



West Sound Human Resource Management Association

West Sound Happenings

April 2008



What's New in the Employment Law Zoo

**Presented by: Susan Stahlfeld, P. C.
of Miller Nash LLP**

**Mark this date on
your Calendar!**

**May 14th
Full Day
Spring Conference
Project Leadership
(details inside)**

**June 11th Luncheon
Compensation Trends:
Using the right tools to
drive employee
performance
and retention
By Catherine Dovey,
CCP**

**August 13th, Breakfast
FMLA & WA FMLA
Update, Kellis Borek**

**October 8th, 1/2 day
Fall Conference
The Four Pillars of HR
Leadership,
Ben Lastimado**

Please continue to check
our website at
www.wshrma.org
for updated information

With the end of the 2008 Washington State Legislative Session and Federal statutes to comply with this presentation will provide you with the update you need to stay current on legal developments impacting employers in Washington State today.

This presentation will review recent employment law cases and the most critical new Federal and Washington State statues and regulations impacting employers, and strategies for complying with and implementing the new rules.

Presenter: Susan K. Stahlfeld is the leader of the Employment Law and Labor Relations Practice Group of Miller Nash LLP. Her practice emphasizes matters related to employment law, including discrimination, harassment, wrongful discharge, wage and hour claims, and employment torts litigation. Ms. Stahlfeld is a member of the Washington State Bar Association, the King County Bar Association, and the American Bar Association. She is the Washington representative of the Employment law Alliance, a national network of attorneys representing management in employment law disputes. Ms. Stahlfeld is also a member of the Employment Law Committee of the Washington Defense Trial Lawyers Association, and has authored briefs for the organization and *amici* before the Washington State Supreme Court. Ms. Stahlfeld earned her undergraduate degree, *summa cum laude*, from the University of Alabama and her law degree at the University of Virginia where she was a Dillard Fellow.

Date: April 9, 2008
Time: 11:45 a.m.—1:30 p.m.
Place: Silverdale Beach Hotel
3073 NW Bucklin Hill Road
Silverdale, WA 98383
Price: \$20.00 for Members
\$30.00 Non-Members

RSVP: wshrma@artanderson.com
360-479-5600 x2265

**RSVP by
April 7, 2008**



Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please contact Rachael Taylor, VP of Membership with any questions: 360-792-3336 or rtaylor@kitsapsun.com



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@kpshealthplans.com.

SHRM FORUMS

SHRM Newsletter Article #2 "How About Those New SHRM Forums?!"

Have you checked out the Forums on the SHRM website?? Go to www.shrm.org/forums. There, you will find a selection of forums to choose from.

The Forums are new resources at SHRM for information and networking. They provide news, research, interactive dialogue, member information sharing and specialized web casts for specific "niches" of HR. There are forums for:

- Compensation & Benefits
- Diversity
- Employment and Recruitment
- General HR
- Global HR
- Healthcare HR
- HR Consulting
- HR Measurements
- HR Technology
- HR in the Technology Industry
- Manufacturing HR
- HR in the Media Industry
- Non-Profit HR
- HR in Architecture, Engineering and Construction
- HR in the Public Sector
- Retail HR
- Training and Development
- Workplace Safety & Health
- HR in the Financial Industry



In any of these forums, you can find information specific to the area of HR. If you are a specialist or have a major accountability in one of these, you can come to this forum to get the most "up-to-date" information available on that topic. You can also sign up to receive a periodic e-newsletter.

Each Forum also has designated web casts for members who opt in. Although these web casts are free to members, you must sign up for them in advance. Most have been pre-approved for recertification credits for PHRs, SPHRs, and GPHRs. The web casts are then archived and are available for viewing and listening 24/7.

Members are also encouraged to "help build the forum" by contributing articles and web links that relate to the forum and would be of value to our members. Since quality and timeliness are of utmost importance to SHRM, there is a "peer review" process for articles submitted by members.

Since the inception of the new Forums, SHRM has had a tremendous response from members who enjoy a "one-stop" shopping approach to finding subject-related material. So, try it! And let us know how you like them and what you would like to see added to them. www.shrm.org/forums

West Sound Human Resource Management
2008 Spring Conference



Project Leadership
How to Manage the People Side of Projects

When: Wednesday, May 14th

Time: 8:15 a.m. to 4:00 p.m.

