



West Sound Human Resource Management Association

West Sound Happenings

February 2006

Save The Date

Monthly Luncheons

Mark these dates on your Calendar

Topics and other information coming soon!

March 8, 2006
April 12, 2006

Time:
11:45 a.m. to 1:30 p.m.



Spring Conference
Monday, May 8, 2006
Sneak Preview Inside!!

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



WSHRMA MONTHLY LUNCHEON

DEVELOPMENTS IN EMPLOYMENT LAW

PRESENTED BY: JEFFREY YOUMANS
PARTNER, DAVIS WRIGHT TREMAINE, LLP

SILVERDALE RED LION INN

FEBRUARY 8, 2006

11:45 A.M. TO 1:30 P.M.



Mr. Youmans represents employers in administrative proceedings before the Equal Employment Opportunity Commission, the Washington State Human Rights Commission, the Seattle Office for Civil Rights, and the Board of Industrial Insurance Appeals. He also advises employers on compliance with state and federal employment laws and regulations. He was named a 'Rising Star' by *Washington Law and Politics*, 2005-2006 edition and serves on the Board of the Children's Museum in Seattle. Mr. Youmans was Phi Beta Kappa at University of California at Berkley earning his B.A. in English and his JD at the Boalt Hall School of Law at Berkley.

RSVP by February 3, 2006

Date: February 8, 2006
Time: 11:45 a.m. to 1:30 p.m.
Place: Silverdale Red Lion Inn
Price: \$20.00 Member*
\$30.00 Non-Members*
RSVP: wshrma@artanderson.com
360-479-5600 x2265

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



3073 NW Bucklin Hill Road
Silverdale, WA 98383
360-337-8800



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IN THE NEWS - SHRM.ORG



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



“HR Metrics Resources on the SHRM Website”

There are two places on the SHRM website to find great information on HR Metrics!

1) The SHRM HR Metrics Toolkit provides a number of factors that can be measured to show how HR contributes to the business.

Measures such as absence rate, health cost per employee, and HR expense factor show that HR has a sense of the importance of human capital measurement in supporting business objectives.

Use the SHRM HR Metrics Toolkit to compare your metrics against other organization's metrics, survey data, etc., to evaluate your performance. Metrics can show the benefit of your HR practices and the contribution to your organization's profit.

Benchmark data and designate time frame (plan year, fiscal year, etc.). Compare data going forward using same time frame (year 1, year 2, year 3, etc.) to show improvement/decline.

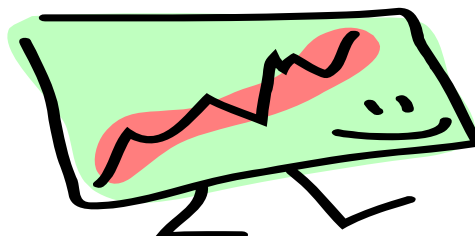
Read more about HR Metrics at <http://www.shrm.org/hrtools/hrmetrics>.

2) You will find a new resource on the new HR Metrics Forum on the SHRM website, www.shrm.org/forums.

If you are looking for the latest news, articles, research or member input on HR Metrics, this is the place! A quick glance at the homepage shows a highlight of the Human Capital Resource Guide. This comprehensive reference and research aid highlights resources focusing on the management and measurement of human capital. The Guide is available in HTML format, with extensive links to resources on SHRM Online and elsewhere, as well as for download in PDF format.

There are periodic web casts, studies and surveys highlighted at times, and related products from the SHRM store showcased. Members have a chance to chat with each other and to share articles or information they have found in other places (there is a peer review process in place to maintain quality)

All in all, the SHRM website can help you when it comes to HR Metrics.



SAVE THE DATE**WSHRMA SPRING CONFERENCE
BREMERTON CONFERENCE CENTER
MONDAY, MAY 8, 2006**

Join us for our full day conference focusing on building successful work relationships. Our morning speaker is Val Baldwin, CPC of Portland, Oregon. Val is a dynamic professional speaker bringing 23+ years experience in the corporate world and certification in life and relationship coaching to corporations and individuals looking to boost their performance and success in their professional and personal lives. She is a Certified Professional Coach and an affiliate of the National Speakers Association. She also appears monthly on the Portland TV show AM Northwest as their Life Success Coach.

Discover the 9 magic keys to improve your relationship success in your personal and professional life. Val's refreshing wit and spunky attitude drives the key concepts home. For additional information about Val go to her website at www.valbaldwin.com

Stay tuned for additional conference information to include breakout session topics and registration information!!

**“MANAGING SMART: TEACHING LINE MANAGERS HOW TO SUPERVISE”**

Managing Smart is a unique service available to members of SHRM. Every quarter, a new collection of articles is provided that can help your company's line managers supervise their staffs effectively—and legally.

This online newsletter features authoritative advice from SHRM about communicating with, training, rewarding and motivating employees, complying with employment laws and many, many other hands-on duties managers face on a daily basis. Past issues are archived, so you have access to all the articles since 2000.

Best of all, as a member of SHRM, you are authorized to distribute copies, excerpts or e-mails of the newsletter for educational purposes internally within your organization.

Topics of articles include performance appraisals, wage and hour regulations, motivating employees, diversity, retention, and many others.

