



West Sound Human Resource Management Association

West Sound Happenings

April Luncheon

Use Your B.R.A.I.N.

Get your ideas heard when the stakes are high

And time is short.

Presented by: Carol Bowser

Save The
Date

When everyone around you is crazy busy, how can you present your ideas in a way that is meaningful, well thought out, and responsive to your team's needs? EASY. Use your B.R.A.I.N. B.R.A.I.N. is a quick, easy, and powerful tool to effectively present your ideas. In a competitive environment that demands the best idea wins, use this technique to get ahead of the pack.

Mark this date on
your Calendar!

April 11, 2012

Carol Bowser

Using Your B.R.A.I.N.

May 16, 2012

Annual Spring Conference

June, 13, 2012

Louis Falcone

Retaliation in the Workplace

October 1-3, 2012

NHRMA Conference &

Tradeshow

June 24-27, 2012

SHRM 2012 Annual

Conference & Exposition

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

Reminder: For all WSHRMA
meetings, "no shows" will be billed
the cost of the event, without
exception, unless the cancellation is
received prior to the RSVP
deadline.

WSHRMA's chapter #0229

Participants will:

Learn to evaluate ideas using their B.R.A.I.N.

Walk away with ready to use language

Create and Action Plan

Laugh at least once.

Objective: Increase HR professionals confidence and competence in strategic problem solving and negotiation skills. Participants will learn a system to quickly evaluate offers and create counter offers that better benefit the organization and build better working relationships.

Presenter Information:

Ms. Bowser is an expert in workplace conflict. She served as a mediator for the U.S. Equal Opportunity Commission. She helps organizations manage workplace conflict and defuse high levels of emotion to reach better business results.

This program has been approved for 1.0 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

February Luncheon Sponsor: West Sound Workforce

Featuring: Peninsula Community Health Services



Date: April 11h, 2012

Time: 12:00 p.m. to 1:30 p.m.

Registration begins @ 11:45 a.m.

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

Price: WSHRMA members \$25
non-members \$35

To register email: wshrma@artanderson.com

Last Day to Register
April 8, 2012



Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please contact Kyrsten Wooster, PHR, Membership Director with any questions: 360.782.3648 or kwooster@thedoctorsclinic.com.

Chapter # 0229



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, go to the WSHRMA website to upload your posting.

WSHRMA President's Message

Have you ever asked yourself how many of the employees in your organization are really engaged? If you believe it is about half, you may actually be overestimating the number by quite a bit. According to a recent Gallop study on employee engagement, only 29 percent of employees in the United States are actively engaged in their jobs. Another 54 percent are not engaged and 17 percent are totally disengaged.

Employee engagement is a measure of an employee's positive or negative attachment to their job, colleagues and the organization. According to a Towers Perrin study, engagement is the willingness and ability of employees to contribute to company success or the extent to which employees put discretionary effort into their work.

As human resource professionals, we have instinctively known for years that an engaged workforce is essential to a productive and successful organization and that there are many benefits to having an engaged workforce such as lower turnover and greater profits. In fact, this belief has actually been confirmed by a research study done by the Conference Board. Their data shows that highly engaged employees outperform their disengaged colleagues by 20 to 28 percent. Consequently, it is no surprise that employee engagement is one of today's most important business issues.

Our annual spring conference "Creating a Culture of Engagement" is designed to provide you with the tools you and your managers need to be able to make a difference on this significant business issue. We hope you choose to join us on May 16th.

Marilyn Hoppen, SPHR
2012 WSHRMA President

Explore Your Plus!

"Helping youth get excited about life after high school by introducing them to a variety of career choices"

High School + ?

Explore Your Plus Fair

on

Friday March 30, 2012 from 7:30 AM to 11:00 AM

Located at South Kitsap High School
425 Mitchell Ave. Port Orchard, WA 98366

For questions email
Brian Adams at brian.s.adams@navy.mil
Or
Rita Birang at rita.birang@navy.mil

Creating a Culture of Engagement

Morning Speaker — Janaki Severy, Principal and Owner
Managing Dynamics LLC

Winning at Work

This workshop shares various types of skills that can be used in order to have the best work environment possible. Learning how to create rapport by paying close attention to those with whom you work immediately improves relationships and productivity. You will be able to use your observation skills to identify how to communicate with your coworkers, to build and maintain strong relationships. After this training, you will be more able to create rapport and effectively influence coworkers to be more open and receptive to you and your ideas. Your team and inter-team communications will dramatically improve.

West Sound Human Resource Management Association's Annual Spring Conference

Afternoon Speaker — Richard P. Himmer, Business and Family Coach

Hiring and Promoting High EQ (Emotional Intelligence) Employees is using *your* IQ:

Increase production, reduce turnover, and motivate your employees? The solution is probably not what you think...

SAVE THE DATE:

Wednesday, May 16, 2012
8Am-4PM

Silverdale Beach Hotel
3073 N.W. Bucklin Hill Road
Silverdale

**Full information to
come...**

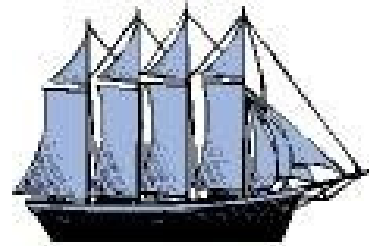
Pending HRCI credit
approval

Have you ever been frustrated with employees who seem to spend more time getting out of work than they do in performing it? Is there more energy around the water cooler than in the cubicles? Do your employees grab the mission statement and live by it's concepts? Do they believe in the mission statement? Do they believe in or trust you?

