



West Sound Human Resource Management Association

West Sound Happenings

September 2007

**Save The
Date**

**Mark these dates on
your Calendar!**

October—No Meeting

November 16, 2007
Fall Conference
Tools for the HR
Strategist

December 2007
Holiday Luncheon
Joy on the Job

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



SHRM®
**SUPERIOR
MERIT
AWARD
2006 CHAPTER**

COMPENSATION TRENDS SHARON KOSS

Compensation Trends—How to be ready for the rough ride ahead—labor shortages, the new generation and Retention. Unique opportunity to hear an update and a condensed version of Sharon's compensation presentation in Las Vegas, at SHRM's National Meeting in June! Sharon compensation sessions were one of the highest rated for the conference—she earned a 3.9 on a 4.0 scale!

Session will cover the following highlights in a quick, but useful information that you can take back to your organizations and use the very next day!

- Merit Pool and Salary Structure Movement Predictions for 2008
- What's new in Compensation Resources & Surveys
- Tricks to increase Retention
- How to Motivate the New Work Generation
- What's new in Incentive Plans?

Sharon Koss is a graduate of WSU and is SPHR and CCP (Certified Compensation Professional) certified. She has 21 years of experience as an independent HR/Compensation Consultant and has completed over 500 salary plans. In November of 2007 SHRM will be publishing Sharon's first book, Solving the Compensation Puzzle of Pay for Performance. Sharon has been married to her husband Doug for 26 years and they also work together. Doug loves his boss! They have a new Westie puppy named Cooper and live on Queen Ann Hill in Seattle, WA.

Date: September 12, 2007

RSVP by September 7th

Time: 11:45 a.m.—1:30 p.m.

Place: Silverdale Beach Hotel

**Silverdale Beach Hotel
3073 NW Bucklin Hill Road
Silverdale, WA 98383**

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

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



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



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 Mandy Clute at 360-478-2608 or e-mail to mclute@kpshealthplans.com.



It's Silent Auction Time!!

We will be running the Annual Silent Auction at the NHRMA Conference and you will not want to miss out! The bidding will start Wed. evening during the President's Dinner and Casino.

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. Bring your checkbook or credit card (sorry we cannot accept cash).

I challenge each Chapter to donate at least one item for the Auction. This can be gift certificates, gift baskets, handmade items, artwork...you are only limited by your imagination. Baskets can be brought to the conference or send ahead. It is not too early to let us know what your Chapter plans to donate. If you or your company would like to contribute an item to this very worthwhile event, please request a donation form from: **Joy Neal, NHRMA Foundation Director**, jneal@lclib.lib.wa.us (360-466-3352) **Thank you for your help!**

What is the SHRM Foundation?

The SHRM Foundation was founded in 1966 as a 501(c)(3) not-for-profit affiliate of the Society for Human Resource Management (SHRM). It is governed by a volunteer Board of Directors from the HR profession, including academics, practitioners and representatives from SHRM. The Foundation funds research, publications, and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign. All contributions to the Foundation are tax-deductible.

The Foundation promotes research, innovation, and the use of research-based knowledge. It funds major research projects that have a direct and practical impact in advancing the HR profession. The Foundation puts out RFPs to the research community and then evaluates the research proposals it receives.

The Foundation also funds practical publications on specific issues such as the highly acclaimed book, *Making Mergers Work: The Strategic Importance of People* and a DVD series. Other Foundation projects include educational scholarships for HR professionals, the college HR Games, the Masters' Series, SHRM White Papers, the Effective Practice Guidelines series, and online directories of undergraduate and masters degree programs in human resource management. For more information about the Foundation, go to www.shrm.org/foundation.

Diversity Corner

The Company Sponsored Dinners/Lunches!

An inclusive workplace starts with awareness of the unique needs of each employee as well as a desire to find solutions to those company Sponsored Dinners/Lunches. Sometimes an employer's plan to treat employees to pepperoni pizza and ice cream to celebrate an accomplishment may not be such a celebration for some; even to the point of "don't bother."

Employees with certain religious beliefs report frustration with work-related events, such as employees who are trying to keep kosher or Muslim employees eat only halal foods, and therefore avoid things like alcohol and pork. Others might be Hindus or Buddhists who are often vegetarians.

In addition to awareness of what is being served, but when it is served, fasting is also a common tradition amongst multiple religions. It would not be much fun to be invited to a gathering and not be able to participate in the celebration with your co-workers.

Not only is there diversity in our eating habits connected to our religious beliefs, also to our health conditions such as diabetes. Most diabetics can eat a controlled portion of most foods; there really isn't a diabetic diet anymore. Taking in consideration the time of day or frequency would demonstrate our sensitivity to others who may have a health condition requiring snacks or regular small portions of foods.

Where do we go from here? We can demonstrate our sensitivity by asking our employees if they or someone else in the group may need an option not currently offered by the company. Employers should always strive to offer one option with no pork and another meatless option at a minimum.

As our festive days roll around no matter which ones we celebrate it is our responsibility to help our employees become more sensitive to the employee needs.

Should you wish more information on this subject matter please check out the www.shrm.org website.



Reminders:

There will be no luncheon in October.

