



**Save The  
Date**

**Mark this date on  
your Calendar!**

**January 14th, Luncheon  
Labor Unions**

**February 11, Luncheon  
Legislative Update**

**March 11, Luncheon  
Employer Controls on  
Technology in the Work-  
place: Guidelines for  
Handling Blogs, Text  
Messaging, and Email  
and Internet Use**

**April 8, Luncheon  
Managing Leave Issues**

**May 13, 2009  
Full Day Conference**

Please continue to check  
our website at  
[www.wshrma.org](http://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



January Luncheon

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

Presented by: Bob Sebris

SEBRIS BUSTO JAMES Attorneys for Employers

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.

**Date:** January 14, 2008

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

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

**Price:** \$20 members/\$30 non-  
members

**Register:** email [wshrma@artanderson.com](mailto:wshrma@artanderson.com).

**Last Day to Register  
January 12, 2008**



## 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](mailto:rtaylor@kitsapsun.com)



## Job Bank

Please check out our website at [www.wshrma.org](http://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.

## HR Certification Institute's New Eligibility Requirement to Take Effect in 2011

By Gayle Dahlman, Project Manager  
and Christina Friedli, Global Marketing Manager

As we announced at the November SHRM Leadership Conference, the HR Certification Institute will be changing the eligibility requirements for the PHR, SPHR and GPHR certification exams. In February 2008, the HR Certification Institute conducted an extensive multi-pronged study of the eligibility requirements of its three core products. Based on feedback from both certified and noncertified HR professionals, business leaders, students and academicians, the requirements will now include a combination of education and experience.

### What are the new eligibility requirements?

#### PHR Eligibility

- Four years of demonstrated exempt-level HR Experience with less than a bachelor's degree.
- Two years of demonstrated exempt level HR experience with a bachelor's degree.
- One year of demonstrated exempt-level HR experience with a master's degree or higher.

#### SPHR Eligibility

- Seven years of demonstrated exempt-level HR experience with less than a bachelor's degree.
- Five years of demonstrated exempt-level HR experience with a bachelor's degree.
- Four years of demonstrated exempt-level HR experience with a master's degree or higher.

#### GPHR Eligibility

- Four years of demonstrated exempt-level HR experience (with two of the four years being global HR experience) with less than a bachelor's degree.
- Three years of demonstrated exempt-level HR experience (with two of the three years being global HR experience) with a bachelor's degree.
- Two years of demonstrated global exempt-level HR experience with a master's degree or higher.

#### This article also covers the following topics:

Why are the eligibility requirements are changing.  
How the new requirements were developed.  
When will the new eligibility requirements will go into effect.  
Who will be most affected by the new eligibility requirements.

#### To read more of this article go to:

<http://www.shrm.org/chapters/resources/ldrledge/1208c.asp>

West Sound Human Resource Management  
February Luncheon

**Legislative Update**

Presented by: Mary Ludden, PHR  
Contour Aerospace Corporation— A Vought Company

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**When:** Wednesday, February 11th

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

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

**Cost:** \$25 members/\$35 non-members

**Registration Deadline:** February 9, 2008

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Come and join us for our annual legislative update. We will learn about the new legislation that has been passed and will be coming up that will affect our everyday operations in Human Resources.

Presented by: Mary Ludden has her PHR and is currently working as a Human Resource Manager for Contour Aerospace Corporation - A Vought Company. She is also a SHRM - Washington State Legislative Director.

Mary has been working as a Human Resource Manager in several different industries including commercial fishing, call center, public agency, and manufacturing.

She currently holds the position as Human Resource Manager for Contour Aerospace a machine shop manufacturing business. She is also actively involved in the national Society for Human Resource Management Association, serving the WA State Council Legislative Director.

**2008 Upcoming Events:**

- January 14th—Labor Unions
- February 11th— Legislative Update
- March 11th—Employer Controls on Technology in the Workplace
- April 8th—Managing Leave Issues with Terry Hall
- May 13th— Full Day Conference



## 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
<b>PHR/SPHR</b>	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.

### **Contact Information**

Tracy Gibson [tgibson@chapman.edu](mailto:tgibson@chapman.edu) cell (360) 259-8717

## Legislative Update

### Expired Identity, Work Eligibility Papers Unacceptable

Starting Feb. 2, 2009, expired credentials will no longer be acceptable to establish the identity or work eligibility of new hires. The United States Citizenship and Immigration Services posted an “interim final rule” in the Federal Register making changes to Form I-9 and reducing the documents employers can accept to satisfy the form’s requirements. Employers can continue to use the current version of Form I-9, dated June 5, 2007, until the new Form I-9 and its requirements become effective on 2/2/09.

In addition to the interim final rule narrowing the list of identity documents employers can accept from new hires, it also directs that expired documents are no longer acceptable forms of identification. The interim final rule also eliminates Forms I-688, I-688A and I-688B (Temporary Resident Card and older versions of the Employment Authorization Card) as acceptable documents. These documents are no longer produced and all these forms still in circulation have expired.

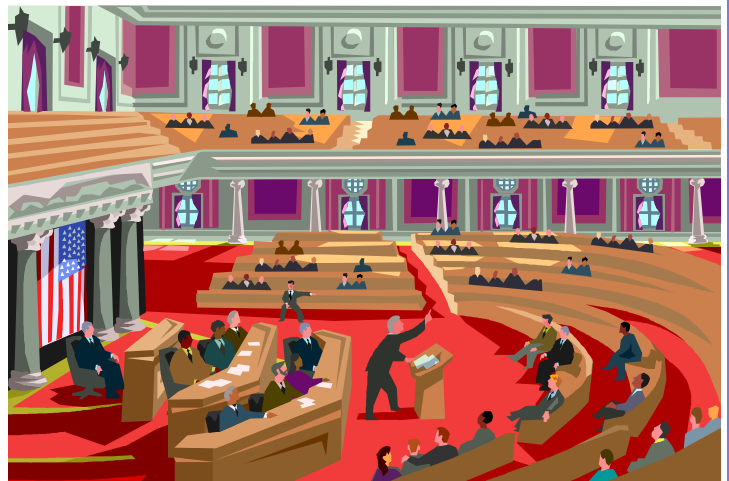
### Traveling Employee Covered by Workers’ Comp

An employee, who was temporarily working in Seattle, was covered by WA state’s workers’ compensation law when he was injured while crossing the street near his hotel to attend a musical performance, the state Supreme Court decided.

The court adopted the “traveling employee doctrine” and found that a worker who was going for a Sunday stroll on his only day off was pursuing a reasonable activity that fell within the course of his employment while away from home. Employees who engage in acts that minister to their personal comfort do not leave the course of their employment “unless the extent of the deviation is so substantial that an intent to abandon the job temporarily may be inferred or the method chosen is so unusual and unreasonable that the act cannot be considered incidental to the course of employment”, the court said.

The employer argued that the worker was pursuing his own activities when he was injured, not those of his employer. Under Washington law, there is no requirement that an injury “arise out of” employment, only that the worker be within “the course of employment” when injured, the court explained.

A traveling employee is generally considered to be in the course of employment continuously during the entire trip, except during a distinct departure on a personal errand, such as skiing 50 miles away from the assigned hotel, the court found. In this case, the employee’s outing across the street from his hotel was not a distinct departure from his employment, the court held.





West Sound Human Resource  
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