



West Sound Human Resource Management Association

West Sound Happenings

January 2006

Save The Date

Monthly Luncheons

Mark these dates on your Calendar

Topics and other information coming soon!

February 8, 2006
March 8, 2006
April 12, 2006

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



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



WSHRMA MONTHLY LUNCHEON LEGISLATIVE UPDATE

PRESENTED BY: **JENIFER LAMBERT,**
LEGISLATIVE DIRECTOR, WA STATE COUNCIL, SHRM
JANUARY 11, 2006— SILVERDALE RED LION INN
11:45 A.M. TO 1:30 P.M.

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Jenifer Lambert, SPHR, has been an active member of SHRM for over ten years serving on the Snohomish County Chapter board for eight years and the Washington Council for the last three. Jenifer became the Legislative Director for the Washington State Council to SHRM in 2004 and continues in that role today. She has become very active in the legislative community and now serves as the Chair of the Association of Washington Business' (AWB) Human Resources Council where her efforts have provided the necessary assistance to defeat a number of bills that would have made it much more difficult for Human Resources professionals to perform their jobs and would have made our state less competitive to do business in. Jenifer is the Senior Recruiter and Vice President for TERRA Resource Group, a human resources consulting firm, specializing in recruitment and staffing. She is able to speak to us from not only a practitioner's point of view, but as someone who is well informed regarding legislative HR issues. You won't be disappointed --- Join us and listen to her give us the latest 'skinny' on legislative happenings for 2005 and 2006.

RSVP by January 6, 2006

Date: January 11, 2006
Time: 11:45 a.m. to 1:30 p.m.
Place: Silverdale Red Lion Inn
Price: \$15.00 Member*
\$25.00 Non-Members*
RSVP: wshrma@artanderson.com
360-479-5600 x2265



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

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

HR

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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

IN THE NEWS - SHRM.ORG



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Expert: HR has key role in mental health screening

By Steve Bates

HR professionals have a critical role in setting up and promoting mental health screening programs that, if done right, can benefit employees and possibly save their organizations money in the long term, according to an expert at the Johns Hopkins University School of Medicine.

Alan M. Langlieb, co-author of an article on mental health care published in the November *Journal of Occupational and Environmental Medicine*, said HR leaders need to make the case to top managers that confidential mental health screening services can save money in the long run. He told *HR News* that even though there typically are “upfront costs” as employees in need of treatment are identified and served, those costs can be recouped through reduced absences and increased productivity over time.

Langlieb said HR professionals should take the lead in working with supervisors and health care providers to ensure that sound mental health services are available and that employees are made aware of them. Screening for mental health problems should be voluntary and totally confidential, Langlieb emphasized.

“HR is the critical interface” for mental health programs, he said. “Here’s a chance for HR to show the benefits on all levels of a physically and mentally functioning employee.”

Langlieb, an assistant professor of psychiatry and director of workplace psychiatry at Johns Hopkins, co-authored the paper, [*How Much Does Quality Mental Health Care Profit Employers?*](#), with Jeffrey P. Kahn, an associate attending psychiatrist at New York-Presbyterian Hospital and a clinical associate professor of psychiatry at Weill Medical College of Cornell University.

The World Health Organization predicts that major depression will be the second leading cause of disability by 2020. Spending on disorders such as depression and anxiety in the United States has been estimated at up to \$83 billion in 2000, so the stakes are high for employers.

Langlieb conceded that many employers, and in fact many workers, are skeptical that mental health treatment can be effective, whether using therapy or drugs or both. He said part of the challenge for HR is to dispel that belief.

“Get a handle on the problem,” Langlieb said. The first step “is to realize that this problem exists. Sometimes it requires technical help” to identify the best way to find and treat employees with mental health disorders. “HR plays a major role in this, working with supervisors, setting up programs, providing employee assistance programs and employee counseling.”

Costs to employees and employers

Mental health problems in the workplace is an issue that has defied reasonable benchmarking by the business community, Langlieb noted. Fragmented benefit programs provide disjointed data; many HR managers and line supervisors are not trained to recognize and deal with mental health disorders; high-quality mental health services are not always available; and there is a notion that mental health care has little value and can even cause disability.