Where: The Inn at Gig Harbor
3211 56th St. NW
Gig Harbor, WA 98335
(253) 858-1111

Cost: \$135 members/\$165 non-members
(deduct \$25 from conference fee if you register by May 2nd)

Registration Deadline: May 9, 2009

Project leaders are often expected to achieve results while balancing limited dollars, time, and resources. People are a project's most valued resource, but they can also pose the biggest challenges.

This workshop will provide the tools and techniques for defining project goals, ensuring project commitment, and maintaining project focus.

Through practical application exercises, you will have the opportunity to learn and apply proven techniques for leading projects in a variety of work settings.

This workshop will help you: Define the critical role of project leadership in the project management process; Effectively develop and use a project charter to ensure focus and commitment; Identify project stakeholders and manage stakeholder expectations; Apply tools and techniques for developing and leading a project team; and Handle difficult situations that could throw your project off track.

To Register: Download registration form from www.wshrma.org and send to: Deanne Hull, c/o Art Anderson, 202 Pacific Avenue, Bremerton, WA 98337 or register via e-mail to: wshrma@artanderson.com.

For more information visit our website at www.wshrma.org. Thank you to our sponsors:



2008 Upcoming Events:

June 11— Catherine Dovey, CCP, SPHR, Compensation Trends

July —No Meeting

August 13: Breakfast meeting—Kellis Borek, FMLA and WA FMLA Update

September—No Meeting

October 9th—Fall 1/2 Day Conference—Ben Lastimado, The Four Pillars of HR Leadership

November 12th—Topic TBD

December 10th—Holiday Luncheon with Eugenie Jones



About the SPRH/PHR Certification

This information shared with you from the HRCI Official website located at www.hrci.org

HRCI Professional Certification

The Human Resource Certification Institute (HRCI) is the leading independent, internationally recognized certifying body for the HR profession. HRCI certifications require professionals to demonstrate their expertise in the core principles of HR practice and the application of those principles. HRCI's three core certifications meet the needs of nearly every HR professional.

Certification is a voluntary action by a professional group to establish a system to grant recognition to professionals who have met a stated level of training and work experience. Certified individuals are usually issued a certificate attesting that they have met the standards of the credentialing organization and are entitled to make the public aware of their credentialed status, usually through the use of initials (i.e., PHR or SPHR) after their names.

Certifications differ from certificate programs because certifications include an experience component. Certificate programs, on the other hand, award certificates once a course of study has been completed and do not require previous work experience.

- HRCI offers four certifications for HR professionals:
- PHR® (Professional in Human Resources)
- SPHR® (Senior Professional in Human Resources)
- GPHRTM (Global Professional in Human Resources)
 - PHR-CA and SPHR-CA (PHR with state certification in California and SPHR with state certification in California)

Recertification

When you became certified—whether it was last month, last year or three or more years ago—you demonstrated not only your support of the HR profession, but your personal commitment to excellence in the field.

Recertification demonstrates your continued dedication to stay up to date with the rapidly changing HR profession. To retain the PHR, SPHR or GPHR designations, HRCI requires all certificants to recertify every three years either by accumulating 60 educational hours through continuing education, instruction, on-the-job experience, research and publishing, leadership activities, or membership in a national or international professional organization such as the Society for Human Resource Management (SHRM), or by retaking the examination (“recertification by examination”). This section of the website discusses how to recertify by accumulating continuing education hours. For more information about how to recertify by retaking the exam, please refer to the most recent version of the GPHR or PHR and SPHR Certification [Handbook](#). The cost to recertify by documenting 60 credit hours of continuing education is \$100. The cost to recertify by retaking the exam is the same as for candidates attempting to certify. To download a PDF version of the recertification application form, please [click here for Recertification Application Form](#).

