



**WSHRMA**

West Sound  
Human  
Resource  
Management  
Association

# West Sound Happenings

February 2003

## Upcoming Chapter Meeting

March 12, 2003

Harrison Silverdale (tentative)

The Center for Management & Organizational Effectiveness (CMOE) will be presenting a workshop on Personal Impact.

For over two decades CMOE has been an industry leader in people and organization

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## WSHRMA Luncheon February 12, 2003

### Changes in Employment Law

### Presented by: Diane Russell, Attorney At Law

Diane Russell with Beattie:: Russell Attorneys At Law will discuss with us the changes in Employment Law for 2003.

Diane's commitment to client service, professionalism and community involvement sets a high standard in the legal profession.

Diane has twice been recognized as a Rising Star in the *Washington Law and Politics* magazine, a recognition for young professionals with the talent to make it to the top of their field who are age 40 and under. She has served as Judge Pro Tempore, instructed university legal courses and lectured state-wide on employment law issues.

She has been a trustee with the Kitsap County Bar Association and a board member and president of the Silverdale Chamber of Commerce.

Diane joined Rob Russell in 1993 after six years at the Kitsap County Prosecuting Attorney's Office. She has practiced law since 1986.

Beattie::Russell is a full service law firm that provides clients with the highest quality of legal and personalized representation. They pride themselves in setting and maintaining the highest ethical standards.

Beattie::Russell is well respected by those in the legal

field, the courts and the business community for it's ability to solve problems, aggressively advocate on behalf of it's clients and to provide conscientious, empathetic representation.

#### **ALERT!**

Location Change

#### **PANDA INN**

4180 Kitsap Way  
Bremerton, WA 98312

For directions call:  
360-377-7785



## Changes In Employment Law—R.S.V.P. By February 7th

**Date:** February 12, 2003  
**Time:** 11:45am—1:30pm  
**Place:** Panda Inn  
**Price:** \$15.00 Members\*  
 \$25.00 Non-Members\*  
**RSVP:** ccrisp@oc.ctc.edu  
 360-475-7306

#### **Menu:**

Fried rice, Chowmein, Chicken wings, Cashew Chicken and Seasoned Beef. Tea and Fortune Cookies. No coffee.

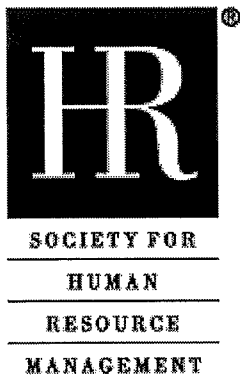
When you register, let us know if you have special needs. Reservations must be made by February 7, 2002. (An Additional \$10.00 fee will be charged to those without reservations.) \*Those with reservations who do not attend the meeting, will be billed for the cost of their meal.

## Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please give Kathy Giovanni, VP of Membership a call with any questions. 206-842-6608 or e-mail [kg@sageflyfish.com](mailto:kg@sageflyfish.com)

## Food Bank Contribution

At our December luncheon we raised \$115.00 from the raffle! All of the money was donated to the Bremerton Food Bank in time for Christmas. Thank you to everyone who contributed!



## Family and Medical Leave

**Effective January 1, 2003, all Washington public and private employers with more than one employee must comply with the new provisions of the state's Family Care Act (FCA).** The FCA expanded the state's family care laws to give workers more flexibility in caring for family members with serious medical conditions.

### *What the new law says*

The FCA will continue to allow employees to use sick leave to care for a child with a "health condition requiring treatment or supervision." But it also will permit employees to use any other paid leave for that care. Additionally, employees may now use any form of paid leave to care for a spouse, parent, parent-in-law, or grandparent ("immediate family member") with a "serious health condition" or an "emergency condition." An employee taking leave under the Act must comply with the employer's policies or bargaining agreement requirements for the use of the leave "except for any terms relating to the choice of the leave."

Thus, an employee with a child or other immediate family member who needs care in accordance with the circumstances defined by the law need only notify his employer of the type of paid leave that he intends to make use of — regardless of whether the time is available to him as sick leave, vacation, or a personal holiday. The law doesn't allow an employee to use advance leave until it's earned. The FCA is administered and enforced by the Washington Department of Labor and Industries (L&I).

L&I has drafted administrative regulations to more clearly define your obligations under the FCA. The regulations are available on the L&I website at [www.lni.wa.gov/scs/workstandards/default.htm](http://www.lni.wa.gov/scs/workstandards/default.htm).

WASHINGTON EMPLOYMENT LAW LETTER

Go to our WSHRMA website at:  
[Http://www.wshrma.org](http://www.wshrma.org)

## Legislative & Employment Law Conference

The Washington State Council 2003 Legislative & Employment Law Conference is being held on Thursday, February 13, 2003 at the Meydenbauer Center in Bellevue, WA.

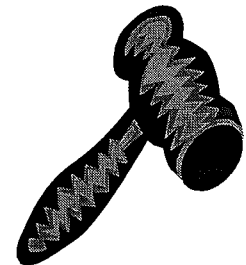
Registration Fees:  
\$149.00 for SHRM members  
\$174.00 for non-members

For conference information and schedules go to

[www.nhrma.org](http://www.nhrma.org)

Or call Cara Tabasinske at 206-903-2371.

Registration deadline is February 6, 2003.



