



West Sound Human Resource Management Association

West Sound Happenings

October 2006

Save The Date

Monthly Luncheons

FALL CONFERENCE

Note new date:

11/28/06

Details Inside!

December 2006

Member Appreciation
Holiday Luncheon
and
SHRM Foundation
Silent Auction

Awards Presentation

December 2005
11:30 a.m. to 2:00 p.m.

Look for details soon!

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



SHRM®
SUPERIOR
MERIT
AWARD
2005 **CHAPTER**

WSHRMA MONTHLY LUNCHEON

KEEPING BIASES OUT OF BUSINESS DECISIONS

PRESENTED BY: CYNTHIA WINDER, PHR

HR Manager, The News Tribune

SILVERDALE BEACH HOTEL

OCTOBER 25, 2006 (NOTE DATE CHANGE)

SPONSORED BY:



We all develop beliefs creating our own preferences or biases over our lifetime. How you handle those biases in the workplace can directly impact your career and your company's future. This session addresses how to prevent biases from effecting your business decisions.

Cynthia Winder, PHR has over 12 years of Human Resources experience with private, non-profit and public organizations. Cynthia recently began working as the Human Resources Manager at The News Tribune. She is also an instructor for the University of Washington, Tacoma campus teaching several courses for the Human Resources Management Certificate Program..

Cynthia has an MA in Human Resources Development from Webster University, 1994, M Ed. University of Illinois, 1994. She is past President of the South Puget Sound Chapter of the Northwest Human Resource Management Association and currently serves as the Diversity Director on the SHRM Washington State Council.

RSVP by October 20, 2006

Date: October 25 2006
NOTE DATE CHANGE

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

Price: \$20.00 Member*
\$30.00 Non-Member*

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

SILVERDALE BEACH HOTEL

3073 NW Bucklin Hill Road

Silverdale, WA 98383

360-337-8800

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

SPACE IS LIMITED TO 30 PEOPLE.
RESERVE YOUR SPACE EARLY!!

HR

LEADING PEOPLE
LEADING ORGANIZATIONS

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

Web site helps small businesses navigate federal agencies

The federal government has expanded a web site, www.business.gov, designed to be a one-stop web site for small businesses concerned about compliance on taxes, immigration, workplace safety, environmental standards and hundreds of other regulations. It features a search engine as well as direct links to sources of important information.

The site, managed by the U.S. Small Business Administration (SBA) in partnership with 21 federal agencies, is part of a presidential e-government initiative. It was originally launched in 2004 but featured primarily general information.

The SBA says it plans additional enhancements to the site. Eventually, business.gov will include state and municipal government compliance information.

AFFILIATE OF



2006 Distinguished Member Award

WSHRMA WANTS TO HONOR YOU!

Don't be shy. Nominate yourself or a colleague by November 17 for the 2006 Distinguished Member Award. The basic requirement is to have been a SHRM member for 5 years and a WSHRM member for 3 years. Tell us what you have accomplished and how you have demonstrated leadership at your organization or in the community. To download an application and review the application process go to www.wshrma.org.

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



HRCI STUDY GROUP

The WSHRMA study group for the Human Resource Certification Exam began meeting in September at Olympic College in Bremerton. The group meets once a week. If you are interested in joining the group contact Annie Davis at 360-479-0781 or e-mail Adavis@oc.ctc.edu

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

FALL WSHRMA HALF DAY CONFERENCE

STRATEGIC HUMAN RESOURCES:

IS THERE A YELLOW BRICK ROAD I CAN FOLLOW?



PRESENTED BY: JUDY CLARK, SPHR, CPC

PRESIDENT/OWNER, HR ANSWERS

CURRENT SHRM FOUNDATION BOARD MEMBER

When: Tuesday, November 28, 2006

Where: Harrison Medical Center

Time: 8:00 a.m. —Noon

8:00 a.m. to 9:00 a.m.—

Registration & Continental Breakfast

9:00 a.m. to Noon—Program

Cost: \$40 Members; \$55 Nonmember

Sponsored by:

HARRISON
MEDICAL CENTER

Registration
Information
Coming soon!

A recent survey of medium sized company CEOs provides some valuable information about how they see HR in their organizations. The results are not going to make us happy. The difference between what they want and what they think they have is huge!

This session will review the survey results and offer some insights to many of the questions surrounding Strategic HR. What is it? How can HR professionals demonstrate their strategic skills? What value is it within organizations? And perhaps most importantly, how can HR professionals get there?

Attendees will hear what the executives said about HR, learn about specific actions that can increase HR's professional value, discover how to make an even greater difference to the organizations in which they work, and learn how to push ideas forward and get them approved.

This will not be a philosophical session. Rather, it will provide attendees with concrete ideas that can be implemented in their organizations that are designed to increase HR's professional worth. Come prepared for an often funny, fast paced discussion full of real-life stories from Judy's three decades of HR experience.

