

# WSHRMA NEWS



[www.wshrma.shrm.org](http://www.wshrma.shrm.org)

Chapter #0229

January 2019

## In this issue:

- Upcoming Events
- [Take our survey!](#)
- Raffle! Benefitting the SHRM Foundation
- WA State Employment Law and HR Conference
- WSHRMA Job Board and SHRM Job Post — Free!
  - Thank you WSHRMA Members!
  - Welcome New Members!
  - Become a WSHRMA Member

## Upcoming Events:

- February 8th** HR Day on the Hill  
Ride the [PARTY BUS](#) with us!
- February 13th** WSHRMA Luncheon
- March 8th** Washington State Employment Law and Human Resources Conference
- March 13th** WSHRMA Luncheon

## WSHRMA Needs Your Help!

We would like to continue our focus on improving events for our members & community.  
[Please take a minute to provide feedback through this very quick survey](#)

## WSHRMA FEBRUARY LUNCHEON

Wednesday, February 13th 12pm-1:30pm  
Kitsap Golf and Country Club

Join us to learn all about the **Equal Pay Opportunity Act** Presented by Ellen Saline Equal Pay Specialist, **Washington State Department of Labor and Industries**

Did you know it's against the law for Washington employers to provide unequal pay and career advancement opportunities to their employees based on gender? Washington's Equal Pay Opportunity Act (RCW 49.58) took effect June 7, 2018. In this presentation, you will learn about the protections of the law, L&I's complaint and investigation process, and differences between the state and federal equal pay laws.

The Equal Pay Opportunity Act makes it **unlawful** for employers to:

- Provide unequal compensation based on gender.
- Limit or deny career advancement opportunities based on gender.
- Prohibit wage discussions.
- Retaliate or discriminate against employees for exercising protected rights under the law.

For more information, please visit [www.Lni.wa.gov/EqualPay](http://www.Lni.wa.gov/EqualPay).

### Bio:

Ellen Saline is the Equal Pay Specialist at the Washington State Department of Labor and Industries (L&I). She is responsible for implementing and enforcing Washington's Equal Pay Opportunity Act—a gender pay equity law. Ellen also has experience investigating protected leave and child labor complaints for the agency. Before coming to work at L&I, Ellen was the Human Resources Director for a leading mental health therapist directory website where she developed expertise in writing and enforcing policies, complying with local, state, and federal regulations, and conducting investigations. Ellen has also worked as an Executive Legislative Aide for a former Washington State Representative and managed two state legislative campaigns.

[Click here for more information about the luncheon](#)

**REGISTER NOW**



Washington State Department of  
**Labor & Industries**

*Workers' Compensation Services*

# ENTER TO WIN!

At the upcoming **February Luncheon WSHRMA is holding a raffle for a FREE REGISTRATION to the Washington State Employment Law and Human Resources Conference (see below)**, held on March 8th!

Tickets are \$10 each or 3 for \$20. Please bring cash or checks for this raffle. You do not need to be present to win so you can send your money with a colleague if you can't attend the luncheon.

All money from ticket purchases will be donated to the SHRM Foundation. Their work includes:

- **Strategic thought leadership initiative.** The SHRM Foundation is conducting a multi-phase program to identify and analyze critical trends likely to impact the workplace in 5-10 years.
- **Innovative academic research grants.** The SHRM Foundation is a leading funder of HR research. Over the past three years, the SHRM Foundation has awarded more than \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice.
- **Scholarships.** The SHRM Foundation awards more than \$295,000 annually in education, certification and professional development scholarships to professional and student SHRM members, and doctoral students.

**Educational resources.** The SHRM Foundation's Effective Practice Guidelines series makes research findings easily accessible to HR practitioners. The Foundation has also created a series of educational DVDs for SHRM chapter programming, staff trainings, and executive education sessions. To fund its programs, the SHRM Foundation conducts an annual fundraising campaign. The Foundation recognizes the generous support of the SHRM chapters and state councils, individuals, corporations and others who make its work possible. As a chapter we support the SHRM Foundation in many ways through our monthly raffles, yearly silent auction, member donations and various other fundraising events.

To learn more about the SHRM Foundation please visit their website [here](#).



## 2019 WASHINGTON STATE EMPLOYMENT LAW & HUMAN RESOURCES CONFERENCE

MARCH 8, 2019 | SEATTLE SHERATON

*LEADING HR FORWARD*

There is no better place for HR professional's development in Washington State than Washington State SHRM's Annual Employment Law & HR Conference. By attending, you'll gain the tools and resources you need to implement successful HR practices – which help you and your organization succeed.

**[Click Here to register and learn more!](#) *Early Bird Discount* ends February 6<sup>th</sup>! Save \$\$\$**



**[Click Here to view the current jobs on the WSHRMA Job Board](#)**

**Send an email to [wshrma@outlook.com](mailto:wshrma@outlook.com) to post your job for FREE!**

**Post a Job on the SHRM Website for FREE!**

Have a hot job or a position that you just can't fill? SHRM's HR Jobs is the careers site for HR professionals on the SHRM website. It's the best place to connect with qualified, talented HR professionals who are ready to make a difference for your organization on day one. Each month thousands of HR pros search HR Jobs for the best, most-exciting new professional opportunities. With over 200,000 registered job seekers, SHRM's HR Jobs gives you access to the best candidates HR has to offer.

**[Click here to learn more about this benefit as a SHRM Member](#)**

# Thank You WSHRMA Chapter!

For your thoughtful and generous donations to the  
Kitsap Foster Care Association



# Thank You



**KITSAP**  
FOSTER CARE  
ASSOCIATION

## WELCOME NEW WSHRMA CHAPTER MEMBERS!

Katrina Hayes • December 5, 2018  
Allison Villarreal • January 21, 2019

## Become a WSHRMA Member

Do you know someone interested in joining our WSHRMA chapter?  
It's easy! Just go to our **Join Now** page on our website:  
<https://wshrma.shrm.org/join-now>

Contact John Bower, WSHRMA Membership Director with any questions  
(360)509-5402 Email: [john.bower@hotmail.com](mailto:john.bower@hotmail.com)

[Click here to check out the SHRM Member Discount Program available to SHRM and WSHRMA Members!](#)