Organizational research points out a number of behaviors and traits that managers should have to be effective. The problem with the data is that researchers don't explain how to create or a give a solution for constructing a productive environment.

The road to motivated employees starts with managers who are EQ rich, yet most employees are hired and almost all managers are promoted based on their IQ. As a result, the failure rate for managers is very high, not because they are socially inept, but because they have never been trained on EQ skills. Knowing *what* to do can be taught in a book. Knowing *how* to do it cannot. The skills are simple, but the implementation of the skills requires more than hearing it or reading it. At the end of this discussion, you will learn the most powerful tool in business - the one that makes developing EQ possible at every level.

**WSHRMA would like to say thank you to this years
2012 May Conference Sponsors!**



SHRM 2012 ANNUAL CONFERENCE AND EXPOSITION

ATLANTA

06.24–06.27

GEORGIA WORLD
CONGRESS CENTER

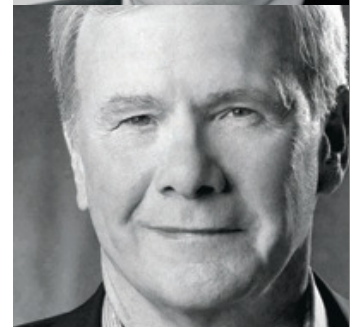
BE BRILLIANT

Practical tools. Innovative ideas. Motivational sessions. The 2012 Annual Conference & Exposition has everything you need to return to your office and make a real impact with the information you've gained. For education, networking, and professional development, this event simply has no peer.

OUR SPEAKERS are experts, innovators, trendsetters and pioneers. Hear from Condoleezza Rice, Patrick Lencioni, Tom Brokaw, and more! And our Tuesday Night show this year is Jerry Seinfeld, one of the most popular entertainers in the world. **OUR TOPICS** cover the whole range of the HR discipline from California to India and everywhere in between. **OUR EXPOSITION HALL** is the most exceptional solutions marketplace for your HR challenges. **OUR NETWORKING** gives you a chance to meet people — people who have experiences, stories, and ideas that can help shape your view and experience of the conference, and of the world. **OUR PREMIUM PACKAGE** ensures that you never miss a conference session and provides you with a cost-effective opportunity increase your recertification credits. **OUR LOCATION** is beautiful and dynamic Atlanta, one of the most convenient travels destinations in the world.

BE THERE

REGISTER BY
JANUARY 20 TO SAVE!
ANNUAL.SHRM.ORG



Pictured from top to bottom: Condoleezza Rice, Patrick Lencioni, Tom Brokaw, Jerry Seinfeld

A Guide to the Supreme Court Challenges to Obama's Health Care Law

Over three days starting March 26, the Supreme Court will hear arguments in an appeal from a decision largely ruling for 26 states, a business group and several individuals who contend that the 2010 health care law, President Obama's signature legislative achievement, is unconstitutional.

Is it too early to consider this case since the health law's penalties do not start until 2014?

The central provision of the health care law, often called the individual mandate, requires most Americans to obtain health insurance or, starting in 2014, face a penalty.

A 19th-century law, [the Anti-Injunction Act](#), forbids challenges to tax assessments until they are due, barring suits "for the purpose of restraining the assessment or collection of any tax." The Supreme Court had interpreted the term "tax" very broadly for purposes of the law, and it has suggested that the act is "jurisdictional," meaning that courts are powerless to hear suits barred by it even if both sides agree to proceed.

If the Supreme Court considers the individual mandate a tax under the Anti-Injunction Act, it may conclude that it cannot hear a challenge until April 15, 2015, when the first penalties become due.

[The United States Court of Appeals for the Fourth Circuit](#) and [a dissenting judge](#) on the District of Columbia Circuit agreed that the act requires courts to defer consideration of the challenge to the individual mandate.

The federal government initially argued that the act applied to bar the challenges, but it has changed its mind and now asks that the suits be allowed to proceed, agreeing with its opponents on this point. The states challenging the law say the act does not apply to them, as opposed to individuals, in any event. Because all of the parties agree that the Supreme Court may hear the case, [the justices appointed a lawyer to argue](#) that the act applies.

Among the questions the Supreme Court is likely to consider in connection with the act are whether a challenge to the mandate is the same thing as a challenge to how it is enforced, whether the penalties imposed by the health care law are taxes and whether the act is an inviolable jurisdictional command to courts.

Congress remains free, now or later, to amend the act to allow challenges to the health care law.

Is the individual mandate constitutional?

This is the heart of the case. The lower courts issued conflicting decisions in [the numerous challenges](#) to the health care law, and the Supreme Court agreed to [hear an appeal from only one of them](#), from the United States Court of Appeals for the 11th Circuit, in Atlanta. That decision [struck down the mandate](#). In contrast, the Sixth Circuit, in Cincinnati, and the District of Columbia Circuit upheld the law, while the Fourth Circuit, in Richmond, Va., said the constitutionality of the law was [not yet ripe for review](#).

The federal government argues that Congress was authorized to enact the individual mandate under two provisions of [Article I, Section 8 of the Constitution](#) — its power to regulate commerce and its power to tax. The leading Supreme Court precedents support the mandate, too, the government says, because the health care law addresses a pressing national problem that is economic in nature.

Opponents of the law say that the requirement to buy a product or service is unprecedented, regulates inactivity rather than activity and would allow Congress essentially unlimited power to intrude on individual freedom. They say the government cannot articulate a principle that would limit its power were the law upheld.

For more on this article and others related to this subject go to www.shrm.org.



West Sound Human Resource
 Management Association
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WSHRMA's Chapter #: 0229

This Newsletter is sponsored by: **Kitsap Sun**



Check out our
 website at
www.wshrma.org

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