



**Save The  
Date**

**Mark this date on  
your Calendar!**

**July 8, Luncheon**  
**InsideOut Coaching**

**August 12, 2009**  
**No Luncheon**

**Sept. 12th Breakfast**  
**Respectful Interactions/  
Language & Etiquette**

**October 2009**  
**No Luncheon**

**November 2009**  
**1/2 Day Conference**

Please continue to check  
our website at  
[www.wshrma.org](http://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**  
July 2009

**July Luncheon**  
**InsideOut Coaching**

Presented by: Greg Pyper,  
InsideOut Development Training Consultants

Whether your managers need to coach their top performers to maintain engagement in key goals, or help frontline knowledge workers contribute their best, the InsideOut Coaching Workshop leads the way to breakthrough conversations and unprecedented results.

When it comes to improving performance, organizations often invest significant time and effort in a broad array of training initiatives. For most organizations however, the greatest obstacle to performance isn't that people don't know what to do; it's that they don't do what they already know. Closing the gap between what we know and what we do comes from on place—the "inside-out."

**About the Presenter** - Greg brings twenty three years experience as a consultant, facilitator, business partner. His highly regarded expertise has earned him the trust and confidence of his clients and a seat at the table as they launch key initiatives to drive key business results.

Greg believes in the power of teaching in "real-time," meaning he teaches participants the InsideOut process by tackling challenges they're facing at the moment, or using real-world examples. Greg explains, "Rather than spelling it out for them, I help participants draw the answers they are seeking from themselves." By solving real problems, participants learn firsthand the power of the InsideOut approach to achieve breakthrough performance.

**Sponsored By:**



AMERICAN FINANCIAL SOLUTIONS

**Recertification Credit Hours Awarded: 1**  
Specified Credit Hours: General

**Date:** July 8, 2009

**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/\$35 non-members

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

*The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*

**Last Day to Register**  
**July 5, 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](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.

## Express Employment Professionals of Kitsap County invites you to attend an educational event.

### July 23, 2009

Monday Morning Leadership is training based on the best seller by well-known business author David Cottrell. This training highlights eight mentoring methods to becoming a better leader. The three-hour session will enhance the leadership skills of anyone in, or aspiring to be in, a managerial or leadership role. Even today's strongest leaders must refocus on the qualities that helped them earn a spot at the decision-making table. Most leaders will tell you a key to their success was having a great mentor and the lessons they learned from him or her.

For the last three decades, Jack Smalley has devoted his career to the field of human resources. His experience includes executive-level management in a number of industries such as oil, chemical, and packaging. Jack serves as a senior human resources consultant for Express Employment Professionals. He provides human resource training and consulting for nearly 600 Express offices and clients in the U.S. and Canada. Jack is a member of the Society of Human Resource Management and holds the designation of Senior Professional in Human Resources (SPHR). In 2008, Jack had over 100 speaking engagements and was also a featured speaker at the 2008 National Society of Human Resource Management Conference.

This a great opportunity for Business Owners, Managers, Team Leaders, Supervisor and HR Professionals to receive high quality training at a great price.

**Date:** July 23, 2009



**Time:** 7:45 AM to 8:30 AM Registration  
8:30 AM to 12:00 PM Presentation

**Place:** Amish Touch Event Center  
3261 NW. Mount Vintage Way  
Silverdale WA 98383

**Cost:** \$49 Per Person

**To Register Contact:** Kristen Faulk at 360-479-4756

Continued education credits for HR Certification available.

**RSVP By: July 15, 2009**

**Sponsored By:**



**West Sound Human Resource Management**  
**September Breakfast Meeting**  
**Respectful Interactions/Language & Etiquette**

Presented by: Jo Fleming, Ph.D.  
Program Manager Washington State

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**When:** Wednesday, September 9th

**Time:** 7:45 a.m. to 9:30 a.m.

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

**Cost:** \$20 members/\$35 non-members

**Registration Deadline:** September 6, 2009

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Dr. Jo Fleming from DBTAC Northwest - ADA Information Center (Disability and Business Technical Assistance Center) will be speaking at our September breakfast meeting. She will be speaking on Respectful Interactions / Language & Etiquette. She will help participants improve their ability to interact effectively and respectfully with people with different types of disabilities.

