



West Sound Happenings

Chapter #0229

August 2015

www.wshrma.shrm.org

Save The Dates

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

August 12, 2015

**Luncheon Meeting
Silverdale Beach Hotel**

September 9, 2015
**Luncheon Meeting
Silverdale Beach Hotel**

November 4, 2015
**WSHRMA Fall Workshop
Bremerton Conference Ctr**

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

WSHRMA August Luncheon Meeting

Session Title: The Art of Creating a Psychologically Healthy Workforce
Presenter: Dora Summer-Ewing, Ph.D., MBA Managing Partner, EXIDEO
Date/Time: August 12, 2015, Noon-1:30
 Check-in starts at 11:45
Location: Silverdale Beach Hotel
Price: \$25 WSHRMA members/\$35 Non-WSHRMA members
Register by: By August 4th to WSHRMA@artanderson.com
Presentation:

In today's 24/7 world, workplace pressures continue to mount with renewed productivity demands, information overload, and increasing pressure to balance work and home lives. Despite all of this, many organizations have found ways to create healthier and happier workplaces, both for their employees and their customers. Why is this relevant? A psychologically healthy workplace fosters employee well-being while simultaneously enhancing bottom-line performance and productivity.

Dora will share how any size or type of organization can become a psychologically healthy place that leverages their most important asset – their people. Recent research conducted by the American Psychological Association (APA) points to 5 key practices that leaders can adopt to make this a reality in their organizations. Dora will preview the APA's recommendations and assist participants to create a plan for creating their own psychologically healthy workspace.

What You Will Take Away:

- Learn the 5 key practices that drive employee well-being and enhance organizational performance.
- Assess where your organization is today and where your best opportunity to make a difference lies.
- Find out how your company can use this strategy as a competitive advantage to attract and retain talent and customers.

Please note that an RSVP is required for meetings, as we have limited room capacity, and the catering order is placed for the confirmed number of attendees. For these reasons, if you RSVP and are not able to attend, we will bill you for the meeting fee.

The meeting has been pre-approved for 1 recertification credit for SHRM-CP & SHRM-SCP and 1 General credit for HRCI recertification.

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



WSHRMA is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP.



Thanks to our luncheon sponsors:



WSHRMA President's Message

By Shelli Schultz, President-Elect

Greetings WSHRMA chapter members!

Well, here we are in full swing of summer! I hope you're finding time out of the office to enjoy this spectacular NW weather!

Last month, Stacey reviewed all that's been happening in our chapter since the beginning of the year. It was surprising to me as I read through how many activities have taken place so far. We strive to provide our members with meaningful presentations and we hope to be meeting your expectations. We welcome your feedback!

For those of you that attended the July Social, I'm sure you can attest that it was fun. Thank you Michele Roberts, our Membership Director, for coordinating this event. It was a successful evening. We met three new members and welcomed back another.

As we head into the second half of the year, your WSHRMA board of directors (especially Travis and Lalonda) has been busy putting together a lineup of delightful luncheons and first-rate guest speakers.

With that said, we hope to see you at our August 12th luncheon at the Silverdale Beach Hotel. We are excited to present Dora Summer-Ewing. She will be presenting the *Art of Creating a Psychologically Healthy Workforce*. I would also like to remind you to SAVE THE DATE for our half-day fall workshop on November 4th where Deidra A. Nguyen of Littler will be presenting *How to Conduct Lawful Investigations*.

Come this fall, we will begin the process of recruiting board members for the 2016 year. If this is something you have considered, please feel free to contact me or another board member.



Become a WSHRMA Member

Are you interested designating our chapter as your local chapter? Please contact Michele Roberts, Membership Director, with any questions at 703.822.3143 or hrpers@yahoo.com.



Legislative Update

By Margaret Henning Farber, Legislative Director

Proposed Overtime Regulations Released by DOL

The long anticipated U.S. Department of Labor's (DOL) proposed changes to the "white collar" overtime regulations under the Fair Labor Standards Act (FLSA) were officially released for public consideration and comment on June 30, 2015. The rules, when enacted, will impact every employer and 11 million employees!

The FLSA defines the rules regulating which workers are eligible to receive overtime pay after 40 hours worked in one workweek and which workers are not. Workers who are not eligible for overtime pay are classified as "exempt". To be exempt from overtime pay, a job must pass both a Salary Test and a Duties Test. The Salary Test has never had inflationary triggers and has been capped at the same amount since 2004.

The DOL published over 300 pages of rationale for what the new rules would achieve.

Highlights of the proposed rules:

1. **Salary Test Level Will Increase.** Currently, workers must make more than \$455 per week (\$23,660 annually) to be exempt from overtime pay. The proposed rule sets the standard 2016 salary level at \$970 per week, or \$50,440 annually. This means exempt employees who earn less than \$50,440 next year would automatically be eligible for overtime pay. They would lose their exempt status. The DOL is also proposing to automatically increase salary test levels every year based on inflation.
2. **Duties Test.** Generally, the job performed must involve primarily managerial, supervisory, and professional duties or require independent decision-making to qualify as exempt from overtime pay. No changes have been proposed on the Duties Test and the DOL seeks additional examples from employers regarding specific occupations.
3. **Nondiscretionary Bonuses.** Similarly, the Department wants to hear from employers about the possibility of including nondiscretionary bonuses to satisfy a portion of the standard salary requirement.

