



WSHRMA

West Sound
Human
Resource
Management
Association

West Sound Human Resource Management Association

West Sound Happenings

April 2006

*Save The
Date*

Spring Conference

REGISTER NOW!!

May 8, 2006

**Pump Up your
Leadership Skills!**

**Morning Sessions:
Strengthen your
Relationships**

**Afternoon Sessions:
Strengthen your Teams
and Strengthen your
Business Writing.**

**Time:
8:00 a.m. to 4:00 p.m.**



DETAILS INSIDE

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

WSHRMA MONTHLY LUNCHEON

THE FMLA QUAGMIRE: NEGOTIATING THROUGH THE LEAVE LAWS

PRESENTED BY:

TRENA BURTON, WEA STAFF ATTORNEY

SILVERDALE BEACH HOTEL

APRIL 12, 2006

SPONSORED BY:

KPS
health plans

The overlap of Family Medical Leave and other "leave laws" can create complications for employers. The presenter will guide attendees through the messy quagmire of The Family Medical Leave Act and the other intersecting "leave laws". Leaves covered by the following laws will be addressed: FMLA, ADA, Military Leave, Parental Leave, Pregnancy, and Family Care.

Presented by Ms. Burton, a Washington Employer Association's staff attorneys. She has successfully represented management in a variety of employment cases, including assessing employment related disputes, employment counseling and litigation prevention strategies. Ms. Burton has experience handling intellectual property issues, including preparation and negotiation of high tech licensing agreements. She received her law degree from Seattle University School of Law and her BA from the University of Virginia.

RSVP by April 7, 2006

Date: April 12, 2006
Time: 11:45 a.m. to 1:30 p.m.
Price: \$20.00 Member*
\$30.00 Non-Member*
RSVP: wshrma@artanderson.com
360-479-5600 x2265

SILVERDALE BEACH HOTEL

3073 NW Bucklin Hill Road

Silverdale, WA 98383

360-337-8800

*Add \$10 with no reservation. Cancellations must be received at least 2 days prior to receive refund.



HR

**LEADING PEOPLE
LEADING ORGANIZATIONS**

Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please give Linda Corpe, VP of Membership a call with any questions: 360-373-2686 or e-mail to lcorpe@amiinter.com

AFFILIATE OF



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, please contact Debbie Laudenslager at 360-415-6533 or e-mail to dlaudenslager@kpshealthplan.com

IN THE NEWS - SHRM.ORG



“HRCI Recertification: Is It Time to Renew?”

Once certified as a Professional of Human Resources (PHR) or a Senior Professional of Human Resources (SPHR), you must recertify every 3 years (from date of original certification or last recertification).

- Sixty (60) hours of learning credit is required during those 3 years
 - Credit earned on hour-for-hour basis (one hour learning =one hour recertification credit)
 - If you don't submit recertification form on time, the only option is to retake the exam
 - No supporting documentation should be submitted to HRCI, but should be maintained for your records in case you are audited
 - Recertification requirements have changed; so make sure to review at www.hrci.org
- Recertification credits can be earned online at <http://www.hrci.org/recertification/credits.html>.

Credit is awarded for HR-related activities in these categories:

- Continuing Education: Credit awarded hour for hour. (Chapter professional development can be precertified for HRCI recertification credit)
- Instruction: 1 hour taught = 1.5 credit hours awarded. (Includes courses such as workplace violence prevention, sexual harassment prevention, etc.)
- On-the-Job Experience: Credit awarded for first-time work activity if it broadens your knowledge of the field of HR.
- Research/Publishing: Research, write, or publish on HR
- Leadership: External leadership activities count, including being an SHRM volunteer leader
- Professional Membership: Be a member of a national HR-related professional association and earn credit hours. (SHRM, ASTD, World at Work, etc.)
- Answers to ALL your recertification questions can be found at www.hrci.org.
- A recertification form can be found at <http://www.hrci.org/Recertification/PDFAPP/>.
- \$100 processing fee.
- If you have changed jobs or addresses, notify HRCI (not just SHRM) at hrci@hrci.org.
HRCI sends recertification reminders via email, so they must have your current and correct email address



West Sound Human Resources
Management Association

Pump up Your Leadership Skills



2006 Spring Conference
Monday, May 8, 2006
Kitsap Conference Center
8:00 a.m. to 4:00 p.m.

8:00 am – 8:45 am – Registration and Continental Breakfast

8:45 am – 9:00 am – Opening Remarks

9:00 am—12 Noon—Strengthen your Relationships—Presented by Val Baldwin

- 9 Magic Connection Keys to Improve All Your Relationships
- Discover Your Personality Style and What Makes You Tick

12 noon to 1:00 p.m. - Lunch

1:00 pm – 4:00 pm – 2 Breakout Session Options

Session A—Strengthen your Teams

Presented By: Alice Rowe

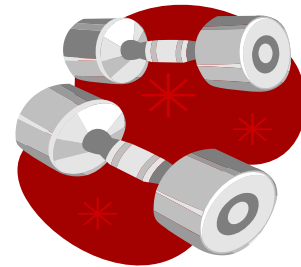
Session B—Strengthen your Business Writing

Presented By: Lynn Gaertner-Johnston

Cost: \$129 WSHRMA members

\$149 Member Colleagues

\$179 Non-members



Continental Breakfast and Lunch included.

RSVP: Mail registration form (download from www.wshrma.org) and send payment and form to:

Kitsap Sun, PO Box 259, Bremerton, WA 98337, Attention: HR.