**Areas of Expertise:** Jo serves as the *broker* for DBTAC services throughout the state. She works closely with the other staff members at the DBTAC Northwest Regional Office in Mountlake Terrace. Responsibilities include production of the regional newsletter (print and email versions) and other informational products; instructional design; and curriculum development. Jo coordinates ADA training sessions in Washington, matching training needs with appropriate delivery methods and trainers.

**Relevant Employment and Education:** Jo completed her doctorate in Special Education at the University of Washington. She initiated the teacher certification program in severe disabilities at Louisiana State University in Shreveport, Louisiana. She spent twenty-two years in Lexington, Kentucky where she divided her time between teaching technology courses in the Special Education Department at the University of Kentucky and serving as Director of Educational Services at ORCCA Technology. ORCCA provides assistive technology products and services to persons with disabilities and electronic media training programs for professional development.

**Work Skills:** Jo has taught students with learning and behavioral disabilities, directed teacher training programs in severe disabilities and educational technology, and assisted government and private agencies with professional development multimedia programs. She maintains an interest in instructional and assistive technology and weaves that technology into her technical assistance and training about the Americans with Disabilities Act at the DBTAC Northwest.

### 2009 Upcoming Events:

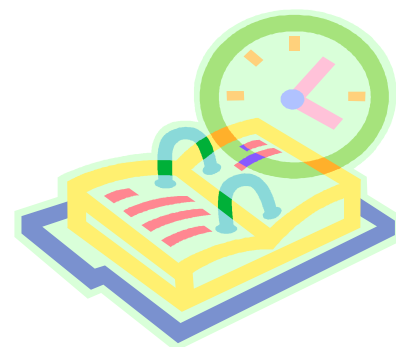
**July 8th** - InsideOut Coaching

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**October** - No Luncheon

**November** - 1/2 Day Conference



## Employee Resource Groups Can Create Labor Issues

By Rebecca R. Hastings, SPHR

Employee resource groups (ERGs) for female and black workers, as well as other demographic groups, are a popular part of many organizations' diversity and inclusion efforts. But U.S. employers must pay special attention to the structure and operation of such groups to be sure they don't become a management-favored union called a "sweetheart union," an employment attorney says.

"As long as a sophisticated employer understands where the lines are drawn and they stay on the right side of the line, they can use these committees as they see fit," says Steven D. Wheelless, a partner with the law firm of Steptoe & Johnson LLP in Phoenix. "But the vast majority of employers don't know where the lines are drawn—or even that there are lines."

Legal challenges associated with employee affinity groups are most likely to arise when an employer refuses to allow a particular group to form, he says, such as one associated with a particular religion.

But that's not the only issue employers should worry about.

"The National Labor Relations Act controls collective actions between employers and employees whether a union is present or not," Wheelless says. So if a group has a back-and-forth exchange with members of management on a recommendation to adopt flextime to improve work/life balance, it could become an in-house union "in a colloquial sense," he says.

The key, he says, is for such groups to avoid bilateral negotiations on terms and conditions of employment, such as wages, work hours and benefits. Group members can discuss such topics, he says, and even brainstorm ideas, as long as they don't make recommendations, appear to represent other employees or negotiate with management.

"Most affinity groups don't [intentionally] sit down to talk about terms and conditions of employment," notes Wheelless, who represents management in labor relations and employment matters. Rather, they tend to focus on issues such as mentoring, equal access, promotion opportunities and how people are getting along.

But an organization should be prepared to anticipate such conversations and redirect them if they get started.

### Structure Means Control

Whether an employee group is controlled by the employer or not is one test used to determine if such a group could be considered a sweetheart union, according to Wheelless.

For example, the existence of an executive sponsor suggests a group is employer-dominated, Wheelless told *SHRM Online*. The same is true when employers allow group meetings and events to occur during work time on company premises, when the groups are structured formally and when they are asked to focus on business issues.

But that's how most employee resource groups operate, experts say. "Today's ERGs are much more connected to the customer, the community and the external activities of the company," says Margaret Regan, president and CEO of The Future Work Institute. They spend their time asking "how can we help the business?" For example, she says, employee resource groups are being used in the pharmaceutical industry to encourage people of color to participate in clinical trials, something they have been historically resistant to do.

