



West Sound Happenings

Chapter #0229

December 2015

www.wshrma.shrm.org

Save The Dates

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

December 9, 2015
WSHRMA Luncheon
Silverdale Beach Hotel

January 13, 2016
WSHRMA Luncheon
Silverdale Beach Hotel

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

WSHRMA December Luncheon

Session Title: Self-Care Isn't Selfish
Presenter: Debbie Page Whitlock
Date/Time: December 9, 2015, Noon-1:30
Check-in starts at 11:45
Location: Silverdale Beach Hotel
Price: FREE to WSHRMA members/\$25 Non-WSHRMA members
Register by: **By December 3rd to WSHRMA@artanderson.com**
Space is limited; please RSVP as soon as possible.

Presentation:
How many times have you heard the cliché "Take care of yourself first, or you will have nothing left to give others", or even "You can't give what you don't have", or have been reminded – while NOT on an airplane, "Put on your own oxygen mask first."

And yet it is your husband, wife, partner, parents, children, co-workers and friends who continue to get the best of you; leaving little left in the tank for yourself.

If you find yourself low on energy, not able to focus for extended periods of time, forgetting details, spinning into a cycle of overwhelm and are tired of excusing it all away with statements like, "I'll do something for myself once the kids get back to school", or "When my folks get healthy", or "When my divorce is final", or "After the holidays", or....or.....or.....then this talk is just for you.

What you'll learn:

- * That "No." is a complete sentence.
- * To find your boundaries and protect them.
- * When to put others first.
- * How to make self-care a priority – and I'm not talking a token 5 minutes a day.
- * How knowing your why is the biggest game changer for the New Year.
- * How mindset matters in the creation of your best life.
- * Plus six specific strategies to take you from surviving your life to thriving!

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.



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

Many thanks to our luncheon sponsors:



WSHRMA President's Message

By Stacey Scalf, President

Hello WSHRMA Members!

It was great to see the amazing turnout we had for the Fall Conference at the Bremerton Conference Center on November 4th! Deidre Nguyen did a fantastic job presenting her session on conducting lawful investigations.

I want to take a moment to tell you all what an honor and privilege it has been for me to serve as your President this year. WSHRMA has done many wonderful things this year that I am so proud of. These things certainly couldn't have happened without the support of the 2015 WSHRMA board. I'd like to thank each one of them personally.

President Elect – Shelli Schultz did a great job learning the ropes and filling in for me when necessary. I'm confident she will be a great leader of the chapter in 2016!

Past President – Rachael Taylor took the lead on several committees and special projects. She was an excellent mentor and a trusted advisor to me and I appreciate her for that.

Membership Director – Michele Roberts worked diligently to connect with potential members to keep our membership growing.

Programs Director – Lalonda Hansen was responsible for bringing us many great speakers and topics this year for our monthly meetings.

Conference Director – Travis Skolrud provided the chapter with two amazing conference events.

Diversity Director – Rita Birang delivered several articles on diversity, and partnered with the state council Diversity Director to develop best practices.

Workforce Readiness – Cindy Countryman worked with Goodwill and Coffee Oasis to expand our workforce readiness initiatives.

Communication Director – Kim Huyber was responsible for the wonderful monthly newsletters and e-blasts. Her efforts kept us all in the loop.

Certification Director – Cindy Juarez facilitated the monthly HRCI certification study group, and has become well-versed in the SHRM competency models for future study groups.

Legislative Director – Margaret Farber delivered several legislative articles and also worked with the South King County chapter to collaborate for HR Day on the Hill.

SHRM Foundation Director – Carolyn Nall was responsible for the SHRM Foundation fundraisers this year and did an excellent job for this important organization.

Secretary – Carissa Sinnott took minutes at each board meeting to ensure accurate historical records for the chapter.

Treasurer – Julie Tappero took care of the chapter's financial resources. She brought forward many new and creative ideas that will save time and money.

Although she is not technically a board member, WSHRMA could not do what we do without our amazing **Administrative Assistant, Schelie Hoynes**. Schelie is the glue that holds us all together and I can't thank her enough.

I also look forward to seeing you all at our December luncheon where we will hold our annual SHRM Foundation silent auction. Please join us to hear an uplifting presentation about taking care of yourself first, and participate in the auction fun!

Become a WSHRMA Member

Do you know someone interested in designating our chapter as their local chapter? Please contact Michele Roberts, Membership Director, with any questions at 703.822.3143 or hrpers@yahoo.com.



WSHRMA Membership Advantages

By Michele Roberts, Membership Director

It's tough in today's fast-paced work environment to maintain top performance as a human resource management professional. We need all the help we can get! That's where WSHRMA comes in.