For further information contact: Deanne Hull at 360-479-5600 or
Laura Holloway at 360-415-5806, or
Go to our website—www.wshrma.org/calendar

Deadline to register is April 28, 2006

WASHINGTON LEGISLATIVE UPDATE APRIL 2006



Health Care Assistance to Low Income Employees

The Senate has amended E2SHB 2572 to not only includes premium assistance to low income employees but also a B&O tax deduction for the costs of health care paid by small employers, rating changes to make health savings accounts less expensive, and the opportunity for insurers to create one health plan that does not contain all of the expensive legally mandated benefits. Some legislators don't want the bill to pass.

New Wage Payment Law Passes Senate

HB 3185 unanimously cleared the Senate last month. This bill was a joint product between L&I, businesses, and labor to provide L&I with sought-after administrative enforcement authority over wage payment requirements while providing employers with several new safe harbors and defenses to complicated wage and hour laws.

Unemployment Bill Passes Legislature

Over the weekend, the Legislature passed a compromise bill initiating some lasting reforms to the state's unemployment insurance system. Under the negotiated plan, seasonal workers (laborers who may only work for six months out of the year), will receive full unemployment benefits under "two-quarter averaging." Employers will only have to pay taxes under "four-quarter averaging," meaning they may pay fewer taxes because the payment would be based on the employee's average earnings over twelve months versus six months.

Bill to Allow Benefit Claims to Be Made Through Employer is Approved

HB 2537, another L&I request bill which will establish a pilot program in workers' compensation, allowing benefit claims to be made through the employer, as opposed to the current system, where claims are made through the physician. The bill was approved on a vote of 47-2.

Pay wages or pay a fine

Keep an eye out for SB5823 that may require an employer to pay wages within 24 hours upon separation of an employee or face a fine of \$100 per day plus any other legal remedies. It is presently being considered.

Am I at risk if I ask an applicant for their Social Security Number?

HB2438 prohibits employers from asking for or coercing applicants to provide their social security number in any form or on an employment application until after an employment offer is rendered. Any request for this information must be in writing and be given voluntarily by the candidate. An employer may not discriminate against a candidate for failure to provide this information and may report the employer to the Dept of Labor and Industries. First reading was January 9, 2006. Stay tuned...

HB 1311 which authorizes certain penalties for wage payment violations is being further investigated as of January 2006 by Commerce & Labor. More to come...

SCHOOL-TO-WORK



Volunteer Opportunities: Michelle Wainwright, of Discovery Alternative High School in South Kitsap, is looking for a volunteer to speak to her transition class about job hunting to include interviewing and resume preparation. If you are interested, please contact Michelle at wainwrig@skitsap.wednet.edu.

The "School-to-Work Committee is actively looking for additional committee members to help with the school to work initiatives. If you have an interest in helping on the committee, please contact Pam Townsend (hrchr@hollyridge.org) or Belinda Price (pricebe@dshs.wa.gov) and complete the School to Work Questionnaire available on our website on the home page at www.wshrma.org.



WASHINGTON D.C. INSIDER

APRIL 2006

This update on pension plan reform is continued from the March 2006 issue.

At Risk Designations

Both bills require defined benefit plans that fall below 60 percent funded status to make up the shortfall based on an “at-risk” liability funding target, which triggers significant accelerated contributions for the plans to reach the 100 percent level.

Limits on Accruals and Distributions

Both bills would put in place a number of accrual and distribution restrictions on defined benefit plans if the plans were less than fully funded. For defined benefit plans that were less than 80 percent funded, the plan would be prohibited from increasing benefits or providing lump sum distributions unless the plan would make the required contribution to fund the entire increase or payout. Defined benefit plans at less than 60 percent of full funded status would be “frozen” and prohibited from further accruals or distributions.

Plan Contribution Limits

Both bills would permit single-employer plans to make additional contributions past the 100 percent funded requirement up to a new higher maximum. The Senate bill would allow plan sponsors to contribute up to 180 percent of current plan liability; the House bill would limit the maximum contribution to a 150 percent of current plan liability. Multi-employer plans would be allowed to make additional contributions up to 130 percent of current plan liability.

Flat Rate Premium Increases

Both bills would increase the premiums that defined benefit plans pay to the PBGC for each plan participant. The Senate bill phases in an increase in premiums from \$19 to \$30 beginning on January 1, 2006. The House bill phases in an increase in the flat-rate premiums differently depending on its funded status. For plans less than 80 percent funded, the premium would increase from \$19 to \$30 over three years. For plans funded at more than 80 percent, the premium would increase from \$19 to \$30 over five years. The House bill would also index an increase in the flat rate premium annually. However, the enacted budget reconciliation, S.1932, Deficit Reduction Act, included an increase in the premium from \$19 to \$30 and it's unclear if pension conferees will make any changes to the increase.

Information for Defined Benefit Participants

Both bills would require defined benefit plans to notify plan participants and retirees of the actuarial value of assets and liabilities and the funded percentage of their plan within 90 days after the close of the plan year. The notice must also include the plan's funding policy and asset allocations based on percentage of overall plan assets.

Investment Advice for DC Plans – The Senate requires defined contribution plans to provide “investment education” to participants annually, the House bill does not. The Senate bill also allows employers to provide up to \$1,000 per year in retirement investment advice to employees without it being treated as taxable income.



West Sound Human Resource
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Bremerton, WA 98337



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Check out our
website at
www.wshrma.org

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