Each document is also available in MS-Word, which you can download and drop into your company newsletter.

To access this service on behalf of your company, you must be a member of SHRM. If you are not a member, and would like to learn more about the benefits of SHRM, please visit our membership information section. Read more about Managing Smart at www.shrm.org/managingsmart

WASHINGTON INSIDER JANUARY 2006



House Passes Immigration Enforcement Bill

On December 16, the House passed H.R. 4437, The Border Protection, Antiterrorism, and Illegal Immigration Control Act of 2005. The bill was sponsored by Chairman James Sensenbrenner (R-WI) from the House Judiciary Committee. The bill, aimed at curbing illegal immigration, contains several provisions regarding employment verification that will ultimately affect the way HR professionals conduct the hiring and screening process when considering new employees.

H.R. 4437 would create an **electronic verification system**, which would require employers to check all new employee's work eligibility within three days of hire through a toll-free phone number or electronic system. The system would have three days to respond with confirmation or non-confirmation.

H.R. 4437 also establishes a **secondary verification process** which would provide the employer with a confirmation or non-verification of eligibility within ten working days. Employers would not be allowed to terminate employees receiving a tentative non-confirmation until receiving a non-verification or the ten day time period had elapsed.

The bill also requires private employers to **re-verify existing employees** six years after the bill becomes law. Federal, State, and employers working at locations of "critical infrastructure" would be required to re-verify employees within three years of the bill becoming law.

H.R. 4437 also requires employers to continue attesting on Form I-9 that they have examined the new hire's employment and identification documents to ensure authenticity.

Employers taking action in good faith based on information provided through the electronic verification system would not be held criminally or civilly liable for such action. Individuals erroneously terminated based on the system may seek a claim against the United States through the Federal Tort Claims Act.

The bill also increases civil penalties for violations, with fines for hiring an unauthorized worker. Criminal penalties would also increase against employers engaging in the practice of violating the INA.

The Social Security Commissioner, Secretary of the Treasury, and DHS will be required to file a joint report to Congress assessing our capability of providing a unified database to verify work authorization.

This debate now shifts to the Senate who will return to session this February.

Congress Extends The Mental Health Parity Act Of 1996

Both the House and Senate agreed to pass H.R. 4579 which extends the Mental Health Parity Act, prohibiting health plans from setting maximum limits on the amount of mental health care unless similar caps are placed on medical and surgical benefits. The bill was due to expire on December 31, 2005, but H.R. 4579, sponsored by Chairman John Boehner (R-OH), will extend the law for another year.

Recent Bill Aims To Improve Health Savings Accounts (HSAs)

Representative Eric Cantor (R-VA) introduced H.R. 4511, the Flex Health Savings Accounts Act of 2005, to address two key issues hindering the popularity of Health Savings Accounts (HSAs). The legislation provides for the allowance of greater contributions to HSAs irregardless of the deductible, up to an amount equal to the statutory contribution limit. It would also permit coordination of HSAs with FSAs and HRAs.

SHRM Applauds The EEOC On Revisions To The EEO-1 Report

On December 28, 2005, SHRM submitted comments to the Office of Management and Budget as well as to the EEOC regarding the final revisions to the EEO-1 Report. Key revisions addressed the gathering of race/ethnicity information. Thanks to the input provided by SHRM members, the society had an impact on how these revisions will impact the HR profession!

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Our input clearly has an impact!

How to Use the SHRM Web Site to Write Your Elected Officials

Visit www.shrm.org/government

Scroll down to the "Write Your Elected Official" link through HR Voice.

Enter your SHRM member ID # and last name (if not already logged in).

Scroll down to Main Menu/Write Your Elected Officials

Follow the same steps to write to your State representatives.

Thank you for making a difference!

Jenny Hoskins
Legislative Director



SHRM Webcasts Available for Viewing On-Demand

The following webcasts are available free of charge for on demand viewing by SHRM members. Go to <http://www.shrm.org/webcast/>

Free to
Members

Register at
SHRM.org

Job Satisfaction and Humor Survey

By: Amy Puderbaugh

You are invited to participate in a research project (survey). The survey is being conducted by Amy Puderbaugh, a doctoral candidate at Capella University. Amy is examining the relationship between supervisors' humor styles and job satisfaction levels of subordinate employees. For more information please copy and paste the link below into your browser. The time commitment involved is under 10 minutes. A letter to potential participants appears as the first page in the email link. In addition contact information is listed for Amy, her academic mentor, and the university itself in case you have any questions, comments or concerns. Thank you so much for your consideration.

<https://www.surveymonkey.com/Users/72641827/Surveys/655161635418/7CD40945-1074-4327-ABB2-35808A2AEE50.asp?U=655161635418&>



HRCI STUDY GROUP

The WSHRMA study group for the Human Resource Certification Exam will meet Tuesdays beginning January 24, 2006 at 5:15 p.m. at Olympic College. If you are interested in joining the group contact Annie Davis at 360-479-0781 or e-mail Adavis@oc.ctc.edu. If you are interested in leading or teaching the study group please contact Annie Davis.

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

West Sound Human Resource
Management Association
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Bremerton, WA 98337



WSHRMA

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Check out our
website at
www.wshrma.org

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