Installation of the 2006 WSHRMA Board of Directors

At the Holiday Luncheon on Wednesday, December 14th, the 2006 Board of Directors were installed by Marilyn Hoppen, SHRM Area V Manager. Your new Board of Directors are:

Marie LaMarche, Kitsap Sun, president; Sharon Tucker, Kitsap Credit Union, president-elect; Annie Davis, Olympic College, past president and education/certification chairwoman; Mandy Clute, Kitsap Sun, secretary; Deanne Hull, Art Anderson Associates, treasurer; Laura Holloway, Kitsap Mental Health, vice president, programs; Linda Corpe, AMI International, vice president, membership; Debbie Laudenslager, KPS Health Plans, job bank/publications director; Jenny Hoskins, EHL Insurance, legislative director; Pati Robinson, Martha & Mary, diversity director/community liaison; Pamela Townsend, Holly Ridge Center, and Belinda Price, Olympic Area Agency on Aging, school to work co-chairwomen; Lisa Hecker, Fred Hill Materials, foundation chairwoman; and Sasha Hinners, KPS Health Plans, conference chairwoman.

We would like to thank all outgoing officers for their hard work during the year. 2005 will be remembered as the year of growth—where we made it over 100 members and became a medium sized chapter! It will also be remembered for a superb speakers and topic maintaining their relevancy to our day to day work. I am sure that going in to 2006 we can look forward to many more of the same.

If you have any suggestions or ideas for topics/speakers, feel free to contact any board member listed on the back of the publication.



CONT. FROM PAGE 2—Mental

To discern the effects on business, he and Kahn reviewed available literature on the merits of mental health services and the costs of retaining ill workers who are not receiving treatment.

Even “moderate levels of anxiety and depression can substantially affect work performance and health care costs,” their paper noted.

In addition, “The effects of anxiety and depressive disorders ripple beyond the affected individual,” the paper continued. “Employees who are depressed at work have been shown to lower the morale of their co-workers, resulting in higher turnover and general discontent.”

Such disorders often lie beneath the surface of an employee’s day-to-day actions and escape detection, the authors stated.

“Research has demonstrated that treatment leads to improvement in work productivity and reduction in utilization and costs of general medical services,” wrote Langlieb and Kahn. “Recent research has suggested that depression treatment pays for itself in terms of savings,” largely because ill workers don’t have to be replaced.

However, HR and other leaders in an organization should do their homework before choosing service providers and establishing screening opportunities. “Getting it right the first time pays off,” said Langlieb. Mental health screening can be done online at work or at home or through a wellness day at the office. Make sure that employees know that the screening is confidential, Langlieb emphasized.

However, HR professionals might notice a trend in mental health services being provided to workers in a particular business unit—aggregate data that can be helpful in discussions with unit supervisors to determine if there is a management issue influencing employees, said Langlieb. Employee assistance program data might also indicate such trends. Yet no individual employees will be identified, and workers need to be reminded of that, said Langlieb.

The paper conceded that “much more research is needed” to be able to quantify the costs and benefits of mental health services for employers. However, it concluded, “there is no question that anxiety, depressive, and other mental disorders are costly illnesses” that merit increased attention from organizations.

Steve Bates is managing editor of HR News. He can be reached at sbates@shrm.org.

WASHINGTON INSIDER DECEMBER 2005**U.S. Senate Advances SHRM Endorsed Health IT bill**

On November 18, 2005, the Senate passed [S. 1418](#), the Wired for Health Care Quality Act, by unanimous consent. Realizing that the current paper-based system is inefficient and often leads to adverse outcomes, S. 1418 would pave the way for the large scale adoption of information technology in the health care system.

Currently, this information is not readily available, which hinders employer efforts to promote greater involvement and accountability in purchasing health care as well as improving participant care.

SHRM will now turn its efforts to the House of Representatives, where Representatives Nancy Johnson (R-CT) and Nathan Deal (R-GA) recently introduced health IT legislation in the form of [H.R. 4157](#), the Health Information Technology Promotion Act. To support this legislation in the House, visit [HRVoice Online](#), click on "Write Your Elected Officials" and choose "Urge Your Representatives to Support Health IT in the House."

