



**Save The  
Date**

**Mark this date on  
your Calendar!**

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

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

**December 2009**  
**Holiday Luncheon**

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

October 2009

### WSHRMA's Annual Fall Conference

## **“Turbulent Times Calls for Talented Human Capital Strategists”**

Presented by: Danielle K. Stephenson, PHR, CIR, CDR

As HR professionals, we can no longer get by with simply managing old school process and practices. Whether we think we are ready or not, the time has come for us to evolve and take our rightful seats at the strategic table inside our organizations. Leveraging the importance of shared ownership and accountability of all employees allows them to feel fully engaged and resourced to effectively execute business goals within the context of ‘do more with less.’

“Turbulent Times Call for Talented Human Capital Strategists” will be an introduction workshop to HR Professionals on how to apply business process optimization; concepts taught in the best selling books “Crucial Conversations”, “First, Break All the Rule’s and “Make to Stick” with their organizations.

This workshop uses humor and high levels of engagement to make developing a continuous improvement model in the human capital arena to bring about the organizations sustainability during these tough economic times, actually fun!!

#### **About the Presenter:**

Having held positions as a Human Capital Strategist, Staffing Consultant and Diversity & Recruiting Project Manager in many of the country’s most prestigious organizations, Danielle Stephenson currently holds the position of Talent Capitalist with Dex Media, Vice President of Community Involvement for the Seattle Chapter of SHRM, Executive Board Puget Sound Diversity Task, and a 3-year appointment to the Washington State Governor’s Affirmative Action Policy Committee.

A life long learner, Danielle has received her SHRM PHR designation and certifications in various HR and business training programs including AIRS-Internet and Diversity Recruiting, Franklin Covey - Project Management & 7-Habits of Highly Effective People, Miller-Heiman *Strategic Selling*. Danielle has an undergraduate degree in Journalism and recently completed graduate course work in Strategic HR Management at the Massachusetts Institute of Technology, Sloan School of Business.

**Last Day to Register  
November 9, 2009**

**Date: November 18, 2009**

**Time: 8:00 a.m. to 12:00 p.m.**

**Place: The Kitsap Conference Center at  
Bremerton Harborside  
100 Washington Avenue, Bremerton**

**Price: \$65 members/\$80 non-members  
\$50 Students**

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



## 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.

# WSHRMA's Board Positions For 2010

Don't miss this opportunity for professional and personal growth through leadership on the WSHRMA Board. Join us in organizing and planning your chapter's business and events.

If you are interested in any of the following positions please email [wshrma@artanderson.com](mailto:wshrma@artanderson.com) with the following information: Your name, contact information, and the position you are interested in fulfilling.

### Positions to be filled:

President Elect	Certification Chair
Diversity Director	Foundation Director
Legislative Representative	Publications Director
School to Work Director	VP of Membership
VP of Programs and Services	

Please visit our website [www.wshrma.org](http://www.wshrma.org) to view these position descriptions.

# 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](mailto: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**



## West Sound Human Resource Management

December 15, 2009

### Holiday Luncheon

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

**When:** Wednesday, December 9th

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

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

**Cost:** Free to Members/ \$35 non-members

**Registration Deadline:** December 6, 2008

**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.

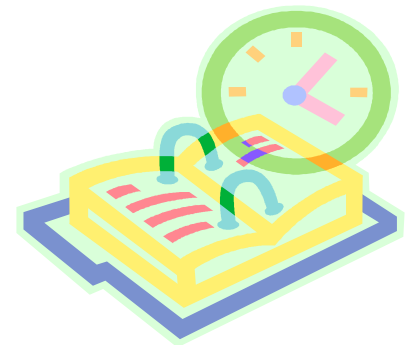
Today, Richard enjoys taking Willow for long walks in the park, and he is working on his second book, the story of a woman he met on his journey through homelessness.

#### 2009 Upcoming Events:

**October** - No Luncheon

**November 18th** - 1/2 Day Conference

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



## Congratulations to Julie Tappero

Founder and President of West Sound Workforce, Julie Tappero, is one of five finalists in this year's prestigious Nellie Cashman award competition!

The Nellie Cashman award recognizes and honors women business owners who have made outstanding contributions to the status of women in business through leadership, community involvement and professional success.

Through Julie's determination and perseverance, West Sound Workforce has focused on providing jobs for the community, and for the past 11 years she has successfully been putting the peninsula to work.

Julie's ardent commitment to building strong communities through economic and workforce development has contributed to the great success of West Sound Workforce.

The award event is October 8th, 2009, at the Fairmont Olympic Hotel. We would love to see you there. To read more about the finalists and for more information on reservations, cost and directions for the gala, go to [womenbusinessowners.org](http://womenbusinessowners.org)



## District 32 Toastmasters Fall Conference October 2nd & 3rd, 2009

**Kitsap Conference Center at  
Bremerton Harborside**

100 Washington Ave. Bremerton, WA 98337

[kitsapconferencecenter.com](http://kitsapconferencecenter.com)

E-mail: [conference@district32toastmasters.org](mailto:conference@district32toastmasters.org)

### **Introducing Keynote Speaker 2001 World Champion of Public Speaking Darren LaCroix**

#### **Registration**

Register online at [www.District32Toastmasters.org](http://www.District32Toastmasters.org)

**Friday, October 2<sup>nd</sup>  
Comedy Night Showcase  
6:30 p.m. to 9:00 p.m.  
Friday Night Showcase \$18  
Includes hors d'oeuvre**

Darren LaCroix's "Laugh 2 Impact" will leave you in stitches. Opening acts will be performed by local toastmasters. This event held at and sponsored by Kitsap Credit Union located across from the Kitsap Conference Center.

