



**Mark this date on  
your Calendar!**

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

**November 9, 2011**  
**WSHRMA's 1/2 Day  
Conference**

**December 14, 2011**  
**Holiday Luncheon**

Please continue to check our website  
at [www.wshrma.org](http://www.wshrma.org)  
for updated information on the  
above event.

**Reminder:** For all WSHRMA meet-  
ings, "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**

## **WSHRMA's 1/2 Day Fall Conference**

### **STRATEGY: IT IS AS MUCH ABOUT THE QUESTION AS THE ANSWERS**

**Presented by: Jim Kindred, SPHR, CCP, GRP  
And Malcolm K. Case**

**From  
JM2 HR Consulting, LLC**

#### **Topic Outline:**

- General Strategy - Discussion of Strategy, objectives, mission, and tactics.
- Business Strategies - Applies Human Resources strategic thinking to Porter's work regarding strategic business models.
- Human Resources as the Strategic Business Partner (Model) - Asking the major Human Resources strategic questions within the context of the business objectives, philosophies, internal capabilities, and external environment.
- Environment - Developing understanding of the external world and its impact upon the business and the strategic importance of Human Resources.
- Asking the questions—Understanding your organization, understanding your competitors, developing understanding of the organizations current Human Resources strategy and practices and asking if they are truly being driven by strategic decisions or is the organization simply reacting.

Come and enjoy breakfast, learning and social networking with fellow  
Human Resources Personnel.

**This program is pending approval for 3 Strategic Recertification  
credits from the HRCl.**

Presenters information continued on page 2.

**Date: November 9th, 2011**

**Time: 8:30 a.m. to 12:00 p.m.**

Registration begins @ 7:45 a.m.

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

**Price:** WSHRMA members \$60  
non-members \$75

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

**Last Day to Register  
November 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](mailto:mlamarch@harrisonmedical.org).

**Chapter # 0229**



## 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 1/2 Day Fall Conference Continued...

### ***STRATEGY: IT IS AS MUCH ABOUT THE QUESTIONS AS THE ANSWERS***

**Presented by Jim Kindred, SPHR, CCP, GRP  
and Malcolm K. Case  
From  
JM2 HR Consulting, LLC**

**Jim Kindred** has 30 years experience in corporate America at the corporate, group, division, and plant levels. He is a principal at JM2 HR Consulting, LLC.

After spending 10 years with Kaiser Aluminum & Chemical Corporation Jim joined the Boeing Company. At Boeing he held several key Human Resources Executive positions including Corporate Director of Employee Compensation for multiple corporate groups as well as all international employee compensation. He was responsible for development, administration, and customer satisfaction of compensation practices, performance management, salary assessments, salary review processes, job classification and structures.

Jim holds a M.A. in Organizational Systems from Pacific Lutheran University at Tacoma, Washington and a BS degree in Safety Management from Indiana State University.

**Malcolm Case** is a Principle with JM2 HR Consulting, LLC. He has over 30 years of Professional Human Resources experience, including expertise in Compensation, Labor Relations, Workforce Planning and Analysis, Employee Relations/Discipline, and other related HR functions. He has developed and implemented several HR processes, including Performance Management, Skills Assessment, Redeployment/Reduction Force (RIF), and other processes that support the acquisition, retention, and redeployment of the workforce. He is a strong advocate of overall HR process integration to maintain continuity, consistency, and optimize business execution.

He is certified in Malcolm Baldrige World Class Competitive principals and has applied these principals through review and evaluation of major subcontractors to Boeing.





## Certification Scholarship to WSHRMA Members

The WSHRMA will award a \$200 Certification Scholarship to a WSHRMA member annually. Individual recipients will be selected on the strength of their work experience and their commitment to a career in human resources. Scholarship funds may be used to purchase test preparation materials, attend a certification preparation seminar, and/or pay the exam fee. In addition, individuals who have previously taken certification exam during the 2011 calendar year are eligible to apply for reimbursement of exam related expenses.

Application deadline: November 1, 2011

2012 applications will be available on September 1, 2012.

### Who is Eligible

WSHRMA Chapter members with a valid SHRM ID number are eligible to apply for the Certification Scholarship.