The rules are not yet binding and employers do not need to officially change any practices until they are approved which is expected in early 2016.

What Should You Do Now?

Evaluate current exempt vs. non-exempt classifications to ensure compliance with state and FLSA overtime exemption status. Employers do not have to wait until the rules are effective to reclassify employees who will be impacted.

Determine how many workers may lose their exempt status because they are paid less than \$50,440 and plan accordingly. Options include:

- a. Start budget planning for salary increases to meet the new exempt salary threshold or the increase in overtime costs.
- b. Plan to cut workweek hours to hold work hours to 40 per week.
- c. Consider using more part-time positions.
- d. Consider alternate schedules and pay plans if employees will be converted to non-exempt status.
- e. Prepare messaging to employees who may have their classifications changed as a result of the new rules.

Do You Know a Distinguished WSHRMA Member?

WSHRMA would like to recognize a chapter member who has made significant contributions to the profession, the community and/or the chapter. In the past, recipients have been nominated for the award by developing and sharing cutting-edge initiatives, volunteering in our community, representing the HR profession with integrity and professionalism, and much more!

The winner of the award will receive \$100 cash; a certificate for a free SHRM affiliated conference, valued up to \$495; and an engraved plaque.

If you know of a Distinguished Member, go to <http://wshrma.shrm.org/distinguished-wshrma-member-year-award> for more information.

Email your nomination to wshrma@artanderson.com by November 20th. The winner will be announced at the WSHRMA December luncheon.

Exciting announcement for all WSHRMA members!

WSHRMA and Brandman University have recently partnered to award all WSHRMA members the Premier Partners Scholarship!

Brandman University is a regionally accredited, private, non-profit university offering Associate's, Bachelor's, Master's, and Doctorate degrees for anyone looking to further their education and MOVE UP in their careers.

For information regarding the Premier Partners Scholarship or Brandman University, please do not hesitate to call the campus directly at 360-779-2040 or Kristen Decker, Manager of Community and Corporate Relations at 360-722-6138.



WSHRMA Fall Workshop

Conducting Lawful Investigations

Presented by Deidra A. Nguyen of Littler

This interactive, engaging, four-hour workshop will provide in-depth, hands-on training on how to conduct investigations of workplace misconduct or complaints in a way that is lawful and helps employers and human resources professionals bring the matter to resolution. Using concrete examples and emphasizing practical skills, the workshop will provide participants practical skills for each of the key phases of a workplace investigation, from proper intake of the complaint, articulating allegations and issues for investigation, comprehensive investigation planning and follow-up, interview techniques, proper documentation, and making objective findings and conclusions.

Deidra Nguyen advises employers regarding various employment and personnel issues and claims, including non-competition and non-solicitation agreements, wage and overtime, workers' compensation, unemployment, discrimination and harassment, and disability and accommodation. She helps clients stay current and compliant with an ever-changing legal landscape by providing workplace training and drafting employee handbooks, policies, and employment agreements. As part of her employment litigation work, Deidra has represented clients in matters under investigation by various state and federal employment agencies.



Date: November 4, 2015

Time: 8:30AM—12:00PM
Registration begins at 7:45AM
Breakfast provided

Kitap Conference Center
100 Washington Ave., Bremerton

\$80 for WSHRMA Members
\$95 for Non-WSHRMA Members

SHRM and HRCI re-certification credits pending.



Certification Study Group

Meets: 2nd Saturday of each month.

At: Subway in Port Orchard, 435 SW Sedgwick Rd.

Time: 10:00 to Noon

For more information, contact Cindy Juarez, WSHRMA Certification Director, at (360) 621-3189.

WSHRMA July Social a HIT!

You won't want to miss the next networking social scheduled for the month of October!

On Thursday, July 16th, our Membership Director, Michele Roberts, hosted a Networking Social from 4:00-6:00pm at the Yacht Club Broiler in Silverdale with free appetizers for all attendees.

There were 17 individuals who joined the event and of those we had three prospective members who learned a lot about WSHRMA and networked with the attendees. Of the three prospective members two individuals - Selina Slagle and Rufus Benneham - joined WSHRMA during the event and received a Starbucks gift card for doing so.

Every 30 minutes we pulled a business card from the attendees for raffle prizes. Congrats to our raffle prize winners: Michele Zyph, Schelie Hoynes, Selina Slagle, Julie Tappero, and Kim Huyber.

Watch for additional information about the October event in the September newsletter, it's a great opportunity to learn about SHRM and WSHRMA and network with local HR professionals.

Welcome New Members!

We are pleased to announce the newest members of our chapter.

Please introduce yourself to them at our next chapter meeting.

Rufus Benneham	Dianne Hanson	Laura Inserra
Pamela Kolacy	Rebecca Ledger	Timmie Mauck
BJ Parkison	Cathy Price	Selina Slagle
Jack Shirts	Ocie Thiele	Lisa Woods
	Vertesia Payne	

2015 Board of Directors

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