



Mark this date on your Calendar!

March 2011
Matt Younquist

April 2011
David H. Black

May 2011
Spring Full Day Conference

June 26-29, 2011
SHRM Annual Conference
<http://annual.shrm.org/>

October 5-7, 2011
NHRMA Annual Conference
<http://www.nhrmaconference.org/>

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

Reminder: For all WSHRMA meetings, "no shows" will be billed the cost of the event, without exception, unless the cancellation is received prior to the RSVP deadline.

WSHRMA's chapter #0229



West Sound Human Resource Management Association

West Sound Happenings

March Luncheon

The Top 5 Uses of Linked in for HR

Presented By: Matt Younquist

With over 75 million members, the LinkedIn networking website can hardly be called a "best kept secret" anymore. LinkedIn offers such an incredible array of features and functionality, however, that it can be easy to overlook some of the more creative, unique, and powerful applications the site has to offer. In this session, we'll review a "Top 5" list of LinkedIn uses that every modern HR professional needs to know about—including advanced tips related to a mix of corporate and individual applications that spans recruiting, vendor sourcing, job hunting, career management, and professional development. If you think you already know everything there is to know about using LinkedIn effectively, you might be surprised!

Learning Outcomes:

- Step-by-step instruction on how to optimize one's LinkedIn Profile for best results
- Clarity around the purpose of "LinkedIn Groups" and the unique benefits they offer
- Review of the "Service Providers" tool and how it can be used to source quality vendors
- Explanation of the LinkedIn "Answers" section and how this enormous knowledge bank can be used, both actively and passively, to enhance the success of HR professionals
- Advice on how to use Boolean syntax in a creative way to locate highly specialized talent for recruiting purposes

Presenter Info:

Matthew B. Youngquist, President & Founder, Career Horizons

Mr. Youngquist is a recognized expert in the field of career coaching, job hunting, and professional employment counseling. After a decade-long tenure within the Career Development and Outplacement practice of Moore & Associates, a leading Northwest organizational consulting firm, he founded Career Horizons in 2004 to assist individuals in navigating successfully through today's challenging, largely uncharted employment waters. In his current role, he consults with clients at all levels on how to strategically manage their careers, explore their occupational options, and master the complex dynamics that are reshaping today's world of work. To date, he has assisted over 6,500 clients through the process of finding more meaningful employment, in addition to the audience he reaches through his blog and the "Conscious Career" column he authors for the Puget Sound Business Journal.

This program, The Top 5 Uses of Linked in for HR, has been approved for 1.25 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

Date: March 9th, 2011

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

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

Price: WSHRMA members \$25/ non-members \$35

To register email: wshrma@artanderson.com

Last Day to Register
March 6, 2011



Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please contact Marie LaMarche, SPHR, VP of Membership with any questions: 360.415.6950 or mlamarch@harrisonmedical.org.

Chapter # 0229



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.

SHRM FOUNDATION

The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management (SHRM). The Foundation is a legally separate organization, and is not funded by SHRM membership dues.

The Foundation is governed by a volunteer [Board of Directors](http://www.shrm.org/about/foundation/about/Pages/board.aspx) (<http://www.shrm.org/about/foundation/about/Pages/board.aspx>) from the HR profession, including academics, practitioners and representatives from SHRM.

The mission of the SHRM Foundation is to maximize the impact of the HR profession on organizational decision-making and performance by promoting innovation, education, research, and the use of research-based knowledge.

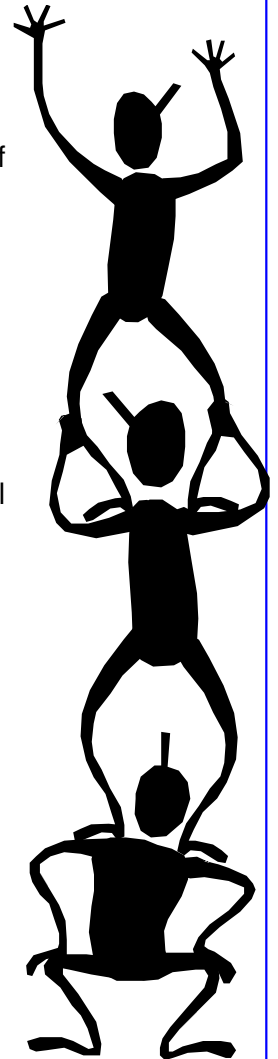
The SHRM Foundation's work includes:

Innovative academic research grants. The SHRM Foundation is a [leading funder](http://www.shrm.org/about/foundation/research/Pages/default.aspx) (<http://www.shrm.org/about/foundation/research/Pages/default.aspx>) of HR research. Over the past three years, the SHRM Foundation has awarded more than \$1.5 million in grants to fund rigorous, original academic research with practical implications for HR management practice.