WSHRMA Board members or immediate family members of the Board are not eligible to apply for the Certification Scholarship.

### Selection Criteria

The selection committee will evaluate scholarship applicants and select the scholarship winner based on the following criteria:

- Completed application
- Half-page statement of HR interest, to include commitment to the HR profession and future career plans
- Resume
- Letter of reference from supervisor, co-worker, advisor
- Receipts for reimbursement (if applicable)

### Timeline

Notification of results will be announced at the WSHRMA December luncheon.

*WSHRMA does not discriminate against individuals on the base of race, color, gender, sexual orientation, marital status, religion, disability, age, veteran status, ancestry, national origin, or citizenship in the administration of its scholarship program.*

PO Box 1285, Bremerton, WA 98337 / [www.WSHRMA.org](http://www.WSHRMA.org)

If you are interested in applying for this scholarship please see our website [www.wshrma.org](http://www.wshrma.org) for an application.

**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.



## Transitioning Members

### What is a transitioning membership?

The Society for Human Resource Management (SHRM) provides active members who are unemployed at the time of the membership renewal a one-time opportunity to extend their membership for up to one year—at no cost! SHRM believes this continued affiliation to our loyal members will help transitioning members stay current on the issues impacting the HR profession and provide them with the needed resources to assist them in their job search.

### Who qualifies for transitioning membership?

Any active SHRM member who is unemployed at the time of his or her membership expiration date or becomes unemployed up to 90 days after the membership lapses. Additionally, the member must be unemployed at the time he or she applies for a transitioning membership. No refunds will be given for renewals already paid and processed. Student members do not qualify for transitioning membership status.

Before activating a transitioning membership, the requestor must communicate his or her unemployment status to SHRM via e-mail, fax or mail.

### What benefits are included with a transitioning membership?

SHRM members in transitioning membership status will continue to receive all SHRM free and discounted member benefits for up to one year, and will be able to access them with the same 8-digit membership identification number and password. The only benefits not included are voting privileges and the ability to hold office on a SHRM panel or board.

#### Benefits include:

- Listing in the SHRM online membership directory
- Print subscription to *HR Magazine*<sup>®</sup> (U.S. only)
- Online publications, including *HR Magazine*<sup>®</sup>, *HR News*, *SHRM*<sup>®</sup> *Legal Report* and *Workplace Visions*<sup>®</sup>
- Online research, articles and white papers
- Access to SHRM's toolkits and samples database
- E-mail bulletins including HR Week, product and service announcements from SHRM, and more
- SHRM member mailings (U.S. only)
- Discounts on SHRM professional development opportunities
- Discounts on SHRMStore purchases

For a comprehensive list of member benefits, visit [www.shrm.org/memberkit](http://www.shrm.org/memberkit)

### What happens when I find a new job?

Members in transitioning membership status may reinstate their professional membership at any time during their transitioning membership period by paying the annual renewal fee of \$180 (or \$95 for Internet-only members residing outside the United States).

Renew on the [Transitioning Renewal Page](#) or contact the SHRM Member Care Center at (800) 283-7476, option 3 (U.S. only) or (703) 548-3440, option 3 (Int'l.), TTY/TDD (703) 548-6999 (Monday - Friday, 8:30 a.m. - 8:00 p.m. EST).

