



**Save The
Date**

**Mark this date on
your Calendar!**

December 2009
Holiday Luncheon

January 2010
Eugenie Jones

February 2010
Cluadia Malone

March 2010
Marty Pujolar

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



2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

West Sound Human Resource Management Association

West Sound Happenings

December 2009

Holiday Luncheon

Presented by: Richard LeMieux
Author of Breakfast at Sally's

Warm up for the holidays with WSHRMA! We will have a great meal, a fabulous speaker and our annual Silent Auction. Come and join the fun!

About the Presenter: Richard was born in Urbana, Ohio, and attended Urbana College and Ohio State University. He was Sports Director of WCOM Radio, and a sportswriter for 17 years at the Springfield Sun (Ohio) newspaper. As a columnist, he was known as "the wizard" for his uncanny knack of predicting the outcomes of football and basketball games.

Richard has lived in Washington State since 1981. He ran his own publishing company, producing medical directories and university student directories for 14 years. When his business failed, he lost his livelihood, his home, his possessions, and his wife of 17 years.

Richard was homeless in Bremerton, Washington, with his dog, Willow, for a year and a half. He lived in his minivan while writing *Breakfast at Sally's* with a second-hand manual typewriter at picnic tables in parks around the city. While he was homeless, Richard and the other homeless people he portrays in his book regularly visited Sally's, the soup kitchen at The Salvation Army in Bremerton.

Today, Richard enjoys taking Willow for long walks in the park, and he is working on his second book, the story of a woman he met on his journey through homelessness.

Date: December 9, 2009

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

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

Price: Free members/\$30 non-members

To register email: wshrma@artanderson.com

**Last Day to Register
December 6, 2009**



Become A Member

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

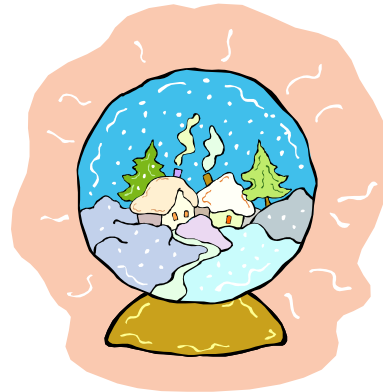


Job Bank

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.

WSHRMA'S SILENT AUCTION

The holidays are approaching and WSHRMA is getting ready for their annual Holiday luncheon and Silent Auction. 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 Debbie Laudenslager at DLaudenslager@kpshealthplans.com.



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

Take a break from the office and come join us for some great food, entertainment and a lot of fun.



West Sound Human Resource Management
January 13, 2009
New Year Resolutions That Can Change Your Life

Presented by: Eugenie Jones
 LifeWork Training

When: Wednesday, January 13th

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 10 2008

Step by step solutions to a wonderful 2010
 Resolving to live with an end-to-mind
 Resolving to grow, again and again
 Resolving to embrace chance, change & challenge
 Resolving to leverage hardships to hero-ships
 Resolving to cultivate relationships
 Resolving to self-persevere

About the presenter:

Eugenie Jones is best Known for her sixteen-year running wellness column which appears in the Kitsap Sun newspaper, distributed through Scripps-Howard Newswire. She additionally writes a lifestyle and workplace performance column for the Kitsap Peninsula Business Journal.

Her company - LifeWork Training Solutions (www.lifeworktraining.com) - has worked with clients such as Bank of America, EHL Insurance, American Financial Solutions, the U.S. Navy HR Training Center, and many other, providing onsite professional development, and career transition training one-on-one as a gifted, experienced life coach.

She is additionally contracted with the US Navy as a career transition consultant and professional trainer. Eugenie offers lifestyle, performance development, and career transition training one-on-one as a gifted, experienced life coach.

Eugenie holds a Masters in Business Administration, is a graduate of University of Washington's *Training Specialist* program, and has worked in employee education and training for both Science Applications International Corporation (SAIC) and McDonnell Douglas Corporation of San Diego, CA.

She is a volunteer member of the Kitsap County Coalition for Physical Activity, former VP of Toastmasters International Silverdale, Member of the International Association of Corporate Facilitators, and is a 2007 YWCA "Women of Achievement" honoree.

With her two sons - Justin, 14 years-old and Jarell, 10 years-old - she resides in Bremerton, WA. Eugenie's personal and corporate goal is to enrich the lives of others by facilitating "personal best" performance at work, life, and play.