**Saturday, October 3<sup>rd</sup>  
Fall Conference, Keynote and Speech Contests  
8:30 a.m. to 5:00 p.m.  
Sat. Conference \$80  
Contests Only \$10**

#### **Keynote Speech "Own Your Message"**

After 10 years of studying World Champions, Darren discovered what separates the winner from the person who comes in second. The winners had 3 points in common. Want to know what they are? Come to the conference and hear it directly from Darren! Visit Darren LaCroix at [www.humor411.com](http://www.humor411.com)

## Legislative Update

I feel like I've spent hours listening to various members of Congress and the Administration explain the nuances of the many health care bills to me. And in the words of Mark Twain I feel like, "The more you explain it, the more I don't understand it."

The latest proposal is referred to as the Baucus bill or "America's Healthy Future Act of 2009", which has been introduced by Senator Max Baucus, chairman of the Senate Finance Committee. It has no Republican support, but many believe that it will form the core of whatever health care reform law may be enacted this year.

This new bill (223 pages) does not include the controversial "public option" and is the least expensive among the many bills now being considered. The proposal does require individuals to buy health insurance coverage, but there is no mandate that employers provide coverage for their employees. However, employers that don't offer coverage will be required to pay a fee to the government to offset the cost of any tax credits received by their employees. The fee is capped at \$400 per full-time employee. A full-time employee is defined as an employee who works more than 30 hours a week. To avoid the fee, employers must provide benefits that satisfy certain minimum requirements. The coverage also must be affordable, which the proposal defines as costing less than 13% of an employee's income.

Other aspects of the proposal you might be interested in knowing about include a requirement that employers disclose the value of health benefits on employee's W-2s. There would also be a cap limit of \$2,000 on Flexible Spending Accounts. Another change to FSA's would be that over the counter medicines would no longer be eligible for reimbursement.

Our local unemployment rate is still above 7%, and we are all aware of the difficulties in our job market. A result is that unemployment insurance costs are likely to rise. So, here's another quote for you to ponder, this time from Woody Guthrie, "Yes, as through this world I've wandered, I've seen lots of funny men. Some will rob you with a six-gun, And some with a fountain pen."

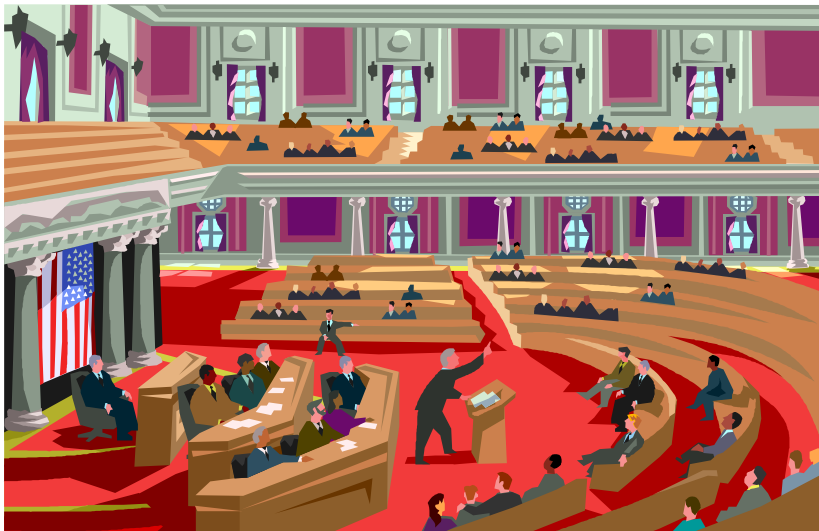
A new state law took effect on Labor Day that makes more unemployed workers eligible for the Training Benefits Program. Previously, the program was available only for dislocated workers who were deemed unlikely to find work in their past occupation. The new law opens the program to unemployed workers who are disabled, low-income, members of the Washington National Guard, or recently discharged for the military. The workers also must meet the usual eligibility requirements for unemployment insurance.

Earlier this month, Representative Jim McDermott from Washington State introduced a bill in the U.S. House of Representatives that would provide for an extension of unemployment benefits of up to 13 weeks for individuals who exhaust their existing emergency benefits and live in states with total unemployment rates of 8.5% or higher. This would include Washington State. This is a revision from a previous bill he introduced. This new version would transfer the costs of the extension to employers and federal unemployment tax funds.

The American Recovery and Reinvestment Act of 2009 includes provisions that among other things will increase unemployment benefit payments and provide incentives for states to expand the number of individuals eligible for UI benefits. It adds \$25 to weekly UI benefit payments through the end of June 2010.

Are you feeling a bit discouraged? Don't be. There is something you can do. Write letters! As Joan Baez said, "Action is the antidote to despair." SHRM makes it easy for us to take action. Go to the SHRM website, log in with your account information and go to the Government page. There are letter templates already prepared on major topics of the day, which you can alter to fit your own opinion. Even better, your local, state and federal legislators' names and email addresses will already be there for you! Our chapter has sent over 90 letters this year, but none for July or August. Let's do our part to make a difference.

Final words from Mark Twain, "Patriotism is supporting your country all the time, and your government when it deserves it."





West Sound Human Resource  
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Check out our  
website at  
[www.wshrma.org](http://www.wshrma.org)

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