### Important notice about SHRM transitioning membership:

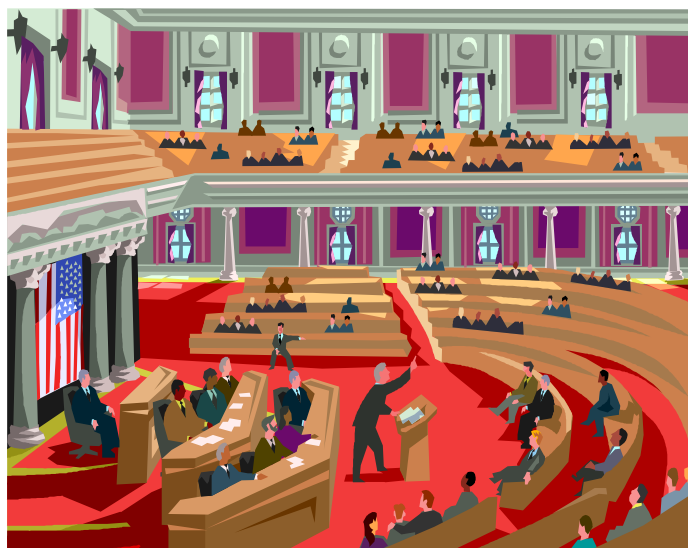
Transitioning membership is available to members ONE TIME ONLY and will not begin until the SHRM Member Care Center receives and process the application form. Members will be notified when the membership has been approved and reactivated. Application for transitioning membership must be requested and approved before renewal is paid. No refunds will be given if a membership is renewed and then an individual loses their job. Benefits of transitioning membership are subject to change or cancellation without notice.

For more information go to <http://www.shrm.org/about/membership/transitioning/Pages/default.aspx>.

## Legislative Update

Several large employers (Kohl's Department Stores, Ford Motor Co., the Scooter Store) have been charged by the Equal Employment Opportunity Commission (EEOC) for violating the Americans with Disabilities Act (ADA). All of the charges against these companies are focused on when and how employers must provide reasonable accommodation. Due to the Americans with Disability Act Amendments Act (ADAAA), employers are suppose to focus less on the definition of a disability but rather whether employers are meeting their responsibility to refrain from disability discrimination to provide reasonable accommodations. With the recent charges to these large companies, it appears that the EEOC is taking an active stance to prevent disability discrimination. HR professionals and employers need to make sure to follow the new guidelines of the ADAAA or they could possibly be charged by the EEOC. For more information regarding these charges, please click <http://www.shrm.org/Pages/login.aspx?ReturnUrl=%2fLegalIssues%2fEmploymentLawAreas%2fPages%2fFocusingonEmployersReasonableAccommodationObligation.aspx>.

Does your company have a policy for Social Media? If so, you may want to review your policy to see if the NLRB would approve. Due to a recent case where the NLRB ruled that an organization violated the law by firing five employees for messages posted on Facebook, companies are taking a second look at their social media policies. The following SHRM article, <http://www.shrm.org/Pages/login.aspx?ReturnUrl=%2fLegalIssues%2fEmploymentLawAreas%2fPages%2fFocusingonEmployersReasonableAccommodationObligation.aspx> , has some great tips on Social Media Policies as far as what language would work and what would not work.



## Enhance Your Professional Skills Volunteer for the 2012 WSHRMA Board

Volunteering for the WSHRMA Board is a great way to showcase your talents, network and most of all play an important role in the success of this chapter.

If you would like to join the Board for 2012 please send an email no later than Monday, October 10<sup>th</sup> to Marilyn Hoppen at [mhoppen@kitsapbank.com](mailto:mhoppen@kitsapbank.com) with the following information: name, phone number, email address and the position or positions that you are interested in filling. The positions that are currently available for 2012 are:

Diversity Director  
Legislative Director  
Certification Director  
Membership Director  
Foundation Director

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## VETERANS JOB FAIR

WorkSource Kitsap will be hosting this year's Annual Veterans Job Fair on November 10<sup>th</sup>. Free to both employers and job seekers, the event has outgrown the WorkSource building and will be held in the main ballroom of the Kitsap Conference Center in Bremerton. Although targeted to our local veterans, the event is open to the public and runs from 9am to 2pm. Booth space is still available for companies with job openings that match the qualifications of the targeted job seeking veterans. Last year's Job Fair was very successful, resulting in one in every four attendees being offered a position with an employer that they connected with at the event. It is difficult to accurately predict, but it is expected that over 700 job seekers will attend this year's Job Fair. Businesses interested in attending or in gathering further information may contact Peggy Barnett at [360.337.4734](tel:360.337.4734) or [pbarnett@esd.wa.gov](mailto:pbarnett@esd.wa.gov).





West Sound Human Resource  
 Management Association  
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 Your Address Line 4

WSHRMA's Chapter #: 0229

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



## 2011 WSHRMA Board of Directors

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