



**Save The
Date**

**Mark this date on
your Calendar!**

January 2010
Eugenie Jones

February 2010
Cluadia Malone

March 2010
Marty Pujolar

April 2010
TBD

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



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RESOURCE MANAGEMENT

2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

West Sound Human Resource Management Association

West Sound Happenings

January 2010

New Year Resolutions That Can Change Your Life

Presented by: Eugenie Jones
LifeWork Training

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.

Date: January 13, 2010

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

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

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

To register email: wshrma@artanderson.com

**Last Day to Register
January 10, 2010**



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.

New EEOC Resources Encourage Feds to Hire Disabled

By: Rebecca R. Hastings, SPHR

The U.S. Equal Employment Opportunity Commission (EEOC) has released a set of new publications designed to encourage federal agencies to hire and promote individuals with disabilities.

The five “[ABCs of Schedule A](#)” guides are tailored for applicants with disabilities, human resources professionals, hiring managers, disability program managers and/or selective placement coordinators within federal agencies and those who provide services to the disability community.

The guides can be [downloaded free from the EEOC site](#) in html and PDF formats.

HR professionals know firsthand how lengthy and somewhat tedious the federal hiring process can be, according to the [ABC guide designed for HR professionals](#).

“It takes an average of 102 days to complete all of the steps in the competitive hiring process, from making the request to making the appointment,” the guide says. The Schedule A option allows federal employers to bypass the usual competitive process for filling positions, including the need to post and publicize positions.

According to the U.S. Office of Personnel Management (OPM) web site, federal employers can use Schedule A “to hire applicants with mental retardation or a severe physical or psychiatric disability to fill any job in which the person is able to perform with or without reasonable accommodation.” The site notes that employers can either convert such workers to “a permanent appointment in the competitive service” after two years of “successful employment” or can continue to employ them on the excepted service appointment.

Helping federal employers understand Schedule A is an ongoing effort of the EEOC’s LEAD (Leadership for the Employment of Americans with Disabilities) Initiative, which addresses the declining number of employees with targeted disabilities in the federal workforce. LEAD’s goal is to significantly increase the population of individuals with severe disabilities employed by the federal government. The ABC guides are one effort to help advance that mission.

During LEAD’s first two years, Griffin reached out to leaders throughout the federal government to alert and enlist them in the hiring effort. Now, with the ABC guides and other measures, LEAD has shifted to a new phase, focusing on leveraging the “Schedule A” hiring authority to bring aboard employees with disabilities.

“Despite our efforts, the participation rate of individuals with severe disabilities in the federal workforce continues to decline at an alarming rate,” said Acting EEOC Vice Chair Christine M. Griffin, in a statement released Dec. 14, 2009.

To Read more on this subject visit: www.shrm.org/Diversity/Articles

West Sound Human Resource Management
February 10, 2010
Workforce Readiness: What Is It?
What Can We Do About It?

Presented by: Claudia Malone

When: Wednesday, February 10th

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: February 7, 2010

Workforce Readiness: What Is It? What Can We Do About It?

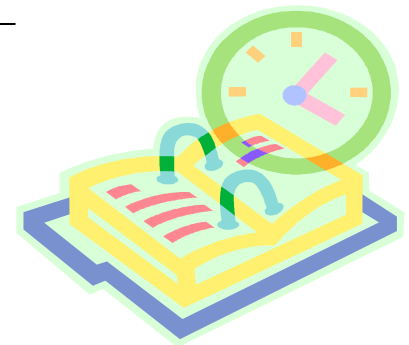
Workforce Readiness – it's a key focus area for SHRM, but one that's so complex that it's hard to get your arms around it, much less decide what you can do about it. The high school dropout rate in the state of Washington is high, and even those students who graduate from two- or four-year schools lack the skills they need to get and keep a good job. In this presentation Claudia will provide an overview of what workforce readiness means, the size of the problem, and how it will continue to impact us as HR professionals (assuming you're not already struggling with the problem). Then she'll share what other groups are already doing to address this problem along with ideas and suggestions for how we as individuals alone, or within our companies, chapters, and community groups, can get involved. Included will be a list of resources, including background white papers, contact information for already-existing initiatives, and sources of funding for workforce readiness programs. Then Carol will introduce us to two Washington State programs that can help our organizations finance skills training for current and future employees.

Carol Melby is the Program Administrator for Economic Development in Workforce Education at the State Board for Community & Technical Colleges (SBCTC) in Olympia. She oversees the Worker Retraining Program for dislocated workers as well as two funds sources targeted at enhancing economic development through employee training: the Jobs Skills Program and the Customized Training Program. Carol earned an MBA from the University of Washington with an emphasis in human resource management, and a Training Specialist Certificate from the UW's Extension University. Carol brings over twenty years of experience in designing, delivering, and managing employee training and development to her current role with the State Board.

Claudia Malone, SPHR, is Principal of Malone & Associates, an HR training and consulting firm. She has over 20 years experience in human resources, with diverse firms such as Davol, PACCAR and Triad Associates. She is Past President of the Lake Washington HR Association (twice), and is currently the Workforce Development Director for the Washington State SHRM Council. Claudia has a BA in Psychology from the University of Rhode Island, and designs and delivers HR and supervisory skills courses through several local community colleges.