HRCI PHR/SPHR Exam Information

- Please contact www.HRCI.org for exam application details or to register for the exam -

2008 Exam Schedule

EXAM	Testing Window Duration	1st Testing Window	2nd Testing Window
PHR/SPHR	8 weeks	May 1—June 30, 2008	Dec. 1, 2008—Jan. 31, 2009

HRCI Certification Exam Requirements: The PHR and SPHR are generalist exams and assess knowledge of the entire domestic HR field. If you have never been an HR generalist or do not plan to become one, please evaluate whether these exams are right for you. Certification is intended for professionals who have at least two years of exempt-level (professional) HR work experience. To be eligible to take either exam, candidates must demonstrate that:

- At least 51 percent of their daily activities are within the human resource function;
- Those activities are at the exempt (professional) level (described below).

The exams reflect current HR practices. Although the two years of exempt-level (professional) HR work experience need not be current or sequential, more recent experience is more likely to coincide with the exam's content.

Choosing the Appropriate Exam - PHR or SPHR?

You should choose the exam that best represents your mastery of the HR body of knowledge. <http://www.shrm.org/learning/> HRCI has found that appropriate exempt-level HR work experience and educational background contribute significantly to success on the exams.

PHR:

Required exempt-level (professional) HR experience: 2 years

Recommended exempt-level (professional) HR experience: 2-4 years

The ideal PHR candidate:

Focuses on program implementation.

Has tactical/logistical orientation.

Has accountability to another HR professional within the organization.

SPHR:

Required exempt-level (professional) HR experience: 2 years

Recommended exempt-level (professional) HR experience: 6-8 years

The ideal SPHR Candidate:

Designs and plans rather than implements.

Focuses on the “big picture.”

Has ultimate accountability in the HR department.

Has six to eight years of progressive HR experience.

Has breadth and depth of HR generalist knowledge.

Understands the business, not just the HR function.

Success depends on mastery of the HR body of knowledge as reflected in the test specifications.

Candidates should carefully assess their qualifications, using the guidelines stated above, before selecting the level of certification desired. Please see the HRCI Handbook for more detailed eligibility requirement information. [Handbook](#)

New for Fall 2008

WSHRMA Certification Exam Study Group Information

For the Winter SHRM test dates, WSHRMA will be sponsoring an intensive exam study group designed to assist members in preparing for the HRCI PHR and SPHR exams.

SPHR/PHR Study Group

Location:	TBD –
When:	Monday, Wednesday or Thursday evening starting in August to early December (for 12 weeks)
Time:	5:30 pm -8:30pm
Cost:	\$150 for chapter members \$200 for non chapter SHRM members

*****Participants are required to obtain their own materials*****

<http://www.shrm.org/learning/>

More information will be coming as the fall gets closer. Please be advised that the WSHRMA study group is not intended to and will not provide the training necessary to learn significant amounts of new material. For more information, email our Certification Director: Tracy Gibson, at tgibson@chapman.edu or telephone at (360) 259-8717.

President Bush Signs Servicemember Leave Law

President Bush has signed into law the “Support for Injured Servicemembers Act” that grants additional leave to employees have family members in the military. This leave falls under the FMLA and creates two new categories of FMLA leave.

Active Duty Family Leave: Employees with a spouse, parent, or child who is on or has been called to active duty in the Armed Forces may take up to 12 weeks of FMLA leave when they experience a “qualifying exigency”.

Injured Servicemember Leave: Employees who are the spouse, parent, child or next of kin of a servicemember who incurred a serious injury or illness on active duty in the Armed Forces may take up to 26 weeks of leave in a 12 month period (including regular FMLA leave).

Employees may take injured servicemember leave intermittently, but must use it up within 12 months. There is no 12 month time limit on active duty family leave, which is more akin to traditional FMLA leave.

The Department of Labor is expected to issue proposed regulations within the next few weeks that will define “qualifying exigency” and interpret other aspects of the new leave requirements. In the interim, employers who are covered by the FMLA should make good-faith efforts to comply immediately, which includes informing employees of the new leave entitlements.

West Sound Human Resource
Management Association
PO Box 1285
Bremerton, WA 98337



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Check out our
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dhull@artanderson.com

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CAROLG@PGST.NSN.US

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tgibson@chapman.edu

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Susannah Couch
Contact via Debbie Laudenslager

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253-906-7259
pamtownsend@wavecable.com

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360-662-2123
mclute@kitsapcu.org

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360-475-3709
susan@pchs.org