



West Sound Human Resource Management Association

West Sound Happenings

December 2006

Save The Date

Monthly Luncheons

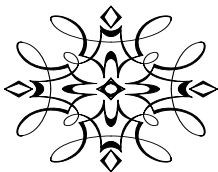
January 10, 2007
Employment Law Update
with
Jennifer Lambert

Save the Dates

First Half of
2007 Luncheon Dates

February 14, 2007
March 14, 2007
April 11, 2007
May 9, 2007
June 13, 2007

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



MEMBER APPRECIATION

HOLIDAY LUNCHEON

AND

SHRM FOUNDATION

SILENT AUCTION

WEDNESDAY, DECEMBER 13, 2006

11:30 A.M. TO 2:00 P.M.

KITSAP CONFERENCE CENTER

AWARDS PRESENTATION

PRESENTATION BY: L. JOHN MASON

“HOW TO IDENTIFY HOLIDAZE”

SPONSORED BY: THE KITSAP SUN

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RSVP by December 8, 2006

Date: December 13, 2006
Time: 11:30 a.m. to 2:00 p.m.
Price: Free to WSHRMA Members
\$30—Non WSHRMA Members
RSVP: wshrma@artanderson.com
360-479-5600 x2265

KITSAP CONFERENCE CENTER
AT BREMERTON HARBORSIDE

100 Washington Avenue
Bremerton, WA 98337
360-377-3785



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

Vote Now for your 2007 WSHRMA Board

We are testing a new technological approach to voting on our board for 2007. **Please vote at wshrma@artanderson.com** for approval of the following board for 2007. If you have comments or have a write-in for a specific position, please add that to your message.

We will continue to recruit for the two open positions. Please let us know if you know of any candidates.

- President: Sharon Tucker, Kitsap Credit Union - non elected
- President Elect: Debbie Laudenslager, KPS Health Plans
- Past President/Foundation: Marie LaMarche, The Sun - non elected
- Treasurer: Deanne Hull, Art Andersons
- Secretary: Pamela Townsend, Holly Ridge
- VP Programs: Laura Holloway, Kitsap Mental Health and Annie Davis, Olympic college (co-chairs)
- VP Membership: Pati Olson, Port Madison Enterprises
- School to Work Director: Lisa Hecker, Fred Hill Materials
- Publication/Job Bank Director: Mandy Clute, KPS Health Plans
- Legislative Director: Jenny Hoskins, ELH Insurance
- Certification/
Education Coordinator: Rachael Taylor, The Sun
- Diversity Director: Open
- Conference Chair: Open



HRCI STUDY GROUP

The WSHRMA study group for the Human Resource Certification Exam began meeting in September at Olympic College in Bremerton. The group meets once a week. If you are interested in joining the group contact Annie Davis at 360-479-0781 or e-mail Adavis@oc.ctc.edu

You may access detailed information on the HRCI exams, including cost, application process, registration deadlines, and other valuable information by visiting the website www.shrm.org/hrci. You must be a SHRM member to be eligible to participate in the WSHRMA study group.

Fees: WSHRMA members— free.
All other SHRM Members (at large and other chapter members)— \$125 for the Winter/Spring Session

Holidaze—Cont. from Page 1

Are you a “Care Giver?” You do not have to be a Health Care Professional. Perhaps you are a “giver,” someone who would rather do nice things for other people. The Holidays are arriving and you may have extra pressure to meet your expectations of serving during these special times. Throughout the year, you are often preoccupied with the need to serve, but many factors add to this obsession as the Holidays approach. There are many avocations that are filled with people who would rather put other people first. Many teachers, nurses, therapists, fire personnel, clergy, governmental personnel, people in law enforcement, military personnel, and many moms are people who by nature make themselves available to serve. As their commitment to service increases, their sense of self-value and purpose is magnified. The world needs people who have this strong motivation to help other people. These people can require time and energy for their own self-care and this can be less of a priority for these folks during the holidays. Are you a giver? If so or you know someone who is, this is for you. We know holidays are more stressful now than in the past. Learn how you can identify and guard against “Holidaze”, otherwise known as holiday burnout.

L. John Mason—Biography

As an Executive Coach, Stress Management Trainer, and Productivity Consultant, Mr. Mason has authored two popular books on managing the stress of transitions, [Guide to Stress Reduction](#) and [Stress Passages: Surviving Life's Transitions Gracefully](#), both published by Celestial Arts in Berkeley, California.

Mr. Mason’s college education was taken at U.C.L.A. (premed/psychology) and [Sonoma State University](#) (BA & MA in Psychology). Since 1980, he has been speaking, consulting and Executive Coaching. His work includes traveling for presentations to organizations, businesses, and associations across the country.

His presentations have ranged from Wellness, Stress Management, Coping with Transitions & Change, Beating Presentation Anxiety, Stress and Parenting - to name a few. In 1977 Mr. Mason started his private practice in bio-feedback, stress management, hypnosis, and behavioral techniques for managing symptoms.

Mr. Mason and his wife, [Barbara Ehlers-Mason, RN](#), are parents to two boys.

