



WSHRMA

West Sound
Human
Resource
Management
Association

West Sound Happenings

Volume 12 Issue 1

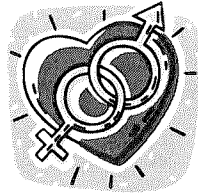
February 2002

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Calendar

- February 1, 2002**
Groundhog Job Shadow Day
- February 22, 2002**
Deadline for May 4 HRCI examination.
- March 5, 2002**
Washington State Council
2002 Legislative & Employment Law Conference
- June 23-26, 2002**
SHRM Annual Conference & Expo
Philadelphia, PA



How to Minimize a Sexual Harassment Lawsuit

Presented by: Mike Bolasina and Heather L. Carr, Stafford Frey Cooper

Wednesday, February 13, 2002 - Chapter Meeting

Sexual harassment lawsuits often arise because managers and supervisors may not know how to react after a sexual harassment complaint is made. In an effort to prevent sexual harassment issues from developing into expensive, time-consuming, and unnecessary lawsuits, WSHRMA is sponsoring a brief workshop.

This workshop will assist owners, managers, and supervisors to prevent sexual harassment from occurring in the workplace, stop inappropriate behavior before it evolves into a sexual harassment claim, and investigate and resolve harassment complaints in a manner that protects everyone's interests and minimizes the risk of a lawsuit.

Mike Bolasina has an employment practice that includes consulting, investigating complaints, training employers on the elements of employment law and sexual harassment, and defending employment-related lawsuits. He wrote the employment law chapters in the book, "Staying Out of Court and In Business." Mike also defends the Roman Catholic and LDS churches, defends government entities sued on tort and contract claims, and represents former patients in therapist malpractice lawsuits. Mike received a bachelor's degree from the University of Michigan in 1986, and a law degree from New York University in 1989.

Heather L. Carr is a litigator with Stafford

Frey Cooper, where her practice focuses on employment law, business litigation, and civil rights. Ms. Carr's employment practice includes training employers on the elements of employment law and sexual harassment, consulting, investigating complaints, and

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Minimize A Lawsuit

Date: Wednesday, February 13th

Time: 11:45 a.m. — 1:30 p.m.

Place: Silverdale Hotel
Canal Room

3073 NW Bucklin Hill Rd

Price: \$15.00 Members*
\$25.00 Non-Members*

Rsvp: Cynthia Crisp (360) 475-7306
ccrisp@oc.ctc.edu

Menu: Chicken Salad on a bakery fresh Croissant served with Rainbow Rotelle Pasta Salad**

**When you register, let us know if you have special dietary needs.

Reservations must be made by February 8, 2002. (Additional \$10.00 fee will be charged to those without reservations.)

*Those with reservations who do not attend the meeting, will be billed for the cost of their meal.

WSHRMA Legislative Reporter Update

The 2002 Washington State Legislature regular session will include the following topics: Budget, Transportation, Extending unemployment benefits for family leave, Domestic violence and stalking. There could also be a worker's compensation bill involving retraining, which could cause extended leaves based on the inability to get a job that pays at least 80% of their previous wages. The hotline number for contacting legislators and getting bill information is 1-800-562-6000.

Spousal visa bills (HR2277 & HR2278) passed the Senate on December 21st. These bills provide work authorization to spouses of L and E visa holders and shorten the pre-employment requirement for blanket L visas from 1 year to 6 months. Employers and employees must now await instructions from the Immigration and Naturalization Service (INS) on guidance and documentation.

The Mental Health Parity failed in the Senate. Senators instead voted to extend the original parity law for one year

(it expired in September). The Senate version did not contain a 1% exemption clause regarding costs and included broader definitions of certain mental health conditions.

The Federal Acquisition Regulation (FAR) governing contractor responsibility, which had linked government contract awards to the contractor's satisfactory compliance with non-employment-related procurement, labor, environmental, consumer protection, tax, and other laws and regulations, was reversed by the Bush administration in the December 27th Federal Register. The so-called "Blacklisting Rule" had been challenged by a lawsuit and had previously received a stay by an unpublished interim rule. It is unsure whether this revocation will be challenged.

The Supreme Court, in a January ruling, narrowed the definition of disability as it

applies to the ADA. Individuals with wrist injuries, bad backs, and other similar impairments will now have difficulty in being qualified for protection as disabled persons under the federal law.

The final number for Washington State legislative communications through SHRM is 909 contacts from 129 different participants. Thank you to everyone who participated and got involved in the legislative process. Make a personal goal this year to stay involved or get involved. It couldn't be easier! Use SHRM's letter writing option at www.shrm.org/government and select "Write Your Member of Congress." SHRM and HRVoice participation continues to grow and to become the voice of the profession.

Attend a 2002 legislative conference! The Washington State Council will be holding its annual Legislative and Employment Law Conference in Bellevue, WA on March 5, 2002. The 19th Annual SHRM Employment Law & Legislative Conference will be held March 11-13 in Washington, D.C.

