



**WSHRMA**  
West Sound  
Human  
Resource  
Management  
Association

# West Sound Happenings

March 2003

## Upcoming Chapter Meeting

April 9, 2003

Meeting Location TBA

Arthur Stratton from the Washington Human Rights Commission is going to speak on WHRC compliance.

### Mark Your Calendars!

NHRMA 65th Annual Conference is being held October 6-8, 2003 in Portland, Oregon.

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## WSHRMA Luncheon

March 12, 2003—Harrison Hospital

### Personal Impact

The Center for Management & Organization Effectiveness

### Presented by: Eric Mead

Today's organizations must acquire employees that can initiate change, introduce new ideas, and influence others in order to be successful. Furthermore, organizations see the need to place people in positions to have successful impact early in their careers.

Through extensive research, CMOE has identified eight skill sets that are essential to developing employees who feel personally empowered to awaken, excite, and activate others: Core Principles, Communication Skills, Managing Adversity, People Skills, Personal Vision, Establishing Credibility, Models & Mentors, and Seeing the "Big Picture".

Eric Mead, Regional Manager/Consultant has a B.S. in Organization Communication from the University of Utah. Eric has experience in organization communication and relationship building, management, marketing and advertising. He has developed and delivered personnel performance reviews, been involved with hiring, interviewing, and training processes for a variety of employment positions. Eric is certified in and has facilitated groups in training sessions involved with the skill development of Coaching and Team Building. He has been involved with the design and development of organizational case studies, personnel surveys, and customized training materials.

Eric specializes in one on one management and executive coaching for leadership development.

### **ALERT!**

Location Change

HARRISON SILVERDALE  
1800 NW Myhre Road  
Silverdale, WA 98383

For directions call:  
360-337-8800



## Personal Impact — R.S.V.P. By March 7th

**Date:** March 12, 2003  
**Time:** 11:45am—1:30pm  
**Place:** Harrison Silverdale—Orchid Room  
**Price:** \$15.00 Members\*  
\$25.00 Non-Members\*  
**RSVP:** ccrisp@oc.ctc.edu  
360-475-7306

When you register, let us know if you have special needs.

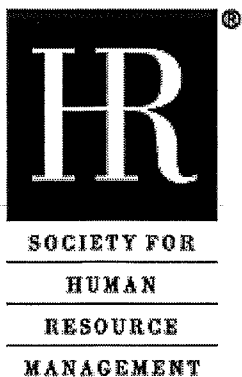
Reservations must be made by March 7, 2003. (An Additional \$10.00 fee will be charged to those without reservations.)\*Those with reservations who do not attend the meeting, will be billed for the cost of their meal.

## Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please give Kathy Giovanni, VP of Membership a call with any questions. 206-842-6608 or e-mail [kg@sageflyfish.com](mailto:kg@sageflyfish.com)

## Certification Study Group

If you are interested in joining the HRCI Certification Study Group, please contact our Education and Certification Advocate, Belinda Price at [Pricebe@dshs.wa.gov](mailto:Pricebe@dshs.wa.gov)



## Higher Employer Taxes

### High Unemployment and Declining Trust Fund Mean Higher Employer Taxes

OLYMPIA—Many Washington employers will pay higher unemployment taxes in 2003 under an existing state law designed to keep the unemployment trust fund solvent during recessions. The state Unemployment Insurance Trust Fund shrank 25 percent between September 2001 and September 2002, thereby triggering the tax schedule change. “The ongoing recession has dramatically reduced the trust fund balance,” said Employment Security Commissioner Sylvia P. Mundy. “More laid-off workers are collecting unemployment and they are receiving those benefits for longer periods of time. State law requires the change to a higher tax rate schedules this year to sustain the fund and assure money is available to pay unemployment benefits. Taxes would have been even higher without additional federal dollars approved by Congress and the President to assist unemployed workers.” The amount of worker wages that is taxed will also increase under state law. Employers will pay unemployment taxes on the first \$29,700 of a worker's wages in 2003. Employment Security typically provides tax rate information to employers in early December, but did not know which rate to use due to the lawsuit pending in the Washington State Supreme Court regarding Referendum 53. The Supreme Court ruled in January. The department mailed tax rate notices for 2003 to employers by the end of the January. First-quarter tax payments are due April 30. Despite economic downturns, Washington has been in tax schedules AA and A, the two lowest of seven tax schedules, since 1990. Rates for 2002 were determined by Schedule A. Rates for 2003 are determined by Schedule B and will range from 0.57 to 5.4 percent of taxable wages for established businesses.

