



**Save The  
Date**

**Mark this date on  
your Calendar!**

**July  
No meeting!**

**August 13th, Breakfast  
FMLA & WA FMLA  
Update, Kellis Borek**

**October 8th, 1/2 day  
Fall Conference  
Presenter: Alice Rowe**

**November 12, Luncheon  
To Be Determined**

**December 10th, Holiday  
Luncheon  
Eugenie Jones**

Please continue to check  
our website at  
[www.wshrma.org](http://www.wshrma.org)  
for updated information  
on the above event.



AFFILIATE OF  
**SHRM**  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

2007 SHRM **SUPERIOR MERIT AWARD**  
CHAPTER

West Sound Human Resource Management Association

# West Sound Happenings

July 2008



## West Sound Human Resource Management August Luncheon

### FMLA and Washington Family Leave

Presented by: Kellis Borek  
Washington Employers, Inc.

HR professionals are frequently asked to coordinate different leave laws that can greatly affect employees and their firms. Many times leave laws overlap, causing confusion in trying to administer them. Ms. Borek will discuss changes to the Federal Leave Law (FMLA) including the 2008 amendments regarding leave for military family members. She will also discuss Washington's Leave Laws including the recent amendment providing for paid family leave and the Family Care Act. Finally, she will discuss how the federal and state laws overlap and what we as HR professionals need to do to address these types of leave in our organizations.

#### About the Presenter:

Ms. Kellis Borek, a staff attorney with Washington Employers, Inc., is an experienced employment attorney who advises and represents employers in all aspects of employment law. She was formerly in private practice in Seattle, with a focus on business and employment law, and has successfully represented employers before state and federal regulatory agencies and courts. She has also served as an arbitrator in King County, arbitrating personal injury and insurance disputes. Ms. Borek has an undergraduate degree from Washington State University and a law degree from Seattle University. She is licensed to practice in Washington and in the federal courts.

**Date: August 13, 2008**

**Time: 8:00 a.m. to 9:30 p.m.**

**Place: Silverdale Beach Hotel  
3073 NW Bucklin Hill Road  
Silverdale, WA 98383**

**Price: \$20 members/\$35 non-members**

**Register: contact Deanne Hull - via email: [wshrma@artanderson.com](mailto:wshrma@artanderson.com).**

**Last Day to Register  
August 11, 2008**





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## Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please contact Rachael Taylor, VP of Membership with any questions: 360-792-3336 or [rtaylor@kitsapsun.com](mailto:rtaylor@kitsapsun.com)



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## Job Bank

Please check out our website at [www.wshrma.org](http://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@kpshealthplans.com](mailto:dlaudenslager@kpshealthplans.com).

Are you or your organization interested in benefiting Kitsap County's community through educational projects? If the answer is YES and you need funding for that project read the following:

## West Sound Human Resources Management Association Grant Application Procedures

West Sound Human Resources Management Association (WSHRMA) is seeking applications requesting funds for educational projects that benefit the Kitsap County community. Funding is available for a project totaling up to \$500.

Applications may be submitted to WSHRMA by mail. Please address them to:

WSHRMA  
P.O. Box 1285  
Bremerton, WA 98337

### Selection Criteria

- The project should serve people in Kitsap County.
- These WSHRMA funds will not be awarded to fund the requesting organization's annual operation or maintenance costs.
- Projects and/or events that have a significant impact on the community and involve students will receive the highest consideration.
- Submit only one application per organization.

### Application

The application must be typed on forms provided or two (2) pages typed in 12 point font.

### Attachments

1. Project implementation and completion schedule are required.
2. A copy of the budget for the entire project must be provided, if appropriate.
3. Provide legal evidence of your organization's non-profit status.



## Recertification Credits

With no luncheon in the month of July here are two free online courses to fill the gap. If you are interested in viewing these courses go online to [www.shrm.org/webcast](http://www.shrm.org/webcast) for more information.



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### Managing Performance To Keep Employees on Track

**Date and Time:** July 17, 2008 at 2 PM ET

Emphasizing the management basics that can be used to keep employees on track before problems occur, David Goldman, Esq., and Leila Bulling Towne look at the delicate art of setting objectives and giving feedback. The program will also suggest methods for correcting problems when they do arise, his webcast is sponsored by Success Factors.