The structure, the purpose and even the label of employee resource groups has evolved over time, according to Regan. "For many years everyone called them affinity groups, but that gave people the impression that only those in the group could belong," she told *SHRM Online*. Some were later called employee networking groups, but now the preferred term is employee resource group or business resource group, she says.

"There are still some groups that are more socially oriented," says Janice Bowman, president of the Association of Diversity Councils. "What we are seeing now is that companies want to move away from that and want to work more strategically."

When groups existed primarily for social networking, there wasn't much accountability, Bowman says. But now they have a formal structure, a specific purpose, and goals and objectives linked to business goals.

**To Read More Go To: [WWW.SHRM.ORG](http://WWW.SHRM.ORG)**

## Legislative Update

It is quiet in Olympia these days, as state government struggles to cope with a deficit budget that continues to grow. The Governor announced on June 18<sup>th</sup> that state revenue is worse than predicted in March, and she directed her cabinet heads to decrease employee costs by 2% from what was budgeted. This will result in employee furloughs, RIFS, and unfilled vacancies.

Keep your eyes on Washington, D.C., however, where it is anything but quiet right now. Two top priorities for the Obama Administration are health care reform and paid family leave.

H.R. 626, 4 Weeks of Paid Parental Leave for Federal Workers, passed the House on June 4<sup>th</sup>. It is now moving forward in the Senate at a fast pace. This bill provides paid leave to parents under FMLA for the birth, adoption or fostering of a child. It also allows the Office of Personnel Management to increase the amount of paid leave to up to eight weeks in order to enhance recruitment and retention, to match trends in the private sector or state and local governments or to enhance the federal government's role as a model employer. The Congressional Budget Office estimates that implementing the program will cost \$67 million in 2010 and a total of \$938 million over the next four years.

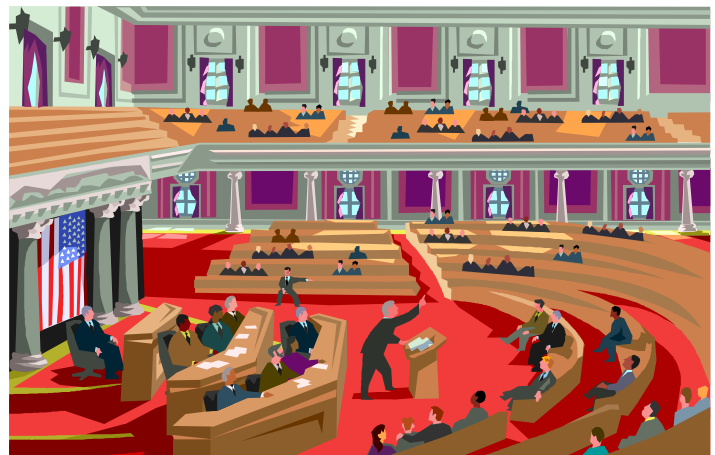
The Healthy Families Act has been introduced in the House and Senate. This bill, a top priority of sponsor, Senator Ted Kennedy, requires employers to provide employees with up to 56 hours of paid sick leave. The Act applies to employers with 15 or more employees and allows employees to accrue one hour of paid sick leave for every 30 hours worked. Accrual commences with employment and leave is available after 60 days. The paid sick time can be used for an employee's medical needs, or to care for a child, parent, spouse, or any other blood relative. It also applies to absences resulting from domestic violence or stalking.

Health care reform is also moving forward in the administration. On Fathers Day, when asked what gift he was wishing for, President Obama's response was, "A health care bill." With the administration's strong emphasis on health care, there is no doubt that we will see a health care bill come to a vote this year.

Again, Senator Ted Kennedy has sponsored a bill for health care reform. His bill is expected to reduce the ranks of uninsured Americans by about 16 million, which is one-third of the uninsured. The estimated cost is \$1 trillion over the next decade. The original bill included a pay or play provision for employers, which has been removed, but a legislative note indicated that an employer mandate is still being considered. In fact, it is believed that the final bill will definitely include some type of mandate.

Experts predict that we can expect to see a vote on health care reform by the end of summer. Due to the high costs involved, we will likely see a spirited debate, and the bills change shape many times.

So forget that saying about the lazy days of summer. We need to be vigilant, and expect Congress to be very busy. But Will Rogers cautions us that it could be even worse. As he said, "be thankful we're not getting all the government we're paying for."





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