November 16, 2007 is the Fall Conference. This years topic will be "Tools for the HR Strategist"

December 19, 2007 Holiday Luncheon

Legislative Update—September 2007

For those of you who have yet to check out the end of year legislative update available at <http://wastatecouncil.shrm.org/webmodules/webarticlesnet/templates/?a=4&z=5>, this is a great summary of all that was passed and what did not pass. Below is a summary for a quick review of what passed as we get ready for a new session of bills to be introduced and rehashed.

Engrossed Second Substitute Senate Bill 5659, Paid Family Leave Insurance

Signed in April of this year, E2SSB 5659 directs a yet undesignated state agency to establish and administer a family leave insurance program to begin October 1, 2009. The program is to provide for five weeks of paid leave for every eligible employee to care for a newborn child or newly adopted child. The program provides wage replacement up to \$250/week for five weeks, after a one-week waiting period. The benefit amount is pro-rated for part-time employees. Eligibility for the benefit is similar to eligibility for unemployment benefits. The employee's job is protected during leave in firms with more than 25 employees. Leave taken under this program is to run concurrently with any leave taken under the federal Family and Medical Leave Act. Employers may require that leave taken under this act be taken concurrently or otherwise coordinated with leave allowed under the terms of a collective bargaining agreement or employer policy if this requirement is given to employees in writing in advance. A Family Leave Insurance Account is created, and funded with an \$18 million loan from the workers' compensation Supplemental Pension Fund. The money is then appropriated to the Department of Labor & Industries for initial administration of the program. A joint legislative task force of 13 members including legislators, labor, business, and consumer advocates is established to determine the funding and administration of the program and to report back to the Legislature by January 1, 2008.

Substitute Senate Bill 5340, defining "disability" under the WLAD

SSB 5340, signed on April 22, 2007 provided a definition of "disability" in RCW 49.60.040(25). "Disability" means the presence of a sensory, mental, or physical impairment that is medically cognizable or diagnosable, exists as a record or history, and is perceived to exist whether or not it exists. Disabilities may be temporary or permanent, common or uncommon, mitigated or unmitigated, and may or may not limit the ability of an individual to do a particular job or activity. "Impairment" is defined as including all variety of physical, physiological, and mental impairments, including cognitive limitation. Only for purposes of reasonable accommodation, an impairment must be known or shown through an interactive process to exist in fact and have a substantially limiting effect on the individual's ability to perform his or her job, apply or be considered for a job, or access equal benefits, privileges, or terms and conditions of employment. Alternatively, the employee can put the employer on notice of the impairment, and demonstrate through medical evidence a likelihood that engaging in job functions without a reasonable accommodation would aggravate the impairment to the extent that it would create a substantially limiting effect. "Substantially limiting" is defined as having more than a trivial effect. The bill is made retroactive to all claims arising prior to July 6, 2006 (the date of the *McClarty* case) and all claims arising after the effective date of the law. The law is scheduled to go into effect 90 days after the Legislative session – July 21, 2007.

Senate Bill 5123, nondiscrimination of veterans under the WLAD

SB 5123 amends the various definitional and operative sections of the Washington Law Against Discrimination, RCW ch. 49.60, to prohibit discrimination on the basis of "honorably discharged veteran or military status." This phrase is defined in a new subsection to RCW 49.60.040 as a veteran or active or reserve member of any branch of the armed forces of the United States, including the Coast Guard, National Guard, and armed forces reserve.

Engrossed Substitute Senate Bill 5827, relating to credit reports for employment purposes

Effective July 22, 2007, ESSB 5827 amends the Fair Credit Reporting Act to specify that an employer may not procure a credit report for employment purposes where any information contained in the report bears on the consumer's credit worthiness, credit standing, or credit capacity, unless the information is either "substantially job related" and the employer's reasons for using the information are disclosed to the consumer in writing, or the information is required by law.

WSHRMA
Distinguished Member Award



PURPOSE: To recognize Chapter members who have made significant contributions to the profession, the community and/or the Association.

ELIGIBILITY: Award recipients shall be members of the Society for Human Resource Management for a minimum of five years, and a member of the WestSound Human Resource Management Association for a minimum of three years. They shall have provided meritorious service to the profession, the Association, or local chapters for a minimum of three years. Retired members of the local chapter are eligible for the Award. Additional consideration will be granted to candidates who are certified by the Human Resource Certification Institute or a similar certifying body in the profession or shall possess a Graduate degree or higher in a HR-related field.

This award is intended to be a "HUMAN RESOURCES PROFESSION ACHIEVEMENT AWARD" and is awarded to individuals who have provided exceptional service to the profession over a period of years.

SELECTION COMMITTEE: A nominating committee consisting of WSHRMA Chapter members (which includes at least one WSHRMA Board member) shall review all applications and make recommendations to the WSHRMA Board; the Board will make the final decision.

RECIPIENT AWARDS:

Recipients will receive the following:

A \$100 Cash award

A free SHRM affiliate conference registration (not to exceed \$495) to be used within three years of award

A commemorative engraved plaque

Formal recognition at the WSHRMA December Celebration luncheon

APPLICATION DEADLINE:

Submit electronic applications by November 06, 2007 to Marie LaMarche at mlamarche@kitsapsun.com

Please go to www.wshrma.org for the application procedure.



WSHRMA

West Sound
Human
Resource
Management
Association

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



WSHRMA

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Check out our
website at
www.wshrma.org

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