## Recruitment Tool

It's easy. It's simple. It's free! The Business Relations Center at Olympic College is ready to help you prepare your company and workforce for the future. They can help you reach over 7,000 potential job applicants. Click on Business Relations Center at: [www.oc.ctc.edu](http://www.oc.ctc.edu)

You can contact the Business Relations Center at 360-475-7480 or e-mail at [businessrelations@oc.ctc.edu](mailto:businessrelations@oc.ctc.edu)

## Opinions Needed!

Access the WSHRMA Members Needs Assessment on the website at [www.wshrma.org](http://www.wshrma.org)

Print the assessment, fill it out and fax it to 360-792-5262 or e-mail your program and meeting suggestions to [sunhr@thesunlink.com](mailto:sunhr@thesunlink.com)



## WSHRMA Job Bank

The Job Bank, a free service provided to members of WSHRMA, serves as a source for employers trying to fill HR positions and applicants looking for jobs.

If you would like to list a job opening or post your resume, please contact Mandy Clute at [mclute@thesunlink.com](mailto:mclute@thesunlink.com) or 360-792-3336.

To access go to:

<http://www.wshrma.org>

Click on Job Bank

## WSHRMA Legislative Reporter Update

The 2003 Washington State Legislature regular session is scheduled for January 13<sup>th</sup> to April 27<sup>th</sup>. Republicans have gained control of the Senate while Democrats still have control of the House and the Governor's position.

The main topics will once again be: 1) the budget, due to the large financial shortfall (\$2.5-3 billion) in the State and 2) transportation, due to the failure of R51 it will be back to the drawing board on transportation issues.

The top State legislative employment issues for 2003 will include Wage and Hour Clarification, Worker's

Compensation reform, Unemployment Insurance reform, Ergonomics Suspension, Minimum wage, Reference Checking, and Workplace Violence (a new bill developed in conjunction with the State Council).

As these items receive attention from the legislature more details will be available regarding the content of the actual bills.

Be sure to call 1-800-562-6000 for legislative information and to contact your legislators regarding any of these topics.

The final number for Washington State legislative communications through

the SHRM website is 833 letters, which is the tenth highest total in the country. GREAT JOB! Thank you to everyone who participated and got involved in the legislative process. Please make a personal goal this year to stay involved or get involved. It couldn't be easier! Use SHRM's letter writing option, it has a new and improved look, at [www.shrm.org/government](http://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. Be part of that voice!!

## **JOB OPENING** **HUMAN RESOURCES** **DIRECTOR**

There is an opening in Kitsap Bank for a Vice President, Human Resources Director. This position reports to the President and is responsible for the human resources function of the bank with 230 employees and assets of \$500 million. Responsibilities for the successful candidate will include benefits administration, salary administration, recruitment and staffing, employee relations, employee orientation, development and training, and regulatory compliance regarding personnel, payroll and benefits administration.

Applicant must be knowledgeable in Employment Law and able to perform duties within legal guidelines and in compliance with company policies and procedures.

Competitive salary and excellent benefit package. B.A. or B.S. degree is desirable, with a minimum five years experience managing all aspects of human resources function for a comparable organization. Outstanding interpersonal and communication skills essential.

### Apply in writing to:

President  
Kitsap Bank  
PO Box 9

Port Orchard WA 98366

We are an equal  
Opportunity Employer, M/F

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



**WSHRMA**

West Sound  
Human  
Resource  
Management  
Association

## February Meeting Announcement Inside

### 2003 WSHRMA Board of Directors

#### **Co-President (Foundation Co-Chair)**

Sharon Tucker, PHR  
360-662-2125

[Stucker@kitsapcu.org](mailto:Stucker@kitsapcu.org)

#### **Co-President (Foundation Co-Chair)**

Lois Daigle, PHR  
360-792-6721

[Ldaigle@hnh.westsound.net](mailto:Ldaigle@hnh.westsound.net)

#### **President—Elect**

Linda Yerger, SPHR  
360-475-7305

[Lyerger@oc.ctc.edu](mailto:Lyerger@oc.ctc.edu)

#### **VP Membership**

Kathy Giovanni, PHR  
206-842-6608

[Kg@sageflyfish.com](mailto:Kg@sageflyfish.com)

#### **VP Programs**

Marie LaMarche  
360-792-3330

[mlamarche@thesunlink.com](mailto:mlamarche@thesunlink.com)

#### **Secretary**

Lisa Hecker, PHR  
360-779-4431 ext.137

[Lisah@fredhillmaterials.com](mailto:Lisah@fredhillmaterials.com)

#### **Treasurer**

Cynthia Crisp, PHR  
360-475-7306

[Ccrisp@oc.ctc.edu](mailto:Ccrisp@oc.ctc.edu)

#### **Legislative Reporter**

Bryan Moore  
360-415-5883

[Bryanm@kmhs.org](mailto:Bryanm@kmhs.org)

#### **Education & Certification Advocate**

Belinda Price, PHR  
360-379-5064

[Pricebe@dshs.wa.gov](mailto:Pricebe@dshs.wa.gov)

#### **Community Liaison**

Deanne Hull  
360-476-5600

[Dhull@artanderson.com](mailto:Dhull@artanderson.com)

#### **Diversity Director**

Audreen (Audi) Ritz, PHR  
360-478-2366 ext.127

[Amritz@telebyte.com](mailto:Amritz@telebyte.com)

#### **Job Bank Coord./Publications Director**

Mandy Clute  
360-792-3336

[mclute@thesunlink.com](mailto:mclute@thesunlink.com)