Scholarships. The SHRM Foundation awards \$170,000 annually in [education and certification scholarships](http://www.shrm.org/about/foundation/scholarships/Pages/default.aspx) (<http://www.shrm.org/about/foundation/scholarships/Pages/default.aspx>) to professional and student SHRM members, and doctoral students.

Educational resources. The SHRM Foundation's [Effective Practice Guidelines](http://www.shrm.org/about/foundation/products/Pages/default.aspx) (<http://www.shrm.org/about/foundation/products/Pages/default.aspx>) series make research findings easily accessible to HR practitioners. The Foundation has also created a series of educational [DVDs](http://www.shrm.org/about/foundation/products/Pages/default.aspx#2) (<http://www.shrm.org/about/foundation/products/Pages/default.aspx#2>) for SHRM chapter programming, staff trainings, and executive education sessions.

In addition, the SHRM Foundation conducts an annual fundraising campaign to support our programming. We are grateful for the generous support we receive from SHRM chapters and state councils, individuals, corporations and others. Your financial support is vital to ensure that the SHRM Foundation can continue this important work. [Donate today!](http://www.shrm.org/about/foundation/contributions/Pages/default.aspx) (<http://www.shrm.org/about/foundation/contributions/Pages/default.aspx>)



April Luncheon

April 13, 2011

Legislative Update

Presented By: David H. Black

When: Wednesday, April 13th

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

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

Register By: April 10, 2011

Cost: WSHRMA Members \$25 / Non-members \$35

Presenter: David H. Black, Of Counsel, Jackson Lewis, LLP

JACKSON LEWIS, LLP is the preeminent national labor and employment law boutique representing management exclusively with more than 630 attorneys in over 45 offices nationwide. Mr. Black is currently Of Counsel out of the Seattle, Washington and Portland, Oregon offices of Jackson Lewis LLP.

For more than 16 years, Mr. Black has advised and represented Fortune 50 clients, insurance companies, public entities and others concerning complex labor and employment issues relating to all aspects of Title VII, ADA, ADEA, FMLA, FLSA, USERRA, WARN, NLRA/LMRA, and many other federal and state workplace law matters. Additionally, Mr. Black has extensive subject matter experience with arbitration and other workplace agreements, as well as non-compete/non-disclosure issues, drug testing & workplace privacy and wage and hour issues. Mr. Black has substantial appellate, trial, and administrative experience. In addition, Mr. Black provides preventive counseling and training to corporate counsel, executives and Human Resources professionals regarding HR practices, procedures and litigation avoidance.

Mr. Black is the Immediate Past Chair of the Washington State Bar Alternative Dispute Resolution Section, speaks frequently on various labor and employment law topics, and teaches an employment law course at Bellevue College.

Mr. Black was admitted to the Michigan bar from 1994-1999 and is currently a member of the Oregon and Washington State bars (both 1999 to present). He is admitted to practice before state courts in Oregon and Washington, the United States District Courts for the Western and Eastern Districts of Michigan, the Western and Eastern Districts of Washington, the District of Oregon, and the United States Court of Appeals for the Sixth and Ninth Circuits.

Mr. Black graduated as a Gulentz and Oregonian scholar from Georgetown University (B.S. International Economics and Finance, 1991), and from the University of Michigan Law School (J.D., 1994). Immediately prior to joining Jackson Lewis, LLP, Mr. Black was in solo practice, serving as General Counsel for his clients and as their principal trial attorney. Prior to solo practice, he practiced with the Portland, Oregon labor and employment department of Lane Powell.



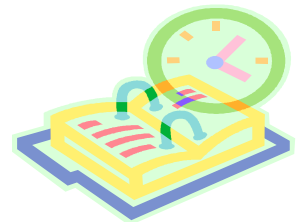
April Luncheon Sponsored By: CHAPMAN UNIVERSITY SYSTEM

Upcoming Events:

March 9th - The Top 5 Uses of Linked in for HR

April 13th - Legislative Update

May 11th - Annual Spring Conference



REMINDER: For all WSHRMA luncheons, "no shows" will be billed the cost of the event, without exception, unless the cancellation is received prior to the RSVP deadline. We know that life happens and sometimes members are not able to make it at the last minute. However, the Chapter is still responsible for the RSVP and is billed for the meal whether or not you are there.

Diversity Corner

SHRM Recently completed a poll that has some very interesting results. I have highlighted some of the points but encourage you to go to the SRHM website and look at the whole presentation.

SHRM Poll: Recruiting Veterans with Disabilities: Perceptions in the Workplace

In collaboration with and commissioned by ILR – Employment and Disability Institute, Cornell University.

