoid and contain human resource law concerns. He represents management exclusively.

2008 Upcoming Events:

December 10th—Holiday Luncheon with Eugenie Jones
January 14th—Labor Unions
February 11th—Legislative Update
March 11th—Topic TBD
April 8th—Managing Leave Issues with Terry Hall



Washington State achieves Membership SuperStar Status for 2008!

Congratulations! Your Chapter (or State Council) has achieved Membership Superstar (or Star) status based on our numbers for October 31, 2008. This means that you have achieved a 6%+growth—Star—or 10%+growth—Superstar—in SHRM members as of the above date.

This also means that your Chapter (or State Council) will be recognized for this significant achievement at SHRM's Annual Leadership Conference next week in Arlington, VA., through:

- **Special ribbons designating Membership Superstars and Stars for those State Councils and Chapters achieving at these levels will be available at the registration area.**
- Names of high-achieving State Councils and Chapters will scroll on-screen at the Friday night Volunteer Leader Dinner.
- Recognition from the podium for all Superstar and Star State Councils and Chapters (all members of Superstar and Star Councils/Chapters will be asked to stand as a group to be recognized, but time constraints will not allow for names of individual Councils/Chapters to be named from the podium).

The 'official' 2008 count of our high-achieving membership State Councils and Chapters will include all of 2008, but we did not want to miss this opportunity at Leadership to recognize all of you!

Membership Stars:

#0094 - Southern Nevada HR Assn.
 #0344 - Bay Area HR Executive Council
 #0540 - Apple Valley HR Assn
 #0569 - Klamath Basin Chapter
 #0660 - Lower Columbia HRMA

Membership Superstars:

#0010 - Columbia Basin
 #0030 - PIHRA
 #0100 - Seattle Chapter
 #0104 - Big Sky Chapter of SHRM
 #0117 - Kern County Chapter SHRM
 #0123 - Northern Nevada HR Assn
 #0163 - Blue Mountain SHRM
 #0165 - Salem Chapter
 #0166 - INSHRM Chapter
 #0167 - South Puget Sound Chapter
 #0168 - Lane County HR Assn.
 #0169 - Adam & Grant
 #0202 - Mid-Willamette Chapter
 #0208 - SHRM Hawaii
 #0295 - Frontier Chapter
 #0320 - Lake Washington HR Assn.
 #0341 - Great Falls Chapter
 #0357 - Juneau Douglas Chapter
 #0414 - Continental Divide Chapter
 #0432 - Powder River Basin Assn.
 #0492 - Skagit-island County Chapter
 #0501 - Columbia Gorge Chapter
 #0533 - Mat-Su Valley

#0539 - Flathead Valley Chapter
 #0543 - SHRM Northern Marianas
 #0669 - Northstate SHRM
 #0691 - Inland Empire
 #0695 - SHRM Olympia
 #0711 - Douglas County
 #3009 - SMA Seattle

State Councils:

California SHRM State Council
 Hawaii SHRM State Council
 Nevada SHRM State Council
 Pacific SHRM State Council
 Washington SHRM State Council
 Wyoming SHRM State Council

CONGRATULATIONS AGAIN!

The 2009 SPHR/PHR Certificate in Human Resource Management

**New class starting February 2009
for the spring test dates**

Who will benefit from this program?

- Managers and staff with experience in general or human resource management.
- HR practitioners seeking professional development for career advancement.
- Managers new to the human resource field.
- Mid-level managers pursuing career change or promotion.
- Professionals in the HR field (*with at least two years of exempt-level HR experience to be eligible to apply for the exam*) who plan to take the PHR or SPHR certification examinations.
- Certified HR professionals who want to earn credit toward PHR/SPHR recertification.

Course Overview

- Provides an overview of key areas in human resource management.
 - Consists of six modules corresponding to the six functional areas defined by the Human Resource Certification Institute (HRCI).
 - Serves as study materials for the Professional in Human Resources (PHR) and Senior Professional in Human Resources (SPHR) national certification examinations.
 - Features open, interactive forums and 'real-world' case studies to reinforce the key concepts applicable to the workplace.
- Offers periodic progress evaluations and individual post-module testing to assess and reinforce knowledge gained.

Certification Details

For SPHR/PHR certification test dates, application deadlines and questions, visit <http://www.hrci.org/certification/ov>

Course content reflects the general body-of-knowledge tested by the Human Resource Certification Institute. This course of study will in no way guarantee or assure success on the HRCI exam. Students **MUST** use the most recent edition of the SHRM Learning System™ for this course and are strongly advised not to use outdated materials.

2009 Exam Schedule

Exam	Testing Window Duration	1st Testing Window	2nd Testing Window
PHR/SPHR	8 weeks	May 1 -- June 30, 2009	Dec. 1, 2009 -- Jan. 31, 2010

Course Schedule

Classes will be held in the evening one night a week mid February thru the end of April.



Legislative Update

FMLA Ruling

November 17, 2008 the U.S. Department of Labor issued a final rule to update the Family and Medical Leave Act (FMLA). The rule marks the first significant overhaul of FMLA regulations and implementation since its enactment over 15 years ago. This rule is effective January 16, 2009.

Examples of the changes include:

Employee Notice – The new regulation requires employees to follow the employer’s usual and customary call-in procedures for reporting an absence, absent unusual circumstances.

Medical Certification Process – The final rule recognizes the applicability of the Health Insurance Portability and Accountability Act privacy rule to communication between employers and employees’ health care providers. The new rule specifically allows HR professionals to contact an employee’s health care provider for the sole purpose of clarifying a medical certification.

Employer Notice Requirement – The final rule extends the time for employers to provide various notices under the Act from two business days to five business days.

Paid Leave

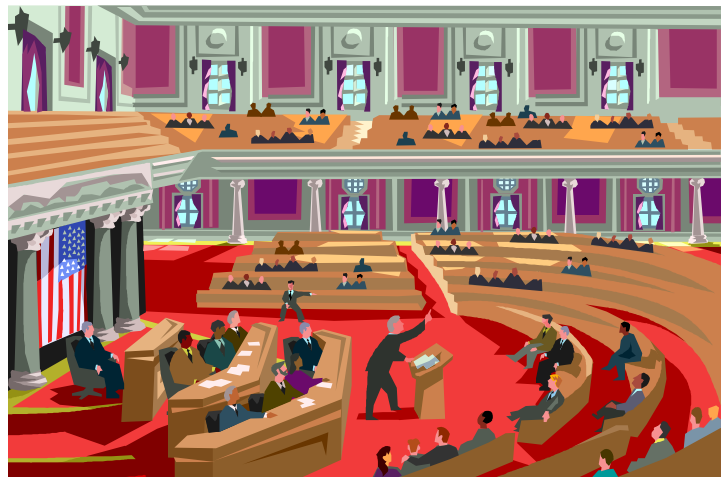
Despite the governor’s mothballing of the program, it is still in the law books with benefits scheduled to begin October 1, 2009. Given a WA State budget deficit anticipated to be \$3.2 billion and the hard economic climate, it is a good bet that the State will look at taxing employers and employees to fund this new social program.

Employers Free Choice Act

This bill would end the secret ballot elections for unions. Instead a union may be formed based on the presentation of signed union cards. With strong support by democrats, the passage of the EFCA has a high probability of passing.

Worker Privacy Act

This act significantly limits the ability of employers to communicate with employees on union matters. Labor is seeking legislation which subjects small employers (currently too small for Federal Law) to collective bargain under the state’s Public Employment relations Commission.





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