



West Sound Human Resource Management Association

# West Sound Happenings

May 2008



**Mark this date on your Calendar!**

**June 11th Luncheon**  
**Compensation Trends:**  
**Using the right tools to**  
**drive employee**  
**performance**  
**and retention**  
**By Catherine Dovey,**  
**CCP**

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

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

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



## Project Leadership

### How to Manage The People Side of Projects

**Guest Speaker: Molly Davis**

**Senior Consultant Learning Point, Inc.**

Project leaders are often expected to achieve results while balancing limited dollars, time, and resources. People are a project's most valuable resource, but they can also pose the biggest challenges.

This workshop will provide tools and techniques for defining project goals, ensuring project commitment, and maintaining project focus.

Through practical application exercises, you will have the opportunity to learn and apply proven techniques for leading projects in a variety of work settings.

This workshop will help you: Define the critical role of project leadership in the project management process; Effectively develop and use a project charter to ensure focus and commitment; Identify project stakeholders and manage stakeholder expectations; Apply tools and techniques for developing and leading a project team; and Handle difficult situations that could throw your project off track.

Register prior to May 2, 2008 and receive a \$25 discount.

For more information visit our website at [www.wshrma.org](http://www.wshrma.org). Thank you to our sponsors:



**Date: May 14, 2008**  
**Time: 8:15 a.m.— 4:00 p.m.**  
**Place: The Inn at Gig Harbor**  
**3211 56th St. NW,**  
**Gig Harbor, WA 98335**  
**Price: \$135.00 for Members**  
**\$165.00 Non-Members**

**Last Day to Register**  
**May 9, 2008**

**Register: Download registration form at**  
**[www.wshrma.org](http://www.wshrma.org) and send to: Deanne Hull,**  
**c/o Art Anderson, 202 Pacific Avenue, Bremerton, WA 98337**  
**or via email to: [wshrma@artanderson.com](mailto:wshrma@artanderson.com).**



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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).



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## 2007 SHRM SUPERIOR MERIT AWARD CHAPTER

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### West Sound Human Resource Management Association Receives Distinguished Award

The Society for Human Resource Management (SHRM) in Alexandria, VA has awarded the Superior Merit Chapter designation to the West Sound Human Resources Management Association (WSHRMA) for its scope of work in perpetuating and supporting the mission of the organization in 2007.

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. The Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 225,000 members in over 130 countries, and more than 575 affiliated chapters.

WSHRMA is one of 55 chapters receiving the distinction in SHRM's Pacific Northwest Region comprised of three states and 67 affiliated chapters.

"This recognition demonstrates both the leadership and the successful partnership the chapter has with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession" noted Pamela J. Green, SPHR, Chief Membership Officer for SHRM.

The WSHRMA Chapter receives a Certificate of Recognition, a specialized banner to display at its meetings and events, and is being recognized in SHRM's publications and at its conferences.

WSHRMA holds its monthly luncheon on the second Wednesday of the month from 11:45 a.m. to 1:30 p.m at the Silverdale Beach Hotel. Speaker topics range from Compensation practices to Employment Law updates to Workforce Diversity or Development. If you are a current member of SHRM and would like to designate WSHRMA as your home chapter (no additional annual fee) contact Rachael Taylor at 360-792-3336. For information on our Project Leadership spring conference held May 14<sup>th</sup> at the Inn at Gig Harbor visit our website at: [www.wshrma.org/calendar.html](http://www.wshrma.org/calendar.html).

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.



When: Wednesday, June 11th

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

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

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

Registration Deadline: June 9, 2008

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.

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



## Human Capital Leadership Awards

### **Will Your HR Department Be Our Chapter's Hometown Heroes? Nominations for SHRM's 2008 Human Capital Leadership Awards Program are now open.**

It helped transform a global beverage icon's company culture from "flat" to "fizz." It inspired a retail giant to create a virtual corporate university, resulting in improved employee performance and retention. And it broke down company-wide silos of skepticism ... turning HR into a true strategic business partner and catalyst for growth.

SHRM is saluting the HR visionaries who inspire success. Now in its third year, the SHRM Human Capital Leadership Awards recognize and honor the best examples of HR that drive the performance and reputation of their organizations, develop winning business strategies, and meet the challenges of a changing world.

SHRM encourages you and your colleagues to participate in the Human Capital Leadership Awards competition. It's an important way for HR professionals to gain the recognition they deserve.

The four categories — Strategic HR Leadership, Innovative Business Solution, Competitive Workforce, and the Human Capital Business Leader of the Year — honor human resource leaders who have developed and launched innovative programs that contribute to their organizations' success.

Winners and two finalists in each category will be announced at SHRM's Strategic HR Conference in September 2008. Other benefits of winning include: recognition by peers, business leaders and more than 235,000 SHRM members for excellence in HR strategies; detailed coverage in *HR Magazine*; media interviews and outreach with key HR and business journalists; VIP status and complimentary registration at the SHRM Strategic HR Conference; an announcement in a major national news publication listing the winners post-announcement; and much more.