Register in advance for this webcast.

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### Security: Your Business Continuity Partner

**Available Now!** June 2008

As HR assumes an increasingly vital role in continuity planning, it is collaborating with a new business partner: physical security professionals. In this webcast, James Nelson of Business Continuity Services discusses the work of security professionals and how it intersects with the HR's responsibilities.

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#### 2008 Upcoming Events:

July —No Meeting  
August 13: Breakfast meeting—Kellis Borek, FMLA and WA FMLA Update  
September—No Meeting  
October 8th—Fall 1/2 Day Conference— Presenter: Alice Rowe  
November 12th—Topic TBD  
December 10th—Holiday Luncheon with Eugenie Jones



# Get PHR/SPHR Certified

## WSHRMA Sponsored Certification Study Group

### Fall SPHR/PHR Study Group

**When:** Thursday evenings- September 4 to November 20, 2008 (for 12 weeks)

**Time:** 5:30 pm -8:30pm

**Location:** Olympic College

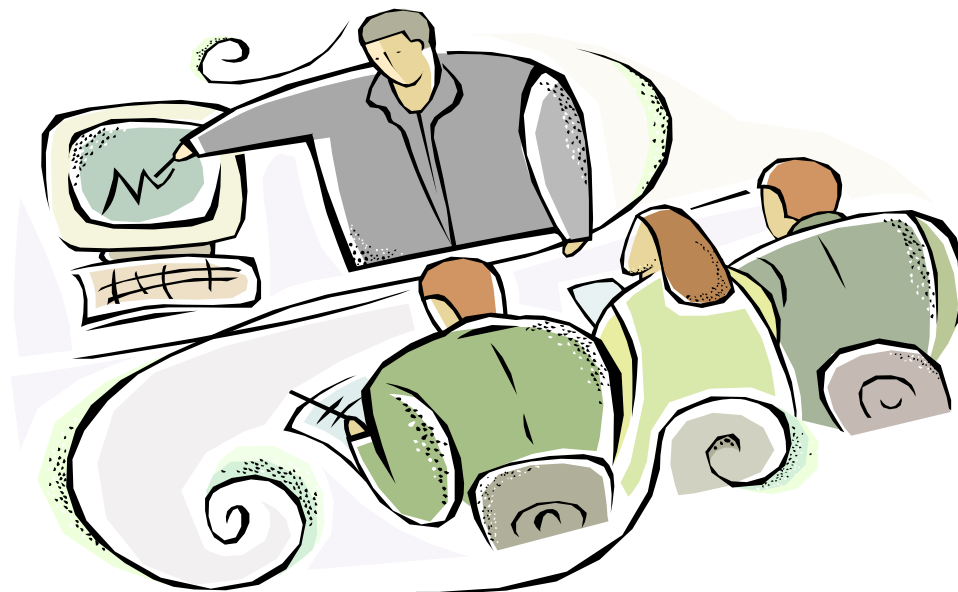
**Cost for class:** \$150 for chapter members - \$200 for non-chapter SHRM members

**Participant materials:** \$425 special discounts if we have 5 people buy SHRM learning materials through the chapter (\$595 member cost through SHRM/\$695 non-member cost through SHRM). It is expected that every student has the SHRM learning system materials for class.

**Registration:** Reserve your space no later than Monday, August 18, 2008 To Register email: [WSHRMA@ARTANDERSON.COM](mailto:WSHRMA@ARTANDERSON.COM).

Payments can be sent to WSHRMA c/o Art Anderson, 202 Pacific Avenue, Bremerton, WA 98337.

If you have any questions email Tracy Gibson at [tgibson@chapman.edu](mailto:tgibson@chapman.edu) <<mailto:tgibson@chapman.edu>> or call 360 259-8717



## Legislative Update

### HR Day on the Hill ~ January 20, 2009

The date has been set for next years HR Day on the Hill! 2009 will be a long session, 105 days beginning January 12th and tentative end date of April 26th. It will be a busy session given the election and new administration. Save the date, you won't want to miss this event. More information to come.