Are employers aware of resources available to find qualified job applicants who are veterans with disabilities? More than 60% of organizations reported that they are unaware of the Tip of the Arrow Foundation, the Vet Success Program and the Wounded Warrior Program, which are resources available to employers to find qualified job applicants who are veterans with disabilities. SHRM recommends that all HR professionals seek information and use these resources to tap into the great talent pool of U.S. veterans.

How do organizations perceive on-the-job performance of veterans with disabilities? Nearly three-quarters of organizations agreed (responded “strongly agree” or “agree”) that, in general, veterans with disabilities perform on the job as well as any other employee. These results validate the high potential of the veteran pool of candidates.

Are veterans being hired and appreciated? 68% of organizations reported that they hired a veteran in the past 12 months; 67% of HR professions reported that their organizations included veterans in their diversity plans/policies.

Do companies have employee assistance programs (EAP) with expertise in veterans’ issues? 38% of HR professionals reported that their organizations had EAPs with expertise in veterans’ issues.

If you could make one recommendation to improve the hiring of veterans with disabilities, what would it be?

Educate employers on the benefits of hiring veterans with disabilities. Advertise success stories in national and local media (all types).

Make employers/veterans aware of existing resources.

Create a centralized resource where employers and veterans can post jobs, resumes, learn about disabilities and accommodations, etc.

Build a relationship between HR and Veterans Affairs.

Provide general education across communities on disabilities, veterans, etc. (for veterans, employees, senior management, HR professionals, public at large).

Encourage veterans to stay current by updating their skills, not rely on their disabilities to find work, be able to translate military experience into civilian skills.

Offer tax benefits and incentives.

Train veterans to use general career job sites



Cornell University



Response rate = 14%.

Sample comprised of 1,083 HR professionals randomly selected from SHRM’s membership.

Margin of error is +/- 3%.

Survey fielded November 3–November 30, 2010.

This poll was commissioned by the ILR – Employment and Disability Institute, Cornell University.

For more poll findings, visit: www.shrm.org/surveys

Legislative Update

HR on the Hill Day is approaching fast. HR on the Hill day is a one day event where HR professionals from all over Washington go to Olympia to learn about the legislative process, meet with the legislators and hear status reports on HR related legislation. If you are interested in attending it is on March 8th in Olympia. There is a limit on how many people can attend so if you are interested, please RSVP as soon as possible at the SHRM Washington State Council <http://washrm.ning.com/main/authorization/signIn?target=http%3A%2F%2Fwashrm.ning.com%2Fevents%2F2011-hr-day-on-the-hill>.

Did you know that Washington State has the highest minimum wage? Our state's current minimum wage is set at \$8.67 an hour while the federal minimum wage is \$7.25 an hour. Our legislators are currently reviewing **House Bill 1531**, which will change how the state calculates minimum wage. In the past, the state's minimum wage has been calculated by the rate of inflation. HB 1531 is proposing to calculate minimum wage by the consumer price index. If this bill passes it will be interesting to see if our state's minimum wage will increase or stay the same next year based on the new calculations.

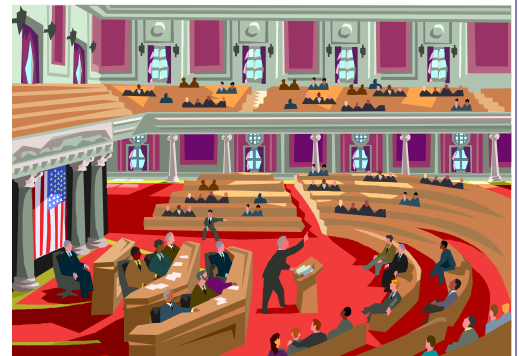
House Bill 1828 has been passed to the Rules Committee which will decide if the bill will be placed on the floor calendar for a second reading. HB 1828 is proposing to modify family leave provisions relating to enforcement of leave violations by the department of labor and industries and increasing the amount assessed for certain violations.

House Bill 1928 is a proposed act under judiciary review. It relates to addressing workplace bullying by making it an unfair practice subject to an abusive work environment. House Bill 1928 provides legal recourse for employees who have been harmed by being deliberately subjected to abusive work environments. It also provides legal incentives for employers to prevent and respond to mistreatment of employees at work.

Senate Bill 5308 has also been passed to the Rules Committee which will decide if the bill will be place on the floor for a second reading. SB 5308 requires the director of the department of licensing to develop a process to evaluate military training and experience that may be applied toward meeting the training and educational requirements for certain professions.

For more information on these bills or to see a complete list of bills our legislators are working on, click <http://washrm.ning.com/main/authorization/signIn?target=http%3A%2F%2Fwashrm.ning.com%2Fpage%2Fwashington-1>.

