



WSHRMA

West Sound
Human
Resource
Management
Association

West Sound Human Resource Management Association

West Sound Happenings

March 2006

*Save The
Date*

Monthly Luncheons

Mark these dates on
your Calendar

April 12, 2006

The Best of FMLA:
What's New?

Presenter:
Treena Burton,
WEA Staff Attorney

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

Silverdale Beach Hotel



**Spring Conference
Monday, May 8, 2006
Details inside!**

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



WSHRMA MONTHLY LUNCHEON

EXPLORING STRATEGIES TO CONTROL HEALTHCARE COSTS AND PROMOTE WELLNESS

PRESENTED BY:

***MARK ESTEB, PRESIDENT, CORPORATE PLANNING SYSTEMS, LLC
& HEATHER NAKAMURA, M.P.E., M.S., R.D.***

KITSAP GOLF AND COUNTRY CLUB

MARCH 8, 2006

SPONSORED BY:

MARTHA & MARY

Mark graduated from Pacific Lutheran University in 1987 with a Business Administration and Marketing degree. A career path of thirteen years with Great West Life earned him national recognition as an employee benefits account executive. In 1999, Mark joined Corporate Planning Systems as a principal of the organization. His areas of expertise include group life, disability, health insurance and pension products and he specializes in self-funded medical/dental programs and risk management.

Heather Nakamura is a registered dietitian with Master's degrees in both Nutrition and Exercise Physiology. She has extensive experience developing health and wellness programs for corporations including The Boeing Company, Valley Medical Center, Travelers Insurance Company, Fred Hutchinson Cancer Research Center, and the Seattle Club. Heather maintains a private practice in sports nutrition and preventive health.

Owner of Winning Nutrition in Bellevue, Heather is a sought after public speaker who has been a regular guest on KPLZ radio and KIRO's morning show, 7-LIVE. She is a columnist for Northwest Runner magazine and frequent contributor to national health and fitness publications.

RSVP by March 3, 2006

Date: March 8, 2006 Place: **Kitsap Golf and Country Club**
Time: 11:45 a.m. to 1:30 p.m. **3885 NW Golf Club Hill Road**
Price: \$20.00 Member* **Bremerton, WA 98312**
\$30.00 Non-Member* **360-377-0166**

RSVP: wshrma@artanderson.com
360-479-5600 x2265

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

HR

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IN THE NEWS - SHRM.ORG



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



“Managing Smart: Teaching Line Managers how to Supervise”

Managing Smart is a unique service available to members of SHRM. Every quarter, a new collection of articles is provided that can help your company's line managers supervise their staffs effectively—and legally.

This online newsletter features authoritative advice from SHRM about communicating with, training, rewarding and motivating employees, complying with employment laws and many, many other hands-on duties managers face on a daily basis. Past issues are archived, so you have access to all the articles since 2000.

Best of all, as a member of SHRM, you are authorized to distribute copies, excerpts or e-mails of the newsletter for educational purposes internally within your organization.

Topics of articles include performance appraisals, wage and hour regulations, motivating employees, diversity, retention, and many others.

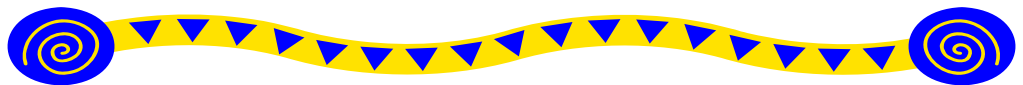
Each document is also available in MS-Word, which you can download and drop into your company newsletter.

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



SCHOOL-TO-WORK

The new “School-to-Work Committee is actively looking for additional committee members to help us determine what activities we should offer our members. We are planning a membership questionnaire to see what would be of interest to our members. One suggestion is to offer the various school districts/high schools a Speaker’s Bureau which would connect members to students, and offer them a chance to hear what employers are seeking in job candidates.



If you have an interest in helping on the committee, please contact Pam Townsend (hrchr@hollyridge.org) or Belinda Price (pricebe@dshs.wa.gov).

SAVE THE DATE

WSHRMA SPRING CONFERENCE
KITSAP CONFERENCE CENTER
MONDAY, MAY 8, 2006



Join us for our full day conference focusing on building successful work relationships. Our morning speaker is Val Baldwin, CPC of Portland, Oregon. Val is a dynamic professional speaker bringing 23+ years experience in the corporate world and certification in life and relationship coaching to corporations and individuals looking to boost their performance and success in their professional and personal lives. She is a Certified Professional Coach and an affiliate of the National Speakers Association. She also appears monthly on the Portland TV show AM Northwest as their Life Success Coach.

Discover the 9 magic keys to improve your relationship success in your personal and professional life. Val's refreshing wit and spunky attitude drives the key concepts home. For additional information about Val go to her website at www.valbaldwin.com.

The morning session with Val Baldwin includes:

- **9 Magic Connection Keys to Improve All Your Relationships**—Discover the 9 Magic Keys to improve your relationship success in your personal and professional life. The result will be a happier, more productive and less stressed-out you because you will have healthier and more positive connections with all the people in your life.
- **Discover Your Personality Style and What Makes You Tick**—Ever wonder why some personalities easily frustrate you while others you instantly click with? Come discover your own personality style and better understand and appreciate others. This knowledge will quickly open your eyes as to why your experience many of your common conflicts and how to correct them.

