



West Sound Happenings

APRIL 2016

Chapter #0229

www.wshrma.shrm.org

Save The Dates

WSHRMA Chapter Meetings & HR Events
Mark these dates on your calendar!

April 13, 2016
WSHRMA Luncheon
Silverdale Beach Hotel

May 11, 2016
Spring Leadership Conference
Kitsap Conference Center

June 8, 2016
WSHRMA Breakfast
Harrison Medical Center
Harlow Bldg Garden Room

Please visit our website
<http://www.wshrma.shrm.org>
for more information.



Many thanks to our luncheon sponsors:



WSHRMA SPRING CONFERENCE

Next Level Leadership

WHEN: May 11, 2016, 8:00AM—4:00PM

Registration begins at 7:30AM

WHERE: Kitsap Conference Center at Bremerton Harborside

COST: \$149 WSHRMA Member/ \$169 Non-WSHRMA Member/ \$109 WSHRMA Student Member

Register by April 29, 2016

[CLICK HERE FOR SPRING CONFERENCE REGISTRATION!](#)

****Register 6 attendees from the same organization for the price of 5****

Email: wshrma@artanderson.com to get the special price.

Sponsored by:



Informative, energizing, and empowering in equal measure, the WSHRMA Spring Leadership Conference is a premier professional development event for HR Professionals and Business Managers alike. Over the course of the day, three inspiring keynote speakers will present key topics including:

- Behavioral Coaching
- Communication Skills
- Group Facilitation Skills

In between sessions are chances to meet speakers, enjoy a delicious breakfast and lunch, visit vendors offering solutions for today's business and great networking opportunities.

Morning Session (Pending 3 SHRM & HRCI Credits)

“What Got You Here Won’t Get You There: Trading ‘in spite of’ for ‘because’ behaviors for better leadership”

Presented by Urs Koenig, PhD, MBA, M.S., RedPoint Leadership Coaching

During this highly interactive and engaging presentation, you will learn a guaranteed behavioral coaching process to maximize your and your teams’ because behaviors and minimize in spite of behaviors. You will walk away from this presentation with the ability to immediately roll out this behavioral change coaching process for yourself and for your team.

First Afternoon Session (Pending 1.5 SHRM & HRCI Credits)

“Communication Made Easy...REALLY!”

Presented by Curt Archambault, People and Performance Strategies

Performance improvement in organizations requires strong relationships and effective communication skills. It isn't just the manager's responsibility either. In this highly interactive session, participants will engage in dialog and exercises highlighting different personal styles and how they affect workplace priorities and relationships. Participants will explore the style differences and similarities to adapt better and ultimately improve performance and workplace productivity.

As an added value – each attendee will receive a FREE Everything DiSC Assessment – a \$60 value!

Second Afternoon Session (Pending 1.5 SHRM & HRCI Credits)

“Group Facilitation Skills for Professionals”

Presented by Joseph Marth, PhD – Archbright

As professionals, we are frequently called upon to facilitate group sessions on organizational strategy, performance improvement, organization restructuring, etc. However, many managers and HR professionals have not been trained in Group Facilitation tools and techniques. This session will provide them with those practice skills.

WSHRMA President's Message

By Shelli Schultz, President

March was a whirlwind of events!

We saw some of you at the Law Conference in Bellevue last month and those who attended can attest it was a very good conference! Each year at the conference, the State Council awards one chapter in each district for the work they are doing on an initiative. I am pleased to report that WSHRMA has won the Leadership Award for the second year in a row! A lot of hard work goes into the volunteer efforts of our board member and doing so, we have a lot of fun! I want to thank all of our volunteers past and present for donating your own time to make a difference in the communities we serve.

If you have any interest in volunteering we often get requests from local organizations to help with things such as mock interviewing and resume reviewing. Let us know and we will put your name on the list of HR Professionals who want to help out. Thank you for those who have already signed up.

We look forward to seeing all of you at our luncheons and WSHRMA events! Registration is now open for our Spring Conference May 11th. I hope to see you there!

Happy Spring!

Shelli Schultz, SHRM-SCP, SPHR
2016 WSHRMA President



Become a WSHRMA Member

Do you know someone interested in designating our chapter as their local chapter? Please contact Marie Le Marche, Co-Membership Director 253.426.4464 or Deanne Hull, Co-Membership Director, 360.479.560 with any questions or email marielamarche@chifranciscan.org hull.deanne@gmail.com

Welcome New Members

Erika Agin
Jenny DeHart
Leslie Pfau

SHRM Foundation Update

HRM Impact Awards- deadline: April 30, 2016

Organizations with successful, evidence-based HR management practices are invited to submit applications for the [HRM Impact Award](#). Winners will be selected based on their HR practices and initiatives that have been measured and deemed successful through evidence-based, data-driven analyses. They will receive a plaque and media exposure highlighting their winning practices or initiatives.

