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Upcoming Events:

- 2018 SHRM Reminder to Recertify May 9th Register Now!**
- WSHRMA Half-Day Conference:
#NotYouToo: Conducting Workplace Investigations in the Aftermath of #MeToo
- June 13th** WSHRMA Chapter Breakfast & Employment Law Update
- July (TBD)**
WSHRMA Membership Social
- August 8th** WSHRMA Luncheon: Conflict Communications: Kitsap County Dispute Resolution
- September 5th-7th**
NHRMA Conference & Tradeshow
- October 10th** WSHRMA Luncheon: Diversity

Please join us for our Half-Day Spring Workshop!

REGISTRATION DEADLINE EXTENDED

Register by 2pm, May 2nd

May 9th, 7:30am-12pm at the Kitsap Conference Center

#NotYouToo: Conducting Workplace Investigations in the Aftermath of #MeToo

Presented by Deidra A. Nguyen,

Employment Law Attorney with Littler Mendelson

[Buy Tickets](#)

HRCI and SHRM approved credits available

The need to carefully examine, and effectively conduct, lawful workplace investigations is more critical than ever. Effective internal investigations of discrimination, harassment, code of conduct and other policy violations are one of the most critical components in the area of employment law liability prevention. This investigation session will address strategies that are responsive to recent workplace dynamics, such as the #MeToo movement and the ongoing litany of high-profile accusations, while providing a foundation for effective internal workplace investigations.



This session will cover the following:

- Considerations that impact effective internal investigations in the current climate
- Understanding the investigator's role: where it begins and ends
- Examining practical complaint "intake" strategies
- Developing an investigation plan
- Witness interview and information gathering techniques
- Report and documentation strategies

Returning WSHRMA speaker, Deidra A. Nguyen, will provide a uniquely interactive experience in which participants assume the role of the investigator and put their skills to the test.

About the Speaker: Deidra A. Nguyen advises employers of all types and sizes regarding various employment and personnel issues and claims, including discrimination and harassment, disability and accommodation, non-competition and non-solicitation agreements, wage and overtime, workers' compensation, and unemployment. She helps her clients stay current and compliant with an ever-changing legal landscape by providing workplace training and drafting employee handbooks, policies, and employment agreements. Deidra is a shareholder at Littler Mendelson, the largest law firm devoted exclusively to representing employers and management in labor and employment matters. Although she has left the rain for sunny San Diego, she continues to counsel Washington clients and is thrilled to be speaking for WSHRMA once again.



Your company is cordially invited to sponsor the WSHRMA Annual Spring Half Day Workshop

Visit our webpage for more information

To become a sponsor, contact Schelie Hoynes,
WSHRMA Spring Conference Coordinator

(360)479-5600 Email: WSHRMA@artanderson.com

Please join us for our June Breakfast and a Business Clothing Drive to Benefit:

Suits for Service Members
[Click Here to View Flyer](#)
More info below

June 13th, 8-10am at the Kitsap Golf and Country Club

2018 Employment Law Update
Presented by Kellis Borek, Vice President of Labor & Employment Services and General Counsel for Archbright

Buy Tickets

HRCI and SHRM approved credits available

Each year brings many changes in laws, regulations, and court interpretations affecting employers. In 2018, the pendulum for legal protections will swing toward more employer-friendly protections at the federal level, but at the state level, employee protections will continue to expand. The Employment Law Update will inform attendees of new legislation and case law impacting employers – including the following:

- Employment law trends related to the new presidential administration
- Recent Supreme Court employment law decisions
- State and federal anti-discrimination protections; EEOC and DOL priorities and enforcement guidance
- ADA and FMLA case law impacting precedent
- 2018 National Labor Relations Board actions and rulings affecting union and non-union employers and employees

Kellis Borek is the Vice President of Labor & Employment Services and General Counsel for Archbright. She oversees Archbright's team of attorneys and HR Advice professionals who provide advice and counsel regarding all aspects of Local, State and Federal employment and labor law to employers in Washington, Idaho, and Oregon. On behalf of employers, she bargains labor contracts, responds to NLRB matters and provides advice and counsel concerning wage and hour, leave laws, discrimination, labor laws, labor contract administration and regulatory compliance. In 2016, Kellis was appointed to the City of Seattle Labor Standards Commission which provides input and feedback to the Office of Labor Standards on the implementation of labor standards ordinances. Kellis is a veteran attorney of 30 plus years. Previously, she was in private practice in Seattle where she specialized in business and employment law. She is currently licensed to practice in Washington and Idaho. Kellis earned her B.A. from Washington State University and her J.D. from Seattle University.



Time to Clean Out Your Closet?

Please Join us in supporting *Suits for Service Members* Clothing Drive on June 13th. Bring your new or gently used business attire to donate at the WSHRMA Breakfast Meeting
Questions? Contact Margaret Farber:
253.330.3629 marghfarber@gmail.com

Suits for Service Members provide two complimentary suits for service members who are within six months from transitioning from the military to civilian employment. *All branches of the military qualify, including National Guard and Reserve service members currently on active duty orders.*

Suits for Service Members provide business clothing for men and women.

Suits for Service Members was established in 2011 and over 10,000 articles of clothing have been distributed to over 6,000 service members since the program's inception.

Suits for Service Members accepts clothing donations.

For men: new/gently used, clean, smoke free business clothing to include suits, shirts, ties (on hangers preferred). **For women:** new/gently used, clean, smoke free business clothing to include suits, dresses, jackets, slacks, skirts and tops (on hangers preferred). 501 (c)3 tax donation letters are available upon request.