Judith (Judy) Clark, SPHR, CPC, is currently serving on the SHRM Foundation Board after six years of service on the SHRM Board of Directors. During her SHRM Board service she was Area V Vice President for two years (which included Oregon, Washington, Alaska, Montana, Idaho, and Wyoming) and Vice President of Professional Emphasis Groups. She is President and Founder of HR Answers, Inc., the largest independent human resources consulting firm in the Northwest. She has over 30 years of human resource experience, more than 20 of which have been in consulting. Additionally, she serves as Adjunct Faculty to the School of Business at Portland State University and the University of Washington teaching Staffing, Compensation, Advanced Compensation, and Communications/Counseling/Conflict Resolution. She is certified as a Senior Professional in Human Resources through the Human Resource Certification Institute and as a Certified Professional Consultant through the International Guild of Professional Consultants.

Nationally recognized as a speaker, Judy has presented several times at national and Leadership Conferences of the Society for Human Resource Management, the National College and University Personnel Association, the National Conference of Credit Union Executives, the National Conference of Bar Association Executives and others. Her busy presentation and training schedule of more than 15 sessions per month reflects her popularity as a presenter in the Northwest and across the nation.



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WSHRC Offers Self-Assessment Tool and Best Practices Suggestions for Complying with ESHB 2661 (Law Prohibiting Discrimination Based on Sexual Orientation)

After the 2006 Legislative session, Governor Chris Gregoire signed ESHB 2661 into law, making nondiscrimination on the basis of sexual orientation, including gender identity, the law in Washington State. The new law became effective as of June 7, 2006. In Washington State, employment is the basis under which most people file discrimination complaints. The WSHRC is being proactive in implementing this new jurisdiction. Visit www.hum.wa.gov for a list of *Frequently Asked Questions* regarding the duty of employers under the WLAD.

In addition, the WSHRC has developed a guide, *Self-Assessment Checklist for Compliance and Suggested Best Practices*. The checklist is a free tool for employers and others who want to learn and do more about how to be in compliance the WLAD and the new sexual orientation and gender identity jurisdiction. Copies can be obtained by calling the WSHRC or by visiting www.hum.wa.gov.

SHRM Members Invited to Participate in Association of Washington Business (AWB) Human Resource Council

The Washington State Council of SHRM has enjoyed a long partnership with AWB working together on legislative and regulatory issues that are important to the employer community. The Human Resource Council (HRC) of AWB proposes legislative objectives prior to each legislative session. Thank you to *Donna Schneider* (Seattle Chapter) and *Mary Ludden* (Snohomish County Chapter) who attended the most recent meeting. If you are interested in participating in AWB's Human Resource Council, please email Jenifer Lambert at Jenifer@terrasvc.com.

FEDERAL ISSUES

Pension Protection Act of 2006 Signed by President Bush

On August 17, the President signed into law the [Pension Protection Act of 2006](#) (P.L. 109-280). The act was passed by the House on July 28 by a vote of 279-131 and the Senate on August 3 by a vote of 95-5.

SHRM actively advocated in favor of the act, both as an individual organization and as part of the Pension Coalition and EGTRRA working group, in support of pension reform. SHRM members sent over 6,470 letters in support of pension reform to their congressional delegations. SHRM also held member advocacy visits during the Employment Law and Legislative Conference and the SHRM Annual Conference and Exposition and helped coordinate numerous chapter visits to Capitol Hill.

The Act sets out rules requiring defined benefit pension plans to become fully funded within seven years. The Act also encourages individuals to increase savings through defined-benefit plans by removing obstacles to automatic enrollment and investment advice and by making permanent tax incentives for defined-

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contribution plans that would have expired in 2011. The Act contains many provisions of interest to human resource professionals. To learn more visit http://www.shrm.org/government/insiders_published/.

SHRM Launches “HRVote”

The Governmental Affairs staff launched a *new* “Get Out the Vote” area on the SHRM Web site “HRVote.” This site is designed to provide HR professionals with **nonpartisan**, educational and informative material that will enable them to proactively encourage their co-workers to vote in the upcoming November elections.

By logging on to SHRM’s Government Affairs Web site, members will find links to voter registration deadlines, links to their state’s Secretary of State offices, educational links that detail key state ballot initiatives, as well as links to information concerning federal and state election races throughout the country. In addition, members will find step-by-step guidelines that can provide information on implementing a “Get Out the Vote” program in their respective workplaces.

As SHRM members, it is extremely important that HR professionals exercise their constitutional right and vote on November 7. Encourage co-workers, family members, friends and neighbors to do the same. As an HR professional, you are well positioned in your organization to spread the word on why it’s important for your co-workers to vote in this year’s mid-term elections. This webpage is designed to help you increase voter registration, voter awareness, and voter participation in your workplace and community.

Jenifer Lambert, SPHR
(Legislative Director, Washington State Council of SHRM)
TERRA Resource Group/Talentum Search Partners
Vice President, Senior Recruiter

SHRM Webcasts Available for Viewing On-Demand

The following webcasts are available free of charge for on demand viewing by SHRM members. Go to <http://www.shrm.org/webcast/>

- **More than a Defined Benefit Plan: Analysis of the Pension Protection Act of 2006**
- **Legal Introduction to and Overview of the Pension Protection Act of 2006**
- **Executive Compensation: HR’s Growing Role**
- **20 Marketing Ideas for HR Consultants**
- **College Recruiting: Get ready, Set Go!**



**Free to
Members**

Register at
SHRM.org

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



WSHRMA

West Sound
Human
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Check out our
website at
www.wshrma.org

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