Upcoming Events:

January 13th - Eugenie Jones
February 10th - Claudia Malone
March 10th - Marty Pujolar



Get Involved

SHRM understands how vital member participation is to advancing the profession. The SHRM Member Advocacy program is designed for HR professionals to participate and influence federal/state public policy and regulatory efforts. As a member advocate for the HR community, it is important that you keep your elected officials informed on how public policy issues can affect employees, employers, and the HR profession as a whole.

On **November 19**, over 200 HR professionals from across the country visited Capitol Hill to meet with their legislators to discuss workplace flexibility and health care reform. In 2009 alone, over 500 HR professionals have walked the floors of Congress, educating their legislators about the role HR plays in today's workplaces, as well as how various public policy proposals will impact employees and employers.

SHRM provides its members with other opportunities to let their voices be heard. Our Relationship Building Activities with public policymakers include:

- [**HRVoice - Write Your Elected Official**](#)
- [**Day Inside the Beltway \(DITB\)**](#)
- [**Day Inside the District \(DITD\)**](#)



For more information on how to get involved visit: www.shrm.org

Legislative Update

As an eventful year comes to a close and the New Year is in our midst, Health Care continues to be in the spotlight. Supporters of the Senate bill (HR 3590) were hoping for the final vote to take place by Christmas Eve. Their wish was granted as early on December 24th the vote was passed by 60-39, far exceeding the simple majority that was required. The Senate's bill must now be merged with the House bill and negotiations between the Senate and the House are expected to commence soon. While the House's version has tighter limits on abortion, the Senate's bill excludes a government run insurance option. Once a single measure is agreed upon, the final piece of legislation can make way to President Obama's desk for his official signature. Most of the changes our businesses will likely face will begin in 2013, so we have a few years to prepare for these changes. Experts agree that the final legislation is likely to be the single largest piece of domestic policy in 45 years.

COBRA Subsidy: Notice Requirements for Employers

On December 21st, President Obama signed the Fiscal Year 2010 Defense Appropriations Act, which extends the COBRA subsidy and allows a greater number of Americans to take advantage of federal assistance. This Act offers an additional six months of federal subsidy payments allows unemployed workers to purchase health care coverage guaranteed under COBRA. In addition the Act establishes added COBRA notice requirements for employers. Employers must provide notice describing this extension to all "assistance-eligible" individuals who are on COBRA on or after November 1, 2009, or whose qualifying event is a termination of employment occurring on or after that date. These changes are effective immediately. The House Rules Committee has introduced another subsidy extension in HR 2847, *Jobs for Main Street Act, 2010*. The COBRA provision in this bill would extend the subsidy eligibility period until June 30, 2010. Although the Senate will not be taking up this bill until early next year, we should keep this on our radar.

HR 1409: Employee Free Choice Act

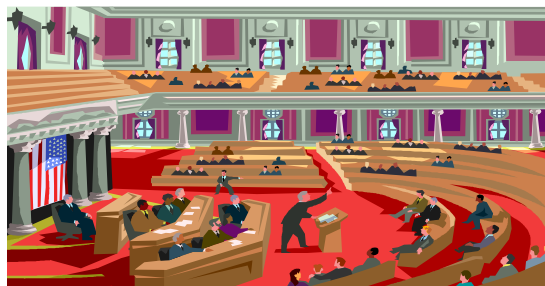
Another bill that we need to watch closely is the Employee Free Choice Act. It has been introduced in both the House of Representatives and Senate. As currently drafted, EFCA would permit a union to bypass the election process after collecting signed authorization cards from a majority of employees. This is a bill we must all pay careful attention to as it could drastically impact our businesses.

Switching gears over to the State level:

The regular session begins very soon on January 11th. Our local leaders will dive into the budget process. One important bill to track in the New Year is **HB 1609** which would revise Family and Medical Leave Provisions requiring employers to pay a premium or two cents per hour worked, up to a maximum of 40 hrs per week to the employment security department. From there it would be deposited into the Family and Medical Leave insurance account.

For those of you who are planning on attending; **HR on the Hill Day** is fast approaching. On February 10th, 2010 we will be meeting face to face with some of our local leaders to share HR insight and encourage their support.

Get involved! HR Advocacy is all about joining together to reach out to our elected officials and help communicate how public policy is affecting our businesses. In 2010 let's make it a goal to continue to educate ourselves and let our voice be heard through written correspondence and meetings with our legislators.





West Sound Human Resource
Management Association
PO Box 1285
Bremerton, WA 98337

Check out our
website at
www.wshrma.org

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dhull@artanderson.com

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Julie@westsoundworkforce.com

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Debbie Laudenslager, SPHR
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dlaudenslager
@kpshealthplans.com

VP Programs (Co-Chair)

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360-792-3336
rtaylor@kitsapsun.com

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Christine.shuffield@teletech.com

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360-662-2123
mclute@kitsapcu.org

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mlamarch@harrisonmedical.org

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Susannah Couch, PHR
208-522-3647
wshrma@gmail.com

Legislative Director

Madeline Conrath, PHR
360-662-2126
mconrath@kitsapcu.org

Diversity Director

Sharon Tucker, PHR
360-662-2125
stucker@kitsapcu.org

School to Work Director

Audi Ritz, SPHR
888-282-5492 X1115
aritz@myfinancialgoals.org

SHRM Foundation

Stacey Scalf
360-437-8343
sscalf@portludlowassociates.com