Many Thanks to
our WSHRMA
Event
Sponsors:



WELCOME NEW WSRHMA CHAPTER MEMBERS!

Tina Barte • April 2, 2018
Paul Weed • April 9, 2018
Sheena Stark • April 15, 2018

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 Mandy Huck, WSHRMA Membership Director, with any questions at:
(360)598-5402 Email: mandy@northernasphaltllc.com

Don't forget about the amazing discounts as a SHRM Member!

Follow the instructions below for more information to take advantage of the savings!

SHRM Member Discounts Program

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As a benefit of your SHRM membership, you'll have access to discounts on personal, professional and travel services like:



How to Participate:

- SHRM members can visit: shrm.org/MemberDiscounts
- OR call **1-800-MEMBERS (1-800-636-2377)** to register and start taking advantage of the available member discounts.



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When Work Works Award Applications Now Open!

Apply now for the 2018 When Work Works Award between now and the **Application Deadline: Friday, May 11, 2018.**

If your workplace offers work-flex options and believes that the best business strategies work for both employers and employees, then your organization should apply for this award.

Winners receive numerous benefits including:

- * a benchmarking report with employee feedback;
- * an award engraved with your company name and location; and
- * an invitation to the local award event hosted by Washington State SHRM and Washington State SHRM Chapters

For program details, timeline and online application, go to either:

1. the Washington State SHRM website at <https://wastatecouncil.shrm.org/when-work-works>. Then click on the tab "When Work Works," for a link to find more details, important dates and additional resources or;
2. To WhenWorkWorks.org/about-the-award.

If you have additional questions, please email WhenWorkWorks@SHRM.org

Best of Luck to those who participate!

2017 SHRM Foundation Chapter Champion

Thank you for your generous donations to our chapter's 2017 fundraising efforts for the SHRM Foundation. Our chapter's support of the SHRM Foundation in 2017 has qualified WSHRMA to be recognized as a **2017 SHRM Foundation Chapter Champion.**

Every gift SHRM received, including donations from our chapter and our members, will be used to deliver 300+ scholarships in 2018, click [here](#) to view the scholarship opportunities. The funds donated will continue SHRM's work to engage and integrate military veterans in the workplace. Additionally, your contributions supported the launch of Innovation Grants, SHRM's newest funding opportunity, that supports SHRM state councils and chapters working to improve their communities and build inclusive organizations.



REMINDER: Attention SHRM Members

Time to renew your SHRM Certification! *\$100 for a 3 Year Membership*

For more information go to SHRMCertification.org/recertify

Download the [SHRM Recertification Requirements 2018 Handbook](#)

*Having trouble with a SHRM code for a luncheon you attended?

Contact Schelie Hoynes for assistance

(360)479-5600 Email: WSHRMA@artanderson.com



The West Sound Human Resource Management Association is proud to host:

The 80th Annual NHRMA Conference and Tradeshow

The Greater Tacoma Convention and Trade Center

Tacoma, WA

September 5-7, 2018

Join us in Downtown Tacoma as we

Reflect on the Past and Envision the Future

Businesses today require strong HR leaders to move organizations forward. At the 2018 NHRMA Conference we will look at The Evolution of HR: Reflecting on the Past, Envisioning the Future. This informative conference will cover the critical areas for HR Professionals, including Business Acumen and HR Strategy. You will also gain the knowledge you need to recruit the best talent and stay abreast on the most up-to-date legal and legislative updates.

If you've attended a NHRMA conference in the past, you know that we like to have FUN!! Along with the conference, NHRMA offers great networking opportunities, including after-hours functions to explore Tacoma and mingle with your HR colleagues. Don't forget to visit the Tradeshow to learn about the latest and greatest services and partners available to HR professionals.

While you're here, be sure to get out and explore beautiful downtown Tacoma! The Chihuly Museum of Glass and Tacoma Art Museum, along with antique shopping and northwest cuisine are among the many things to do and see in historic downtown Tacoma. The convenient light rail system will take you throughout the downtown area and Tacoma's Ruston Way waterfront offers a scenic walking trail to enjoy while you're visiting.

We look forward to seeing you at the 80th Annual NHRMA Conference and Tradeshow!

Register now for NHRMA 2018!

www.nhrmaconference.org/2018

Early bird registration ends May 11th!

SCHOLARSHIP CORNER

2018 WSHRMA Certification Scholarship

WSHRMA will award a \$200 Certification Scholarship to a WSHRMA member annually. Individual recipients will be selected on the strength of their work experience and their commitment to a career in human resources. Scholarship funds may be used to purchase test preparation materials, attend a certification preparation seminar, and/or pay the exam fee. In addition, individuals who have previously taken certification exam during the 2018 calendar year are eligible to apply for reimbursement of exam-related expenses.

Who is Eligible

WSHRMA Chapter members with a valid SHRM ID number are eligible to apply for the Certification Scholarship.

Timeline

Application deadline: October 1, 2018

Notification of results: December 12, 2018

Click [here](#) for the application and more information

WSHRMA does not discriminate against individuals on the base of race, color, gender, sexual orientation, marital status, religion, disability, age, veteran status, ancestry, national origin, or citizenship in the administration of its scholarship program. WSHRMA Board members or immediate family members of the Board are not eligible to apply for the WSHRMA scholarship.