Registration Fee: Members—\$149
 Member-Staff- \$169
 Non-Members- \$199

Continental Breakfast and Lunch included. Stay tuned for additional conference information to include afternoon breakout session topics and additional registration information!!



APRIL LUNCHEON—April 12, 2006

Location: Silverdale Beach Hotel

The Best of FMLA: What's New

Presented by Treena Burton

Sponsored by: KPS Health Plans

Ms. Burton is one of the Washington Employer Association's staff attorneys. She has successfully represented management in a variety of employment cases, including assessing employment related disputes, employment counseling and litigation prevention strategies. Ms. Burton has experience handling intellectual property issues, including preparation and negotiation of high tech licensing agreements. She received her law degree from Seattle University School of Law and her BA from the University of Virginia.

WASHINGTON LEGISLATIVE UPDATE FEBRUARY 2006



HB 2777 was introduced by Representative Marylou Dickerson. This bill would have mandated 40 hours of paid sick leave for every employee of any size business after 6 months of employment. A companion bill was introduced in the Senate. WSHRMA members were very vocal in opposition to this bill, which now appears to be dead for the current session.

HB 2392 would have dropped the threshold for Washington State FMLA to employers of 25 or more and would have also included eligible time off for the care of a domestic partner. The bill has been amended now to more closely conform to the current federal regulation (requiring 50+ employees and no domestic partner provision). Some are concerned that the provision which provides protection to employers by requiring medical certification has been omitted from this bill. This bill is expected to pass this session.

“Pay or Play Healthcare” legislation would require employers with more than 5000 employees in Washington to spend up to 9% of their payroll for health benefits. This bill is thought to be dead for this session.

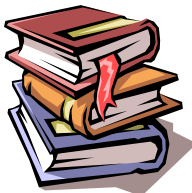
Keep an eye out for HB 2614 which would prohibit employers from terminating employees who use tobacco off the job

On January 31, Governor Gregoire signed HB 2661 which prohibits discrimination against a person based on their sexual orientation. Stay tuned for more details.

Congratulations to our WSHRMA members who attended the “Day on the hill” event in Olympia on February 15th. Please share your experiences with us!

Courtesy of Jennifer Lammert, Legislative Director for the Washington State Council (SHRM)

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. If you are interested in leading or teaching the study group please contact Annie Davis.

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



WASHINGTON D.C. INSIDER FEBRUARY 2006

President Bush Highlights Health Care Initiatives in State of the Union Address

Citing the impact rising health care costs are having on businesses and consumers and the number of Americans who cannot afford health care insurance, President Bush explained his health care reform initiatives in the annual State of the Union speech on January 31, 2006. While some of the proposals have been around for a while, such as medical liability reform and the creation of association health plans (AHPs), the President also threw his support behind expanding Health Savings Accounts (HSAs) and health information technology, two issues generally supported by the business community.

Although specific details of the President's initiatives are not yet available, he discussed leveling the playing field between those with employer-sponsored health coverage and those who purchase health insurance in the individual market by providing a tax credit to individuals who purchase a high deductible health plan in conjunction with a HSA. He also proposes allowing employers to make larger HSA contributions for employees with chronic illnesses and providing greater portability for HSA compatible health plans, so that employees can take their health plans with them as they move from job to job.

In an effort to curtail rising costs, President Bush outlined his support for implementing information technology in the health care system, including the creation of electronic medical records. Health information technology can reduce medical errors, eliminate redundancy in the system, improve patient outcomes, and reduce health care spending. Greater use of health information technology can also help facilitate more access to important data on health outcomes, which will help employees more accurately evaluate the cost-effectiveness of health care services and procedures. As a strong proponent of health information technology, SHRM will continue to encourage the 109th Congress to enact legislation to make electronic medical records a reality.

Pension Bills Poised for Conference

Before the 109th Congress, first the House and then the Senate passed separate, but similar legislation to reform pension plan funding rules for defined benefit plans. The Senate passed the Pension Security & Transparency Act (S.1783) by a vote of 92 to 2 on November 16; the House passed the Pension Protection Act of 2005 (H.R.2830) on December 16 by a vote of 294 to 132.

The legislation is being driven by concerns over the stability of the defined benefit plan system and the potential insolvency of the Pension Benefit Guarantee Corporation (PBGC), which is facing a \$23 billion shortfall because of recent plan defaults. Although legislation is principally focused on defined benefit plans, both bills have a number of provisions aimed at defined contribution plans as well. Below is an explanation of the key areas of agreement in the House and Senate bills, as well as their differences.

Required Contribution Amounts

Both bills require defined benefit plan sponsors to make contributions to ensure that plans meet a 100 percent full funding target level each year. If a plan hits less than the 100 percent funding requirement, plans would be required to make additional contributions to meet that level over a seven-year period. Plans have until 2011 to hit the 100 percent funding target. In 2007, the target is 92 percent; 2008, 94 percent; 2009, 96 percent; and 2010, 98 percent.

More on defined pension plan reform from Washington D.C. Insider Next Month

West Sound Human Resource
Management Association
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Check out our
website at
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