SHRM WEBCASTS

FREE TO MEMBERS



NOW AVAILABLE AT SHRM.ORG/WEBCAST/

Emerging Trends in HR: A Consultant's Perspective

Human Capital Measurement: Empowering the HR Professional

Making the Business Case for Training and Performance Initiatives

Providing Workers With a Financial Roadmap



LEGISLATIVE UPDATE DECEMBER 2006

As we all know, HR professionals and Americans throughout the country voted on Tuesday, November 7 in the 2006 mid-term elections.

“Now that the votes are in and Congress has changed hands, it is now more important than ever to engage your legislators on fundamental public policy issues in the 110th Congress. This is your opportunity to set the agenda for the incoming congress as it will likely address several key issues important to HR professionals on the state and federal levels.” **Jennifer Lambert, SPHR Legislative Director, Washington State Council**

In the legislature, the House went from 56D-43R to 64D-34R or even 65D-33R. The Senate went from 26D-23R to 32D-17R.

Below is a truncated summary of the likely federal policy agenda with a Democrat controlled Congress provide by SHRM Governmental Affairs. You will note that several of the issues likely to surface at the national level have already been enacted in Washington State (minimum wage, sexual orientation non-discrimination).

Health Information Technology

Legislation paving the way for the development of a health information network and ultimately electronic health records passed both the House and Senate this year. Continued movement in this direction could ultimately shift the system from a paper-based to more secure electronic format by developing clear standards. Watch for this issue in the upcoming 110th Congress.

Mental Health Parity

During the last several years, legislation to require employers to provide the same level of benefits for mental illness as they require for physical illness fully on par with medical and surgical benefits has been introduced into both the House and Senate but has yet to be enacted. Due to bipartisan support, this legislation could be revisited in the coming Congressional year.

Fair Share Mandate

A mandate to require employers to spend a certain amount on health care benefits if they meet a number of employee threshold has so far only been pursued in the state houses, but this could change next year. There is a pending ERISA court challenge being closely watched which may affect the direction of this issue in 2007.

Coverage Mandates

Proposals to require health plans to cover colonoscopy, mammography, and other early detection screenings for osteoporosis and cancer have been introduced during the last several Congresses. Many of these proposals enjoy bipartisan support with passionate champions in congress. Watch closely for new developments.

Family Medical Leave Act (FMLA)

While some proposals have passed the Senate, many have yet failed to reach the president's desk. Proposals to date have focused on clarifying and expanding the act to include victims of domestic violence and family members of military personnel, lowering the employee threshold for eligibility, and allowing employees to take up to 24 hours of incremental leave for school activities and routine medical appointments for children or elderly relatives. This will likely be on the agenda for the new 110th Congress.

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**LEGISLATIVE UPDATE
DECEMBER 2006
(CONT. FROM PAGE 4)**

Minimum Wage

Several congressional efforts to raise the federal minimum wage were unsuccessful. The current federal minimum wage rate is \$5.15 per hour. Proposals to increase the rate by \$1.10 to \$2.10 per hour have advanced in congress, and enjoy a healthy level of bipartisan support.

Paid Sick Leave

During the 109th Congress legislation was introduced in the House and Senate to require employers with 15 or more employees to provide a minimum of seven (7) paid sick days. This will likely be part of next year's congressional agenda.

Retirement Security

Passage of the Pension Protection Act (P.L. 109-280) in August of 2006 reformed defined benefit plan funding, requiring plans to be fully funded within seven (7) years. "Retirement Security and Dignity" is one of six priorities in the democratic agenda for the new Congress.

Data Security

Increasing interest in creating federal legislation to help ensure that an individual's personally identifiable information (such as SSN's, dates of birth, names) is protected from disclosure resulted in several bills being introduced last session. Much clarification is still needed prior to passage.

Employment verification and visas

Considerable time was spent reviewing national immigration laws. The House focused on border security and enforcement, while the Senate focused on guest worker programs and employment-based "skilled worker" provisions. The new Congress is expected to impose increased sanctions on employers and a new electronic employment verification system.

Genetic non-discrimination

During the last two years Congress has passed legislation that would prohibit health care plans and employers from discriminating based on member's genetic information. While the Nondiscrimination Act of 2005 (S.306) passed in February 2005, the House did not take up the measure. It is anticipated that the new Congress will act on this legislation in 2007.

Sexual orientation non-discrimination

Although it was not a high priority in the 109th Congress, legislation prohibiting discrimination on the basis of sexual orientation in employment decisions may gain renewed interest in 2007.

National Labor Relations Act

Competing proposals have been sponsored by Republicans and Democrats. The Republican proposal mandates that unions can only gain recognition through a NLRB-supervised election, while the democratic proposal would only allow unions to gain recognition through a card check process. The issue is likely to come up again in the new 110th Congress. Stayed tuned in 2007 and 2008.

West Sound Human Resource
Management Association
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Bremerton, WA 98337



WSHRMA
West Sound
Human
Resource
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Association

Check out our
website at
www.wshrma.org

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