Go to our WSHRMA website at:  
<http://www.wshrma.org>

## Best of the Northwest Speakers Bureau

Thursday, July 10, 2003  
from 8:00am—3:30pm at  
the Silverdale Hotel, Ron  
Real will present Corporate  
Culture, How to Build on  
Success! In this presenta-  
tion you will develop con-  
crete strategies for moving  
ahead as a leader. You will  
also learn what the Culture  
of Smart Planning is by us-

ing the mission statement  
to develop a realistic  
budget and reduce risks.  
This is just to name a few.  
Enroll now to train-  
[ing@nw.hroc.navy.mil](mailto:ing@nw.hroc.navy.mil).  
Registration Fee: \$125  
Registration Deadline:  
June 19, 2003



## SHRM Scholarships

Each year, Area V has \$5,000 to give to SHRM members for either academic scholarships or certification scholarships. The application deadline for 2003 is May 1. Funded by the SHRM Foundation, a total of \$30,000 annually is to be awarded by the areas to national SHRM members pursuing a degree or professional certification in human resource management. For more information go to our website [www.wshrma.org](http://www.wshrma.org) and click on Certification.

## Opinions Needed!

Access the WSHRMA Members Needs Assessment on the website at [www.wshrma.org](http://www.wshrma.org)  
 Print the assessment, fill it out and fax it to 360-792-5262 or e-mail your program and meeting suggestions to [sunhr@thesunlink.com](mailto:sunhr@thesunlink.com)



## WSHRMA Job Bank

The Job Bank, a free service provided to members of WSHRMA, serves as a source for employers trying to fill HR positions and applicants looking for jobs. If you would like to list a job opening or post your resume, please contact Mandy Clute at [mclute@thesunlink.com](mailto:mclute@thesunlink.com) or 360-792-3336.

To access go to:  
<http://www.wshrma.org>  
 Click on Job Bank

## WSHRMA Legislative Reporter Update

**Ergonomics Suspension (SB5161):** This bill would repeal the controversial WA State ergonomics rules and prevent similar rules from being adopted unless required by congress or OSHA.

**Reference Checking (SB5388):** This bill would protect employers from civil liability for providing information about a former or current employee's job performance, conduct, or other work-related information to a prospective employer, or employment agency.

**Actions Against Health Care (SB5209):** The Washington state constitution has a provision that specifically

prohibits any legislation to cap damages paid out in medical malpractice lawsuits. Senate Joint Resolution 8207 has been proposed to amend the constitution by way of referendum and allow the legislature to limit non-economic damages. SB5209 would limit the non-economic payouts to \$250,000 and if the award is greater than \$50,000, the payout can be made over time.

**Minimum Paid Time Off (SB5377):** Under this bill, employees would accrue at least forty hours of paid time off for each six months of full-time work for an employer, or a

proportionate amount of paid time off for each six months of less than full-time work.

**Bill to Watch in D.C.:**  
 The Family and Medical Leave Clarification Act of 2003 was introduced on Jan. 7th by Rep. Judy Biggert (R-III). The act would 1) clarify the definition of a "serious health condition"; 2) limit eligible leave requests to a min. of four hrs to reduce admin. burdens; 3) allow employers to require employees to choose whether to take unpaid leave under the FMLA of 1993 or a paid absence under a collective bargaining agreement. Go to [shrm.org](http://shrm.org)/government for info.

**Military Action:** It's time to think about USERRA again.

As our military personnel (including reservists called to active duty) are preparing to leave for overseas destinations, more of you are finding that your employees are among those troops. It's important to be aware that they have certain rights and protections under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

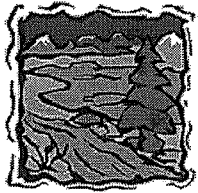
Who's covered under USERRA?

USERRA covers employees on "qualified military service," which means service in "uniformed services" while on active or inactive duty, including training periods. Uniformed services include the Army, Navy, Marine Corps, Air Force, Coast Guard, Public Health Service Commission Corps, and the reserve components of those services as well as training or service in the National Guard or Air National Guard. Most private and government employers are subject to the Act.

**Bottom Line:**

If you have or expect to have employees on military duty, you should verify that your qualified plans, welfare plans, and other employee benefit programs comply with USERRA and SSCRA and that your affected employees are made aware of their rights and obligations under those laws.

West Sound Human Resource  
Management Association  
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Bremerton, WA 98337



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## March Meeting Announcement Inside

### 2003 WSHRMA Board of Directors

#### Co-President (Foundation Co-Chair)

Sharon Tucker, PHR

360-662-2125

[Stucker@kitsapcu.org](mailto:Stucker@kitsapcu.org)

#### Co-President (Foundation Co-Chair)

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[Ldaigle@hnh.westsound.net](mailto:Ldaigle@hnh.westsound.net)

#### President—Elect

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360-475-7305

[Lyerber@oc.ctc.edu](mailto:Lyerber@oc.ctc.edu)

#### VP Membership

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#### Job Bank Coord./Publications Director

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