

WSHRMA
West Sound
Human
Resource
Management
Association

West Sound Human Resource Management Association

West Sound Happenings

November 2003

Mark Your Calendars

Holiday Luncheon and Work/
Life Award Presentation
December 10, 2003
Kitsap Golf & Country Club

The West Sound Work/Life
Partnership Award Application
Form and Peer Advisor Listing
is available online at
www.wshrma.org

Deadline: October 29, 2003

WSHRMA November 2003 Half-Day Conference

Date: November 12, 2003

Time: 8:00 am—12:00 noon

Place:
Kitsap Golf & Country Club
3885 NW Golf Club Hill Road
Bremerton, WA 98312

Price: \$35 Members
\$50 Non-Members

To Register:

Use the registration
form on page 3 of
this newsletter.

Reservations must be
made by November 7th.

WSHRMA Annual Half-day Workshop

November 12, 2003

Rob Gudmundson and Matt Lynch, Washington Employers, Inc.

Employment Law Briefing & Layoff Planning

When employers are seeking to ensure the financial health and viability of their operations, often layoffs are a necessary consideration. Layoffs, however, have their own considerations. Ron Gudmundson will discuss considerations and how to identify whether a layoff is appropriate, alternatives to layoffs, layoff planning, and implementation issues including whether advance notice to employees is necessary

In addition, Matt Lynch will present an Employment Law briefing that will address recent developments in federal and state discrimination, wage and hour and wrongful discharge law, with particular emphasis on issues relating to overtime, unemployment compensation, employee privacy and workplace safety.

Rob Gudmundson is a Staff Attorney with Washington Employers, Inc.. Rob has been with the association for five years. He provides legal advice on labor and employment relations issues and represents members in collective bargaining and before state and federal regulatory agencies. Prior to joining the association, Mr. Gudmundson was a corporate regulatory compliance and government affairs manager for seven years. During this time he also served as an officer and board member for two industry trade associations. Mr. Gudmundson received his J.D., cum laude, from Seattle University. He also holds a B.S. in Physics from the University of Washington

Matt Lynch is Staff Counsel with Washington Employers, Inc., an association of 1000 Western Washington employers with offices in Seattle and Kent. Matt has been with the Association for over fourteen years, and his practice focuses on labor and employment law issues relating to discrimination, wrongful discharge, wage and hour cases, employment agreements, medical leaves, and labor relations. He represents employers before federal, state and local enforcement agencies such as the EEOC, NLRB, PERC, the Washington Human Rights Commission, Seattle Office of Civil Rights and the Washington Department of Labor & Industries.

Job Opportunity—Human Resources Director

KPS Health Plans has an exciting senior management opportunity for an experienced HR Director. Individual is responsible for management of human resources function for a health insurance organization of 150 employees that promotes a culture based on coaching and mentoring. Position oversight includes organizational development, employment, orientation and training, employee relations, compensation, safety and health, benefits and employee services. KPS offers a competitive salary, outstanding benefits package, casual dress and flexible work environment. Qualified candidates who possess a Bachelor's degree, 7-10 years of exp. and PHR/SPHR certification (or equivalent experience in the HR field) are invited to submit a cover letter and resume with salary requirements: Attention HR, KPS Health Plans, P.O. Box 339, Bremerton, WA 98337; (fax) 360-415 4330; (e-mail) HR@kpshealthplans.com.

Want to Find a Treasure? It's Silent Auction Time!!

Mark your calendar. Make plans to attend. It's time for the West Sound Chapter's annual silent auction to be held on December 10th during the monthly chapter meeting at the Kitsap Golf & Country Club.

This is your chance to combine a little bit of fun shopping and support of your profession. All proceeds from the auction will go to the research and development arm of the HR profession — the SHRM Foundation. Plan to attend. Bring a friend. And bring your cash or checkbook! Sorry, we will not be able to process credit cards.

We are collecting items for the auction now!!! If you or your company would like to contribute a tax-deductible item to this very worthwhile event, please contact Lois Daigle or Sharon Tucker, Auction Chairs.

