



West Sound Human Resource Management Association

West Sound Happenings

July 2004

Mark Your Calendars

WSHRMA luncheons are held on the second Wednesday of each month. Please check our website for the location.
www.wshrma.org

Job Bank

There are currently no job opportunities in our Job Bank. If you would like to advertise an open position in the WSHRMA job bank, please contact Lisa Hecker at 360-779-4431 or e-mail to lisah@fredhillmaterials.com



SUMMER BREAK No July Luncheon

What's In It for ME?

It's vacation time for many; a time to get away from the day to day routines, refresh and prepare for the next round. We are taking a vacation from our monthly programs in July but getting ready for the next round.

In August we are planning our annual breakfast meeting at Olympic College. We are hoping that the time change will accommodate some members who cannot make the lunch meetings. In September you will have the opportunity to attend NHRMA's regional conference (no local Chapter meeting); October's topic is Diversity, November—half-day conference (Identity Theft) and December our partnership awards program.

But being a member of a local SHRM Chapter is much more than attending monthly programs. "SHRM serves the needs of the human resource management professional by providing the most essential and comprehensive set of resources available. In addition, the Society is committed to advancing the human resource profession and the capabilities of all human resource professionals to ensure that HR is an essential and effective partner in developing and executing organizational strategy."

While describing Olympic College's EAP Program in new-employee orientation, I encourage new employees to take advantage of the benefit; we (OC) want to get our money's worth. I offer the same sentiment to you; be sure to get your money's worth from your SHRM membership. SHRM is a power-base that we can use to get more value for the work we do. You can promote yourself as a professional by serving on the Chapter Board, by presenting a workshop for another Chapter member, by mentoring a HR professional who is new in the field. You can serve as a best practice resource to other members or call members when you need a resource. You can help to advance the profession by working with a Board member to develop a Chapter initiative that serves the community, volunteer your HR skills/knowledge at community events. The SHRM website has an answer for just about any question you can ask. Show off to your CEO with the latest HR information or data. WSHRMA is nearly 100-members strong—large, medium and small, private, public and not-for-profit organizations. Let's combine forces to get HR out of the office and into the organization; into the community. Together we can.

Have a great summer! Hope to see you at Olympic College in August. Watch the website for details (www.wshrma.org).

Linda Yerger, SPHR
WSHRMA President



Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please give Marie LaMarche, VP of Membership a call with any questions. 360-792-3330 or e-mail at mlamarche@thesunlink.com

AFFILIATE OF



Foundation News...HELP NEEDED

As we all know the Foundation is responsible for the education branch of SHRM. It is through this Foundation that we are able to continue to educate, research and update the information needed to maintain certification.

Our annual fundraiser is held at our December luncheon. In the past we have raised in excess of \$500.00 I would like to see us raise that by at least 50% this year. To do that, **I need your help.** We need item donated to auction off at our Silent Auction.

Please contact me for pick up if you would like or bring to any meeting.

Sharon Tucker, PHR
HR Manager, Kitsap Credit Union
Foundation Chair
West Sound Human Resource Association
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Sun Newspaper Named Employer of the Year

The Sun has been awarded Employer of the Year by the Washington Community Mental Health Council (WCMHC), a professional association of 42 licensed community mental health centers across the state of Washington. The WCMHC presents this award to businesses that take an active role in employing persons with mental illness as t of their recovery and integration back into the working world. A spokesperson for the Council said nominations come from community mental health agencies that nominate the businesses based on a recognition that they are willing to work with clients, display flexibility and are community oriented.

Kitsap Mental Health Services (KMHS) nominated The Sun for the 2004 award. According to Rick Herrell, Employment Services Supervisor for Kitsap Mental Health Services, The Sun has been a

friend to the mental health community for at least six years, employing a number of KMHS clients in that period and continuing to do so. "The Sun seamlessly integrates clients into the work force while minimizing the red tape and simplifying the interview process that can sometimes be overly stress-provoking for clients," says Herrell. He adds, "The Sun has been flexible enough to let unsure clients work a trial shift to see if the environment is compatible with the client's symptom management."

Marie LaMarche, Director of Human Resources, accepted the award on behalf of The Sun at the Washington Behavioral Healthcare Conference sponsored by WCMHC in Wenatchee.

Reprinted from KMHS press release 6/16/04

SHRM Webcasts

Current

- * Great Places to Work
- * Weirdos in the Workplace . . . The New Normal
- * Understanding the New FLSA

Archives

- * So Who Is An Applicant Anyway?
- * The New FLSA
- * Generational Differences in the Workplace

Webcasts are FREE to SHRM members and most offer HRCI recertification credit!
Pre-registration is required: [go to www.shrm.org/webcast](http://www.shrm.org/webcast)

NHRMA Annual Conference



MARK YOUR CALENDAR!

Plan to attend
NHRMA's 66th Annual Conference and Tradeshow

Monday, September, 13th –
Wednesday, September 15th, 2004

Resort Semiahmoo
Blaine, Washington

Conference Highlights

Special NHRMA Discounted Golf
Monday, September 13th

President's Caribbean Beach BBQ
Monday, September 13th, 7:00 pm - 10:00 pm

Fun Run and Walk
Tuesday, September 14th, 6:30 am - 7:30 am

Silent Auction and Reception
Tuesday, September 14th, 6:30 pm - 7:30 pm

For more information go to www.nhrmaconference.org

Study Group Starts in September

WSHRMA Study Group Starts Up in September for the PHR & SPHR Certification Exam.

Why get your certification? PHR or SPHR Certification becomes a public recognition of professional achievement showing that you have demonstrated mastery of the HR body of knowledge.

Starting this year, HRCI will deliver all exams exclusively by computer. Local test centers will be located at Seattle/Mountlake Terrace and Seattle/Puyallup. The next testing window is scheduled November 15, 04 through January 15, 05. The exam registration deadline is September 20, 04. The exam fee is \$175.00 for PHR and \$300.00 for SPHR certification. But the WSHRMA study group is free!



WSHRMA Upcoming Events Calendar

- August 11, 2004:** Breakfast meeting at Olympic College – FLSA
- September 2004:** No meeting due to Regional Conference
- October 13, 2004:** Making Diversity Work for You
- November 2004:** Fall half-day conference. Watch the web site and your mail for details. Possible topics include Identify Theft, Recruiting, and/or Privacy Laws.
- December 8, 2004:** Annual Work/Life Awards Presentations and Holiday Celebration

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

West Sound Human Resource
Management Association
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WSHRMA

West Sound
Human
Resource
Management
Association

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