Benefits of Being a West Sound SHRM Chapter Member:

- Exposure to other HR professionals and companies revealing how other organizations handle various human resource situations, procedures, policies, etc.
- Targeted resource for HR professionals that are in career transition as well as employers that seek HR talent
- Monthly chapter meetings & discussion groups that are pertinent and of concern to HR professionals
- PHR/SPHR Certification study groups/classes to help prepare you for the certification exams
- Access to a network of professionals and specialists providing HR information that might otherwise be difficult and/or expensive to obtain
- Opportunity to develop relationships and contacts in other companies to share information on HR concerns
- Availability of local professional development opportunities to improve your competence
- Availability of up-to-date information on pending legislation that may impact your company's operations
- Opportunity to develop leadership skills by taking on a volunteer leadership role in a local chapter
- Development of a reputation and credentials in the HR field
- Reduced rates to attend our monthly chapter meetings

The SHRM Certification Pathway is Closing

Only **30 days** left to complete the Certification Pathway for **FREE!**

If you have your PHR or SPHR, go to shrmcertification.org/pathway and get started. It is easy to do and will take only 45 minutes to an hour. It is not a test and you cannot fail! Once completed, you should receive an email saying you have completed it, and a SHRM-CP or SHRM-SCP pin and certificate will follow within 30 days.

Taking the Pathway will give you options for the future! Take it today and be part of over 60,000 SHRM Certified HR professionals!

The WSHRMA Board of Directors wishes you a joyful holiday season and a wonderful New Year!

Cadillac Tax Impacting Employers Now, Will Continue To Do So In Future, Report Says

The Patient Protection and Affordable Care Act's (ACA) excise tax will affect over 30 percent of large employer plans. That's according to a report from the American Health Policy Institute (AHPI) called "ACA Excise Tax: Cutting Family Budgets, Not Health Care Budgets." The report is a fresh analysis of employer trends in response to the looming high-cost excise tax. AHPI conducted two new surveys of large employers, in June and September of 2015, to identify how many of the companies surveyed would be impacted by the excise tax and what steps they are planning to take to minimize their exposure to the tax.

Under the ACA, in 2018, an excise tax on high-cost health plans, the so-called "Cadillac tax," takes effect. The paper follows a comprehensive study by AHPI in 2014 which found that the threat of the excise tax to be driving employers to fundamentally reassess their plans and reconsider what their role and approach to providing health care benefits should be in the future.

The new surveys found that the excise tax is already having, and will continue to have a significant impact:

- Almost 90 percent of large employers are taking steps to try to prevent their company from having a plan that triggers the excise tax in 2018;
- Over 30 percent of large employers said they would have at least one plan impacted by the excise tax in 2018;
- Almost half of the employers that did not have plans hitting the excise tax in 2018 said they would have a plan that would be impacted by 2023; and
- Among employers who are going to reduce the values of their plans as a result of the excise tax, 71 percent of employers said that they probably would not provide a corresponding wage increase; 16 percent said they would raise wages in response to benefit cuts.

"As the new surveys show, the excise tax is going to impose real costs on both employees and employers alike, and continues to be an important health policy issue. The real problem with the excise tax, and the reason that it generates so much bipartisan opposition, is due to the impact it has on American workers. Even though the tax has not yet gone into effect, American businesses are already taking steps to avoid hitting Cadillac Tax thresholds, and those actions will be hitting more and more workers over time," said Dr. Tevi Troy, President of the American Health Policy Institute.

Be ready to do some shopping during the December WSHRMA luncheon at the silent auction benefitting the SHRM Foundation!

What is the SHRM Foundation?

The SHRM Foundation is a nonprofit organization that helps shape the future of HR by awarding scholarships to future leaders, furthering HR research, publishing reports and briefings, producing case study DVDs, and moving thought leadership forward. All SHRM Foundation products are complimentary and their focus on furthering the HR profession and professionals is made possible by donations from sponsors and donors.

SHRM Foundation Vision:

The SHRM Foundation is the globally recognized catalyst for shaping human resource thought leadership and research.

SHRM Foundation Mission:

The SHRM Foundation advances global human capital knowledge and practice by providing thought leadership and educational support, and sponsoring, funding and driving the adoption of cutting-edge, actionable, evidence-based research.

The SHRM Foundation's 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 In 2014, the SHRM Foundation awarded over 100 education and certification 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. Executive briefings summarize relevant human capital research and expert opinion into 3-5 pages, making this series a quick way to learn about each subject. The Foundation has also created a series of educational DVDs for SHRM chapter programming, staff trainings, and executive education sessions.

Learn more about the SHRM Foundation at www.shrmfoundation.org.

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.

OFCCP Posts Pocket Card to Assist Workers in Requesting Reasonable Accommodations for Disabilities

Continuing its outreach and education efforts for workers, the OFCCP has created a new [pocket card](#) on “Requesting a Reasonable Accommodation” under Section 503 of the Rehabilitation Act. The pocket card is designed to help applicants, employees and other interested parties understand the process for requesting a reasonable accommodation.

According to an OFCCP [announcement](#), the card uses simple language and answers these four common questions about seeking a reasonable accommodation:

- What is a reasonable accommodation?
- How do I request a reasonable accommodation?
- What do I need to tell my employer?
- What happens after the request is made?

The pocket card is available on OFCCP’s Web site at www.dol.gov/ofccp, and copies may be attained by contacting OFCCP’s Help Desk at 1-800-397-6251.

Welcome New Members!

**We are pleased to welcome the newest members of our chapter.
Please introduce yourself to them at our next chapter meeting.**

Wendi Woods Johanna Henke

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