SHRM Foundation Dissertation Awards - Deadline May 1, 2016

SHRM Foundation Dissertation Awards In partnership with the HR Division of the Academy of Management, the Foundation presents four \$5000 awards each year to support the dissertation research of promising doctoral candidates.

See more at: www.shrmfoundation.org



Volunteer!

Are looking for volunteer opportunities to use your HR knowledge and give back to the community? We are often asked by Colleges, High schools, and community groups to be guest speakers, assist with mock interviews and resume reviews, and other HR related topics. We want to hear from you if you would like to be added to our current list of available WSHRMA members. If interested, please email wshrma@artanderson.com

A Message from Margaret Henning Farber, Legislative Director

Legislative Update

AT&T Agrees to Pay \$250K to Visually Impaired Worker, Reinstate Him –Violation of the ADA

One of the items that we are reminded to do as HR professionals is to engage in an interactive process with our employees whenever we are made aware of a disability that requires accommodation. Even the big companies sometimes forget to do this. On Monday, March 14th, AT&T was ordered to pay \$250,000, reinstate an employee and furnish other relief to resolve allegations that it and its predecessor company, Centennial, violated the ADA by failing to provide a reasonable accommodation to a visually impaired employee who had worked for the company since 2001. The employee began working as a switch technician for Centennial, and in 2008, became visually impaired due to diabetes, the EEOC announced recently.

In 2009, the employee's doctor cleared him to return to work, according to the EEOC's complaint. He purportedly requested a reasonable accommodation for his visual impairment, specifically, the use of adaptive technology software, which would allow him to use computers and programs to perform the essential functions of his job as switch technician. Neither AT&T's predecessor, Centennial, nor AT&T ever provided a response to the employee's request for reasonable accommodation, the EEOC asserted. Instead he was allegedly removed from his position and not permitted to return to work while the company continued to ignore his accommodation request. The employee waited a year and a half for a response to his accommodation request before he was removed from his job.

The employee intervened in the EEOC's lawsuit and raised additional discrimination claims under federal and local law. He was represented by private attorneys Loira M. Acosta-Baez and Ivan E. Aponte-Gonzalez of San Juan, Puerto Rico.

EEOC claims resolved. In addition to the monetary relief, the consent decree resolving the EEOC's claims requires AT&T to reinstate the employee into a new position in its San Juan land offer him reasonable accommodations in compliance with the ADA. AT&T has also agreed to conduct annual training for its managers in Puerto Rico; post a notice about the lawsuit in its Puerto Rico locations where customer service representatives and its Network Field Operations employees are located; report ADA complaints from Puerto Rico to the EEOC; and engage in affirmative recruiting of visually impaired individuals by cooperating with local organizations that serve that workforce.

"Under the terms of this consent decree, [the employee] may return to work at AT&T with a reasonable accommodation. This result fulfills the objectives of the ADA, one of which is to ensure workers like [the employee] continue to participate in the workforce," remarked EEOC Miami Regional Attorney Robert Weisberg. "We hope employers take note of this case as an example of how all workers may participate productively in the workforce, and how stereotypes about an employee's disability cannot and should not determine an employee's fate in any company."

2016 Board of Directors

President

Shelli Schultz, SPHR, SHRM-SCP
888.282.5492, x1133
sschultz@myfinancialgoals.org

President-Elect

Kim Huyber, SPHR, SHRM -SCP
360.662.2123
khuyber@kitsapcu.org

Past President

Stacey Scalf
800.442.0438 x1307
sscalf@cordanths.com

Secretary

John Bower, SPHR, SHRM-SCP
360.779.4448
jbower@ehlinsurance.com

Treasurer

Julie Tappero
253-853-3633
julie@westsoundworkforce.com

Program Director

Lalonda Hansen, PHR, SHRM-CP
360.744.6960
lalonda.hansen@chifranciscan.org

Conference Director

Rachael Taylor, PHR, SHRM-CP
360.744.6952
rachael.taylor@harrisonmedical.org

Co-Membership Director

Marie LaMarche, SPHR, SHRM-CP
253.426.4464
marielamarche@chifranciscan.org

Co-Membership Director

Deanne Hull, SPHR, SHRM-SCP HR
360.479.5600
hull.deanne@gmail.com

Communications Director

Vertesia Payne
360.744.6949
vpvolson@gmail.com

Certification Director

Cindy Juarez
360.476.6579
cindy.juarez@navy.mil

Diversity Director

Carissa Sinnott
253.363.8942
sinorrcl@gmail.com

Workforce Readiness Director

Rita Birang, SPHR
360.476-3142
rita.birang@navy.mil

Legislative Director

Margaret Henning Farber, SPHR, SHRM-SCP
253.330.3629
marghfarber@gmail.com

SHRM Foundation Director

Carolyn Nall, SPHR, SHRM-SCP
206.437.6821
cnall@columbiabank.com