### Union Neutrality:

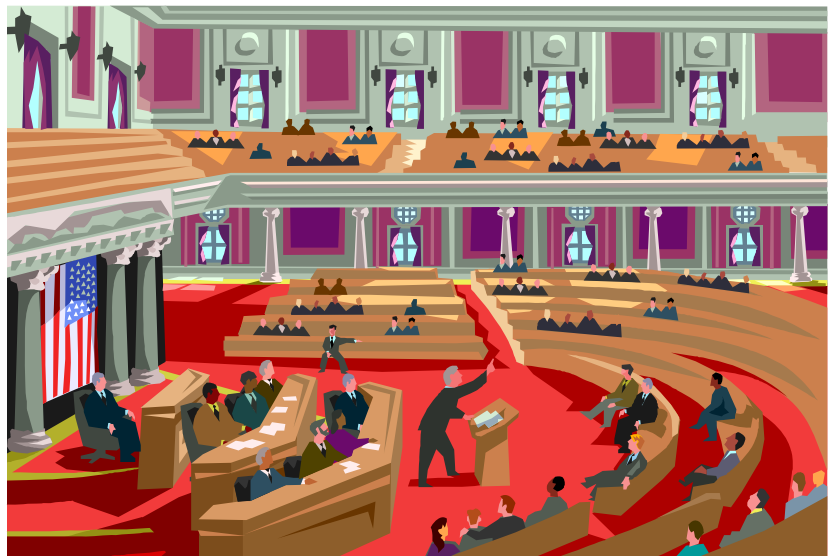
On June 19th the U. S. Supreme Court's struck down a California law imposing so-called "union neutrality". This sends a clear message to all labor groups ~ Employees have a right to receive Information opposing unionization. This does **not** mean last years bill on the same topic won't be heard again by Washington Employers. Unions in our state are expected to launch a new campaign between now and 2009 legislation session to convince legislators their proposal is different than the California's debunked law.

### ADA Restoration Act:

HR 3195, compromise amendment to the ADA, was before the House on Wednesday. The US Chamber, NAM, SHRM, Nat'l Restaurant Association, and others have teamed up with disability rights groups to negotiate and now support these amendments. If passed, it should have little practical impact on disability matters in Washington state. Our state laws are more protective than the Federal ADA, especially after the passage of SB 5340 in 2007. But it is definitely worth watching to see how the law changes at the Federal level and impacts businesses throughout the county.

### Paid Leave for Federal Workers

The U.S. House of Representatives voted on June 19, 2008, to approve legislation H.R. 5781 which provides employees of the federal government with four weeks of paid parental leave following the birth or adoption of a child. The President has stated he would veto this bill if passed by the House and Senate. More to be debated on this, as Rep. Carolyn Maloney, D-N.Y, a chief sponsor of H.R. 5781 is advocating: "As the nation's largest employer, the federal government should be setting a national standard with workplace policies that are truly family-friendly."



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

Check out our  
website at  
[www.wshrma.org](http://www.wshrma.org)

## 2008 WSHRMA Board of Directors

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Debbie Laudenslager, SPHR  
360-415-6533  
[dlaudenslager@kpshealthplans.com](mailto:dlaudenslager@kpshealthplans.com)

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360-662-2125  
[stucker@kitsapcu.org](mailto:stucker@kitsapcu.org)

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360-479-5600  
[dhull@artanderson.com](mailto:dhull@artanderson.com)

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360-792-3336  
[rtaylor@kitsapsun.com](mailto:rtaylor@kitsapsun.com)

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360-415-6950  
[mlamarche@harrisonmedical.org](mailto:mlamarche@harrisonmedical.org)

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[cglenn59@msn.com](mailto:cglenn59@msn.com)

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Tracy Gibson  
(360) 259-8717  
[tgibson@chapman.edu](mailto:tgibson@chapman.edu)

### **Publications Director**

Susannah Couch, PHR  
360-779-7017  
[scouch@q.com](mailto:scouch@q.com)

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Pamela Townsend, SPHR  
253-906-7259  
[pamtownsend@wavecable.com](mailto:pamtownsend@wavecable.com)

### **Diversity Director**

Mandy Clute  
360-662-2123  
[mclute@kitsapcu.org](mailto:mclute@kitsapcu.org)

### **School to Work Director**

Susan Chesbrough  
360-475-3709  
[sechesbrough@pchswb.org](mailto:sechesbrough@pchswb.org)