Winners and finalists have leveraged the Human Capital Leadership Award to recruit and/or retain talented employees, as well as to gain positive public exposure among business partners, customers and the community.

Nominations are now open and we will be accepting them through May 30 at the HCLA web site: [www.shrm.org/leadershipawards](http://www.shrm.org/leadershipawards).



## Washington State Legislative Update

### **H.B. 2142 – Workplace Safety/Violence**

**Summary:** Current version establishes that it is unlawful to subject an employee to an abusive work environment. Defines abusive environment. Prohibits retaliation against an employee for objecting to or participating in an investigation of an unlawful employment practice. Establishes that the employer is vicariously liable for any action in violation of the law committed by an employee.

**Status:** Substituted and passed committee Feb. 5. Referred to Appropriations Committee Feb. 6<sup>th</sup>.

**Outlook:** The Commerce & Labor Committee voted 5-3 to approve a substituted version of this bill. The language in the new version does not alter the intent of the bill.

## H.B. 2602 – Employment Discrimination, Family/Medical Leave

**Summary:** Current version provides leave from employment for employees who are victims of domestic violence, sexual assault or stalking, or for employees whose family members are victims, to participate in legal proceedings, receive medical treatment, or obtain other necessary services.

**Status:** Substituted and passes committee February 5. Referred to Rules Committee February 6<sup>th</sup>.

**Outlook:** The Commerce & Labor Committee voted 6-2 to approve a substituted version of this bill. The new committee substitute does not alter the intent of the bill. The Rules Committee will study the bill and determine when to schedule debate and a vote on the House floor.

## H.B. 2626 – Unemployment Insurance

**Summary:** Current version directs the Employment Security Department to study options for suspending the waiting period requirement for individuals who are unemployed because of an emergency or disaster, or otherwise compensating such individuals for lost wages. The Department also must examine ways to mitigate the impacts, if any, of these options on the unemployment compensation system. A report from the Department to appropriate legislative committees is due by December 1, 2008.

**Status:** Hearing held Feb. 1<sup>st</sup>. Substituted and passed committee Feb. 5. Referred to Rules Committee Feb. 6<sup>th</sup>.

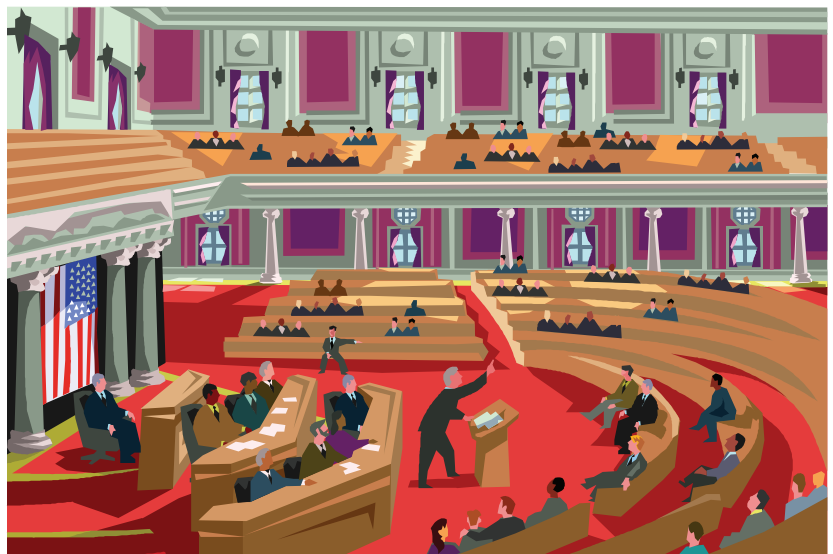
**Outlook:** The Commerce & Labor Committee voted unanimously to approve a substituted version of the bill. The substitute directs the Employment Security Department to study options for suspending the waiting period requirement for individuals who are unemployed because of an emergency or disaster, or otherwise compensating such individuals for lost wages. In its current form, the bill is no longer relevant to the client's issue scope and will be removed from the Statelink portal.

## H.B. 2824 – Wage and Hour

**Summary:** Current version provides that employees of health care facilities shall be allowed scheduled meal and rest periods as specified in rules adopted by the Department of Labor & Industries.

**Status:** Hearing held Feb. 1<sup>st</sup>. Substituted and passes committee Feb. 4. Referred to Appropriations Committee Feb. 5.

**Outlook:** The Commerce & Labor Committee voted 6-2 to approve a substituted version of the bill. In the substitute, the pre-scheduled on-call time exception to the prohibition on mandatory overtime is limited so that it does not apply when used due to a lack of good faith by the health care facility to schedule patient procedures so that overtime would not be required. At the Feb. 1<sup>st</sup> committee hearing, representatives of WA State Nurses Assoc.; Service Employees International Union Health care and United Food & commercial Workers testified in support. The WA State Hospital Assoc. and Harbor Community Hospital testified in opposition.



West Sound Human Resource  
Management Association  
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Bremerton, WA 98337



**WSHRMA**

West Sound  
Human  
Resource  
Management  
Association

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

## 2008 WSHRMA Board of Directors

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