Other news for our state, on January 28, 2011, a decision was made to increase Washington States workers compensation premium rate by 12 percent. The new rate of 6.5 cents per hour went into effect January 1st without final ruling but is now official. However, the employer's actual rates depend on their claims histories and the cost of claims in their industries.



SHRM Certification News

Are you looking to get your SHRM Certification? More than 180,000 Human Resource Professionals have earned HR certification; 3,825 in Washington State alone. By becoming HR certified you demonstrate your professional acuity with current principles and practices of HR management, become more marketable, and raise your professional confidence. Testing centers fill up quickly so apply and schedule your exam early. The Spring PHR/SPHR testing dates are May 1st through June 30th. Applications for the Spring testing are accepted now through March 11, 2011. SHRM Member Prices are \$250 for PHR and \$375 for SPHR. This price includes a non-refundable \$75 application fee. If take the exam to change your level from PHR to SPHR the price is \$125. Additional information is available on the Human Resource Certification Institute website: <http://www.hrci.org/> including On-line assessment exams at <http://www.hrci.org/assessmentexam/>.

Recertification Tip-Helpful Hints for Earning Credit

Did you know that you can earn recertification credit for e-learning or online courses?

The HR Certification Institute will award recertification credit on an hour-for-hour basis for HR –related e-learning courses **with no credit hour cap**. This means that you can earn all of your 60 recertification credit hours needed in this category.

Due to the interactive nature of online and e-learning courses, we recognize the effort that our certified HR professional contribute to completing these courses.

To learn more about how you may be earning your recertification credits, download our [“Tips for Earning Credit Hours”](http://www.hrci.org/ResourceLibrary.aspx?fid=6442450943) (<http://www.hrci.org/ResourceLibrary.aspx?fid=6442450943>) flier and visit our [Recert Connection](http://www.hrci.org/Blog.aspx?blogid=118) (<http://www.hrci.org/Blog.aspx?blogid=118>) blog for more recertification tips.

You can also search for activities that fit your schedule and needs by visiting our [Searchable Directory of Approved Activities](https://secure05.hrci.org/dzapps/dbzap.bin/apps/assess/webmembers/tool?pFile=home&pToolCode=TAB9&pMasterRecordID=HRCI-MR-TAB9-551&pCategory1=TAB9_SDAE&pCategory2=&webid=HRCICERTSQL) (https://secure05.hrci.org/dzapps/dbzap.bin/apps/assess/webmembers/tool?pFile=home&pToolCode=TAB9&pMasterRecordID=HRCI-MR-TAB9-551&pCategory1=TAB9_SDAE&pCategory2=&webid=HRCICERTSQL).

Sincerely,

HR Certification Institute

Washington State Council

2011 Employment Law & Legislative Conference

March 23, 2011

Come joining the SHRM Washington State Council and the international law firm of Dorsey & Whitney LLP for the 13th Annual Employment Law and Legislative Conference designed to provide you with the knowledge you need to stay current on the latest legislative issues pending at the state and federal levels, as well as practical information on regulator issues and employee relations techniques crucial to professionals facing human resources challenges.

To Register : http://www.dorsey.com/shrm_2011/



West Sound Human Resource
 Management Association
 PO Box 1285
 Bremerton, WA 98337
 Your Address Line 4

WSHRMA's Chapter #: 0229

This Newsletter is sponsored by: **Kitsap Sun**



2011 WSHRMA Board of Directors

President
 Julie Tappero
 253.853.3633
julie@westsoundworkforce.com

Past President/Foundation
 Susan Chesbrough, PHR
 360.475.3709
sechesbrough@pchsweb.org

President Elect
 Marilyn Hoppen, SPHR
 360.876.7892
mhoppen@kitsapbank.com

VP Membership
 Marie LaMarche, SPHR
 360.415.6950
mlamarch@harrisonmedical.org

VP Programs (Co-Chair)
 Stacey Scalf
 360.437.8343
sscalf@portludlowassociates.com

VP Programs (Co-Chair)
 Rachael Taylor
 360-792-3336
rtaylor@kitsapsun.com

Secretary
 Cat Sergeson, SPHR
 360.315.8287
cat.sergeson@navy.mil

Treasurer
 Deanne Hull, PHR
 360.479.5600
dhull@artanderson.com

Certification Chair
 Michele Roberts, SPHR
 360.315.8278
michele.roberts@navy.mil

Publications Director
 Susannah Couch, PHR
 208-522-3647
WSHRMA@gmail.com

Legislative Director
 Danielle MacLean, PHR
 360.662.2067
dmaclean@kitspcu.org

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

Workforce Readiness
 Rita Birang, SPHR
 360.396.1879
rita.birang@navy.mil

SHRM Foundation
 Joy Page, SPHR
 360.464.2119
joy.page@boxlight.com