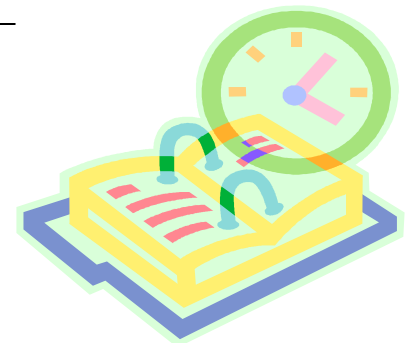
Upcoming Events:

December 9th - Richard LeMieux Author of Breakfast at Sally's

January 13th - Eugenie Jones

February 10th - Claudia Malone

March 10th - Marty Pujolar



WSHRMA Workforce Readiness

Supports West Sound Workforce fund raising event
for Junior Achievement.

On Thursday December 3, from 4:30pm to 7:00pm, WestSound Workforce is putting on an event, Una Bella Notte in their Gig Harbor office at 5790 Soundview Dr Ste. 103. Please come and enjoy great food, wine and the opportunity to win exciting prizes, like a trip to Puerto Vallarta or a trip to Palm Springs. It will also be a wonderful opportunity to network and do a little Christmas shopping.

Come earlier as gift bags will be given to the first 50 people to attend.



Legislative Update

It seems as if we've talked about health care all year long in our legislative review. So it's only right that as we come to the end of our year, talking once again about health care, that we quote one of our most famous physicians, Dr. Albert Schweitzer. "An optimist is a person who sees a green light everywhere, while a pessimist sees only the red stoplight ... the truly wise person is color blind." While we review the legislature's activities, let's do our best to be "color blind."

You may feel like you've heard this song over and over again, but the tune they're singing in Washington DC is still all about health care. The Senate is currently debating their own version of the health care bill. It is up in the air whether or not a version will pass before they recess for the holidays. It is speculated that the Democrats may compromise on the public option in order to get a version of the bill passed before the end of the year.

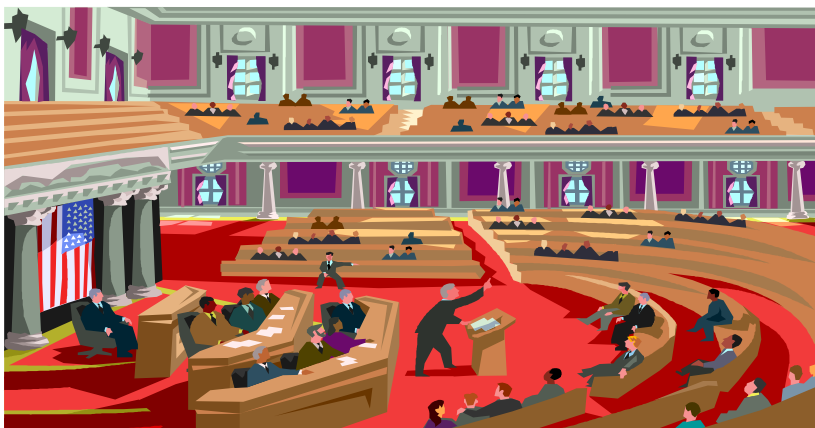
Another bill to watch is the H1N1 Flu Emergency Sick Leave Bill. This bill, which was introduced at the beginning of November, would guarantee five paid sick days to any worker sent home, or directed to stay home by their employer, for a contagious illness.

New changes to COBRA have been proposed. Among other things they include increasing the subsidy from 65% to 75%, extending the subsidy from 9 months to 15 months, extending the involuntary termination period from 12/31/09 to 6/30/10, and allowing workers who have an involuntary reduction in hours to qualify. There are two bills which have just been introduced, and are currently being reviewed.

On the state level, our legislators are starting to prepare for their upcoming session, which begins on January 11th. This is the short session, which means it is scheduled to last 60 days, ending on March 15th. The last estimate of the state's budget shortfall was approximately \$2.6 billion. Closing that gap will be the primary focus of the session, and lawmakers are already talking about raising fees and taxes in addition to decreasing spending. Admitting that everything is on the table, Victor Moore, Governor Gregoire's Budget Director said, "I just need a bigger table." Business taxes, including B&O, sales tax, excise tax, unemployment and workers compensation, among others, may be impacted.

Congratulations to all of you who have written letters and/or called your federal or state legislators this last year on the many issues that impact our businesses. In October, Washington state SHRM members ranked second in the nation for letter writing. And, to top that off, our WSHRMA chapter was one of six chapters in the state that wrote letters. Great job to those of you who are involved.

If you aren't involved yet, it's never too late to have your voice heard. Join with your fellow HR professionals who are speaking up, and express your opinions. In the words of Dr. Albert Schweitzer, "A man can only do what he can do. But if he does that each day he can sleep at night and do it again the next day."





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