



West Sound Human Resource Management Association

West Sound Happenings

June 2008

**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
for updated information
on the above event.



West Sound Human Resource Management June Luncheon

Compensation Trends

Using the Right Tools to Drive Employees Performance & Retention

Presented by: Catherine Dovey, CCP, SPHR
Compensation Works LLC.

With this economy it is more important than ever to understand the latest trends that are affecting compensation. Catherine Dovey will be presenting the latest research on compensation programs and how to deal with recent internet survey data. There will also be tips on compensation communication and a model for moving towards higher variable pay without increasing overall costs.

About the Speaker: Catherine has used her broad background as a manager, generalist and specialist to help her clients leverage their investment in human capital. With experience in diverse industries, union and non-union environments as well as private and public sector organizations, she is able to draw from a deep set of experiences to create unique solutions for each client organization.

Catherine has her MBA from Washington State University and is designated as a Certified Compensation Professional from WorldatWork. She is also certified as a Senior Human Resource Professional by the Society of Human Resources (SHRM). She has served on the national SHRM Total Rewards Panel and taught HR and Compensation courses for multiple universities.

Date: June 11, 2008

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

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

Price: \$25 members/\$35 non-members

Register: contact Deanne Hull - via email: wshrma@artanderson.com.

Last Day to Register
June 9, 2008



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SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

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



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@kpshealthplans.com.



Flexible Work Arrangements: A Productivity Triple Play

By Harvey A. Thomson and Beatrice A. Fitzpatrick

Executive Summary

When flexible work arrangements are understood and used as a management strategy for creating more effective workplaces, they enhance organization performance in three ways: (1) Produce measurable improvements in individual and team performance; (2) Reduce stress on employees and more fully engage them in accomplishing organization goals; and (3) Strengthen a results-focused, inclusive management culture.

When flexible work arrangements are introduced as an employee perk or an accommodation to individual employees, companies often fail to realize these benefits. In contrast, a team-based, results-focused approach to the introduction of flexible work arrangements capitalizes on the shared need of both companies and their employees for increased flexibility. The experience of ten American companies in a variety of industries proves that, when flexible work arrangements are introduced with the two-fold purpose of enhancing performance and creating more flexibility for employees, everyone wins.

Flexible Work Arrangements: A Productivity Triple Play

Few would quarrel with the claim that time is a scarce and highly-prized resource. Countless media reports show that employees are struggling to cope with the growing stress caused by both the increasing requirements of a highly competitive work environment and the complex web of expectations emanating from outside the workplace. Routinely, employees are forced to use up personal and vacation time to take care of their own or their family's needs, depriving them of the opportunity to get away from work pressures for a more extended vacation period and increasing the likelihood of burnout. Many highly-competent women and a much smaller number of men, who have the financial means, are choosing to leave the workforce in mid-careers to devote more time to raising their children. These patterns mean that turnover, absenteeism, and stress-related illnesses are a growing cost of doing business.

Broad economic, demographic and sociological trends increasingly are adding to the misalignment between work demands and work structures on the one hand, and family structures on the other. Competitive pressures are causing companies to drive down costs by outsourcing work or reducing staff, putting an even greater burden on those who remain employed. At the same time, family structures have changed dramatically, making it increasingly difficult for employees to meet family as well as work obligations. In 2003, approximately one in four working households was headed by a single parent and, in over half of two-parent families, both parents were wage earners for either professional or financial reasons (Chittenden, 2004). No longer can many working spouses leave the major responsibility for child-rearing or caring for elderly parents to their partners, because there is no partner or that person is also working full time. The increasing diversity of the workforce also contributes to the misalignment between the family and the workplace. In major urban areas, non-Hispanic white males make up only 15-20% of the population. The rest are women and people of color. In its work with companies on leadership diversity, focus groups with diverse employees run by The BOLD Initiative reveal that conflicts between work and other pressures on their time appear disproportionately to impact women and people of color, who bear more of the burden and have fewer resources to draw on than white males. Aware of this connection, companies increasingly are combining responsibilities for diversity and flexible work arrangements in the same executive position.

To read more go to <http://www.shrm.org/hrresources/articles/>.



West Sound Human Resource Management
August Luncheon

FMLA and Washington Family Leave

Presented by: Kellis Borek
Washington Employers, Inc.



When: Wednesday, August 13th

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

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

Cost: \$25 members/\$35 non-members

Registration Deadline: August 11, 2008

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.

To Register: contact Deanne Hull, via e-mail: wshrma@artanderson.com.

2008 Upcoming Events:

July —No Meeting

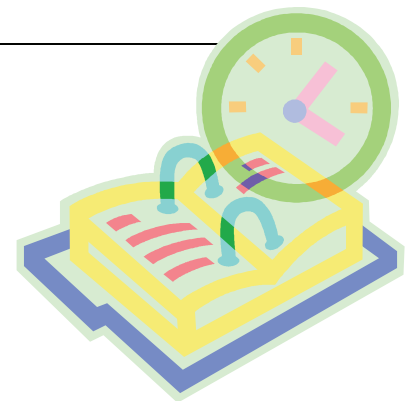
August 13: Breakfast meeting—Kellis Borek, FMLA and WA FMLA Update