Chairman Enzi Introduces AHP Compromise Bill

Senator Mike Enzi (R-WY), Chairman of the Senate Health, Education, Labor and Pensions Committee, recently introduced bipartisan legislation designed to help small businesses and their employees gain access to affordable health insurance coverage.

In introducing [S. 1955](#), the Health Insurance Marketplace Modernization and Affordability Act, Chairman Enzi hopes to strike a compromise between supporters of legislation to establish association health plans (AHPs) and those who oppose AHP legislation. While the House has passed AHP legislation during each of the last few Congresses, the measure has never garnered majority support in the Senate.

Key provisions of S. 1955 include:

Prohibition on Self-Insured Plans—S. 1955 would create federally certified Small Business Health Plans (SBHPs), permitting businesses and trade associations to pool their members independently, but would not allow them to establish self-insured plans.

Coverage Mandates—SBHPs would include any benefits already required by at least 45 states as part of their plans. SBHPs would be allowed to opt out of other mandated benefits that are not required by at least 45 states.

Promote State Insurance Uniformity—The bill would set up a process to promote greater uniformity in varying state health insurance regulations.

Citing the growing number of small businesses that can no longer afford to offer health insurance coverage to their employees, Chairman Enzi has signaled his intent to move this legislation through his committee in the near future.

House Pension Bill Clears Ways and Means Committee, Includes Health Care Provisions

On November 9, 2005, the House Ways and Means Committee advanced [H.R. 2830](#), the Pension Protection Act, by a vote of 23-17.

FSA Rollover—The bill would allow employees who participate in health flexible spending accounts to carry over up to \$500 annually in unused FSA balances or roll the unused balances to Health Savings Accounts.

Long-Term Care Coverage—H.R. 2830 would allow annuities to offer riders for long-term care insurance coverage and would review the requirements governing combinations of life insurance and long-term care insurance products.

CONT. FROM PAGE 4—INSIDER

EEOC Finalizes Revisions to the EEO-1 Report:

On November 16, 2005, the Equal Employment Opportunity Commission (EEOC) voted to approve the proposed revisions to the Employer Information Report (EEO-1). The current version has been in existence for nearly 40 years. The revised EEO-1 report, as proposed, will make significant changes to the current form. These changes include inserting a category for “two or more races,” making changes to the reporting of racial data of Hispanic or Latino employees, and amending the job categories. The proposed final revisions also require employers to report the race/ethnicity data of employees in each of the new job categories for establishments located in Hawaii. On November 28, 2005, the EEOC published the final revisions in the Federal Register, which are subject to a 30-day comment period. *See* 70 Fed. Reg. 71294. Comments are due on December 28, 2005.

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/>

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Members**

**Register at
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1. **Business Leadership: The Essentials of HR Strategy**
2. **HR's Role in the Ethical Culture of the Workplace**
3. **Going Behind the Numbers: Insight form 2005 HR Compensation**
4. **Variable Pay: What's New and What's Needed Now**

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

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
PO Box 1285
Bremerton, WA 98337



WSHRMA

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Check out our
website at
www.wshrma.org

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Marie LaMarche, SPHR
360-792-3330
mlamarche@kitsapsun.com

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360-479-0781
Adavis@oc.ctc.edu

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360-662-2125
Stucker@kitsapcu.org

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360-373-2686
lcorpe@amiinter.com

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360-415-5806
laurah@kitsapmentalhealth.org

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Mandy Clute
360-792-3336
mclute@kitsapsun.com

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Deanne Hull
360-479-5600
Dhull@artanderson.com

Job Bank/Publications Director

Debbie Laudenslager, SPHR
360-415-6533
dlaudenslager@kpshealthplans.com

Legislative Director

Jenny Hoskins
360-779-4448
jenny@ehlininsurance.com

Community Liaison/Diversity Director

Pati Robinson
360-779-7500
probinson@mmhc.org

Foundation Chairwoman

Lisa Hecker, PHR
360-779-4431 ext.137
Lisah@fredhillmaterials.com

Conference Chairwoman

Sasha Hanners
360-478-2608
shanners@kpshealthplans.com

School to Work Co- Chairwomen

Pamela Townsend
360-373-2536
hrchr@hollyridge.org

Belinda Price, PHR
360-379-5064
priceb@dshs.wa.gov