Minimize a Lawsuit

(Continued from page 1)

litigating employment-related lawsuits. She has successfully represented both plaintiffs and defendants in this area. In addition, Ms. Carr is a member of the Washington State Bar Association's Employment Law Section. Ms. Carr received her J.D. with honors from Seattle University School of Law, where she was active on Law Review

SHRM Foundation

Scholarships & Grants Available

SHRM has scholarships available to graduate and undergraduate students preparing to enter the human resource management field. Deadline date is March 1, 2002. For additional information and application, log on the SHRM website at www.SHRM.org/foundation. Click on: education grants & scholarships; then click on: SHRM student members and advisors

Also, if you know of someone who may qualify, please pass on this information.



HRCI Information

The HRCI examination pricing schedule and refund, reschedule and retake policies have changed, effective for the May 2002 exams. The changes are summarized below.

- Candidates who withdraw or cancel their exam registration before the late registration deadline date are eligible for a full refund of the examination fee.
- Candidates who withdraw or cancel their registration after the late registration deadline date but no later than 30 days before the scheduled exam are eligible for a refund of the exam fee.
- Options to reschedule or retake the exam at a reduced cost are no longer available
- There is a \$50 non refundable Application fee.
- Examination application fees have increased.

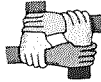
For a complete schedule of fees, visit www.hrci.org.

WSHRMA Job Bank

The job bank, a free service provided to members of WSHRM/SHRM, serves as a source for employers trying to fill HR positions and applicants looking for positions. For more information contact Lisa Hecker at (360) 779-4431 ext. 137 or lisah@fredhillmaterials.com.

WSHRMA Diversity Committee

You are invited to become a charter member of the WSHRMA Diversity Committee



According to the Census Bureau, nonwhites will represent more than one-third of the U.S. population by the year 2010. This development presents opportunities to capitalize on the array of ideas, creativity and potential contributions inherent in a diverse workforce.

Furthermore, an environment where all employees feel included and valued yields greater commitment and motivation. It also means fewer resources spent on training, turnover and grievances.

If you are interested in taking the leadership in promoting the value of diversity within your organization and desire to work with other HR professionals on a newly formed diversity committee, please contact:

Audi Ritz, PHR
Community Liaison/Diversity Director
amritz@telebyte.com or audi@kchc.org
(360) 478-2366 x-127

Free Online Drug-Prevention Resource for Employers

Opportunity to Help Employers Reach Parents in the Workplace – The National Youth Anti-Drug Media Campaign has launched www.TheAntiDrug.com/Workplace, a new online resource to help employers deliver anti-drug messages to parents in the workplace. It's simple, free and critical to the goal of reaching millions of families with the information they need to keep youth drug-free. Besides the Web Site, employers can also call (800) 729-6686 to obtain free materials.

The workplace Web Site includes the following features: A rotating selection of Campaign materials, including drug prevention articles and a brochure on parenting tips, to be incorporated into already-established employee communications. Resources are formatted for electronic or hard copy distribution for multiple usage options.

The Society for Human Resource Management and the Small Business Administration helped with the development of the Web Site and will also help in the promotion. Together, we hope to reach employers across the country and spread the word about the importance of providing employees the tools to keep their kids drug free.

Substance abuse by family members is an important workplace issue that impacts the bottom line of a company through absenteeism, turnover and decreased productivity. In a focus group of human resource professionals, 99 percent said employees who have children with substance abuse problems are more likely to suffer from decreased morale and productivity.



Washington State Council 2002 Legislative & Employment Law Conference

Please join the SHRM Washington State Council and the Seattle law firm of Dorsey & Whitney LLP for an authoritative conference designed to provide you with the knowledge you need to stay current with the latest legislative issues pending at the state and federal levels, as practical and entertaining information on regulatory issues and employee relations techniques crucial to professionals preparing for the human resources challenges of today.

Tuesday, March 5, 2002
7:30 a.m.— 4:00 p.m.
Meydenbauer Center
Fourth Floor
Bellevue, WA 98004

Registration Fee: \$149*
*Includes a copy of the reference manual
Registration deadline is February 21, 2002.

General Session Topics:

- Employment Law Update
- Managing the Disabled Worker
- Game Show: "The Weakest Case"
- Trends in State and Local Workplace Legislation

Breakout Session Topics:

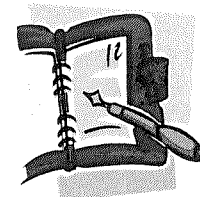
- Compensation Trends
- Coping with Reductions in Force
- New Laws of Harassment
- Mediation: The New Face of Conflict Control and Resolution
- Big Brother in the Workplace—How Privacy Laws Affect Employers and Employees

For more information contact Marcia Remington at (206) 903-8884.

Update Records

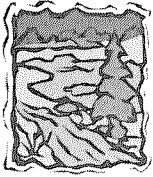
We are trying to update our WSHRMA records. Please notify us if you have had an address, phone number or company change. You can contact Keri Sieckowski, PHR by email at sieckowski@ctc.com or by phone at (360) 782-5562.

We will also be trying to communicate with members via email in the future so if you have an email address, please notify us.



**WEST SOUND HUMAN RESOURCE
MANAGEMENT ASSOCIATION**

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Bremerton, WA 98337



WSHRMA

West Sound
Human
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AFFILIATE OF



SOCIETY FOR
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February Meeting Announcement Inside

2002 WSHRMA Board of Directors

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