Please go to www.wshrma.org to find the donor form if you are making a contribution to the Silent Auction.

November 2003 Legislative Update

Washington State

Make your voice heard!! On November's Washington ballot you will have the opportunity to repeal the ergonomics standards in the State of Washington. Initiative 841 would immediately repeal the ergonomics rules established by the Washington State Department of Labor and Industries and restrict L&I from adopting any new regulations relating to ergonomics unless it was necessary for the state to meet a uniform federal standard. Federal ergonomics regulations were repealed in 2001. Washington remains the only state with its own ergonomics rules.

Need more information on the Department of L&I's proposed 19.4% increase in workers' compensation premiums in 2004? For more information on rates and hearings, visit www.lni.wa.gov or www.awb.org/policy/workerscomp/index.html.

The Other Washington (D.C.)

The IRS and the Treasury Department announced on September 3, 2003 that over-the-counter drugs can be paid on a pretax basis through health care flexible spending accounts (FSAs). Reimbursements by health FSAs and other employer health plans for the cost of over-the-counter drugs that are available without prescription such as aspirin, antacids and allergy drugs are not subject to tax if properly substantiated by the employee.

SHRM members recently expressed their opinions on the proposed changes to the FLSA "white-collar" exemptions. Of the 283 respondents to the survey, 65% indicated that the changes would have a positive effect and 3% indicated an extremely positive effect. Of the remaining respondents, 20% indicated no effect and 12% a negative effect. These survey results follow the September 10th Senate decision to prohibit the Department of Labor from expending fiscal year 2004 funds on the "white-collar" exemption rules (Section 541, FLSA).

Conference Registration Form—November 12, 2003—Kitsap Golf & Country Club

• TO REGISTER

Detach or photocopy this panel and mail with payment information to:

WSHRMA
P.O. Box 1285
Bremerton, WA 98337

• FOR MORE INFORMATION

Cynthia Crisp 360-475-7306

• COST

\$35 Members / \$50 Non-Members

• NAMES OF ATTENDEES

Please print or type

Name _____
 Company _____
 Title _____
 Phone Number _____
 SHRM Number _____

Name _____
 Company _____
 Title _____
 Phone Number _____
 SHRM Number _____

Name _____
 Company _____
 Title _____
 Phone Number _____
 SHRM Number _____

• METHOD OF PAYMENT:

Check—Included—Payable to WSHRMA

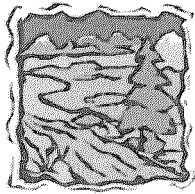
AFFILIATE OF



SOCIETY FOR
 HUMAN
 RESOURCE
 MANAGEMENT

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please give Deanne Hull, VP of Membership a call with any questions. 360-479-5600 or e-mail at dhull@artanderson.com

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



WSHRMA

West Sound
Human
Resource
Management
Association

**2003 WSHRMA
Board of Directors**

Co-President (Foundation Co-Chair)

Sharon Tucker, PHR

360-662-2125

Stucker@kitsapcu.org

Co-President (Foundation Co-Chair)

Lois Daigle, PHR

360-792-6721

Ldaigle@hmh.westsound.net

President—Elect

Linda Yerger, SPHR

360-475-7305

Lyerger@oc.ctc.edu

VP Membership

See Deanne Hull

VP Programs

Marie LaMarche

360-792-3330

mlamarche@thesunlink.com

Secretary

Lisa Hecker, PHR

360-779-4431 ext.137

Lisah@fredhillmaterials.com

Treasurer

Cynthia Crisp, PHR

360-475-7306

Ccrisp@oc.ctc.edu

Legislative Reporter

Sharlene Harrigan, PHR

360-478-2366

Sharlene@kchc.org

Education & Certification Advocate

See Sharon Tucker

Community Liaison

Deanne Hull

360-476-5600

Dhull@artanderson.com

Diversity Director

Audreen (Audi) Ritz, PHR

360-478-2366 ext.127

Amritz@telebyte.com

Job Bank Coord./Publications Director

Mandy Clute

360-792-3336

mclute@thesunlink.com