September—No Meeting

October 8th—Fall 1/2 Day Conference— Presenter: Alice Rowe

November 12th—Topic TBD

December 10th—Holiday Luncheon with Eugenie Jones



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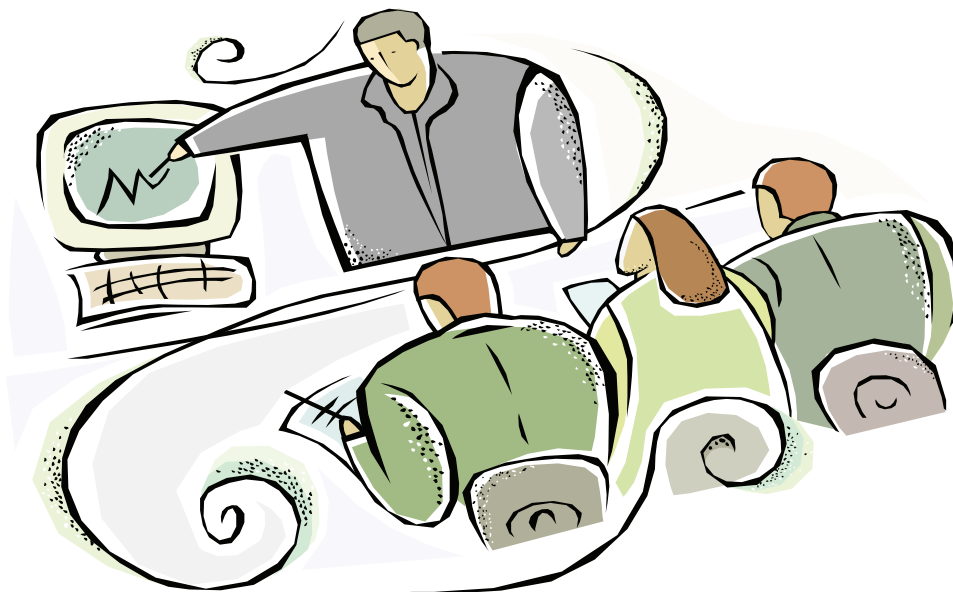
Recruiting in a Down Economy

In the presentation Tom Darrow of Talent Connections will demonstrate that a slow hiring market presents an opportunity to revisit your organization's overall recruiting strategies, and make plans for when the hiring market heats up again. This webcast is sponsored by **Taleo**.

Making the Business Case for Training

How do you overcome the perception that employee training is a luxury? In tough economic times when HR budgets may be tight, it's especially crucial to be able to make the business case for training. Join Joyce Oliner as she discusses how the net result of recent court decision, statutes and regulations has been to mandate that all employers provide training to employees on issues such as equal employment opportunity and workplace ethics. This webcast is sponsored by **Plateau Systems**.

To view these webcast or learn more about what SHRM has to offer on training visit www.SHRM.org.



Legislative Update

Genetic Testing

The House is expected to follow the Senate and approve a bill that would prohibit discrimination in hiring and insurance coverage based on the results of genetic tests. President Bush support the measure and is expected to sign it.

The legislation would prohibit employers from using genetic screening results—data about cancer or heart disease risk, for example—in hiring, assignment or promotion decisions. It also would bar insurers from making coverage decisions or setting premiums based on the results of genetic tests.

The bill aims to protect individuals who are carriers of genes linked to diseases but not those already diagnosed with a disease.

401-(k) Fee Disclosure Bill

House Education and Labor Committee April 16 approved a bill designed to provide workers with information on how much is taken in fees from their 401(k) retirement accounts. Current law does not require disclosure of certain fees, and even fee information that is available can be difficult for workers to find and evaluate.

As adopted by a 25-19 committee vote, the bill would:

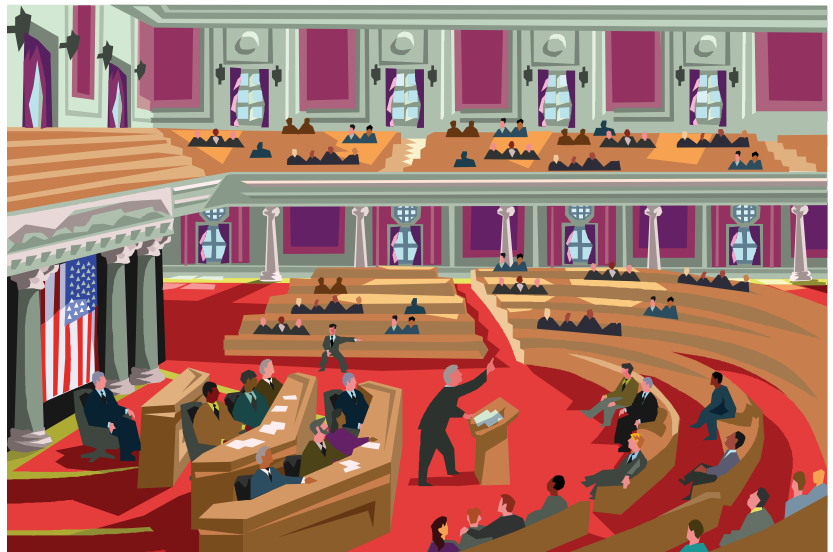
- Require 401(k) service providers and plan administrators to provide complete disclosure of fees charged on 401(k) plans, broken down into four categories: administrative fees, investment management fees, transaction fees, and other fees.

- Help workers understand their investment options by providing basic investment information, including information on risk, return, and investment objectives.

- Require plan administrators to offer at least one low-cost index fund to plan participants in order to be protected against liability for participants' investment losses.

- Require service providers to disclose financial relationships so companies that sponsor 401(k) can be sure there are no conflicts of interest.

- Give the Department of Labor the authority to enforce new disclosure rules and fine service providers who violate them.



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



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Check out our
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(360) 259-8717
tgibson@chapman.edu

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scouch@q.com

Legislative Director

Pamela Townsend, SPHR
253-906-7259
pamtownsend@wavecable.com

Diversity Director

Mandy Clute
360-662-2123
mclute@kitsapcu.org

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360-475-3709
sechesbrough@pchswb.org

