



West Sound Human Resource Management Association

West Sound Happenings

February Luncheon

Public Medical Programs that Impact Employers Medicare, Medicaid and Children's Health Insurance Program

Presented by: **Jeff Johnson, RHU, CEBS**

Save The Date

Employer annual notice requirements – Medicare & CHIP

Medicare and employer provided coverage

Employer with 20+ employees – TEFRA and MSP regulations

No penalty for delaying Medicare enrollment - if covered for Group Medical Insurance by employee or spouse who is actively employed.

Beware of the COBRA trap

Employer provided HSA plans – Coverage can extend past age 65. Caution – does the HSA plan offer credible Rx coverage?

Medicare enrollment timeline

At age 65

After age 65 considerations – 7 months, 63 days, 90 days or 8 months to enroll?

Missed the enrollment deadline? You may be uninsured for 14 months.

Late enrollment penalties

Are your employees or their children eligible for free or reduced cost medical coverage from DSHS?

Income guidelines

Benefits eligibility tool

Contact information

Special Situations

Extra help for Rx – Low income subsidy

Dual Eligible's – Medicare and Medicaid eligibility

High income employees – Increased Part B and Part D premiums

"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: Olympic College

Luncheon information continued on page 2.



Last Day to Register
February 5, 2012



Mark this date on your Calendar!

March 14, 2012

Carol C. Mitchell, J.D.

Leadership Leverage:

The Five I's of Transformation

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

Date: February 8th, 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

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

With the celebration of President's Day this month and "HR Day on the Hill" on January 30th, I have been thinking about the importance of political participation. Legislators make decisions based on the wants and needs of their constituents. This means HR professionals must keep their elected officials informed on how public policy issues can affect employees, employers, and the HR profession as a whole. SHRM understands how vital member participation is to advancing the views of the HR profession on both Capitol Hill and in state legislatures and provides members several ways to get involved and "put a face" behind HR and to let their voices be heard. One of those activities is the SHRM Advocacy Team or the A-Team. The SHRM Advocacy Team has been developed as a way to assist HR Advocates – professionals like you – in making their voices heard on public policy issues impacting the workplace. As a member of the SHRM Advocacy Team, you will join the ranks of other HR Advocates committed to moving the HR profession forward, and be the voice of our profession. To get involved you can:

- Write elected officials on issues of importance to the HR profession using SHRM's HRVoice program.
- Volunteer at advocacy events or recruit others to participate in advocacy event
- Attend a local meeting with elected officials.
- Contact the media.
- Be willing to serve as an expert on a particular HR competency and testify on behalf of SHRM at a legislative hearing locally or in Washington, D.C.

To join the SHRM Advocacy Team, go to: www.shrm.org/ADVOCACY.

Marilyn Hoppen, SPHR
2012 WSHRMA President

Public Medical Programs that Impact Employers Medicare, Medicaid and Children's Health Insurance Program

Continued...

Presenter Info:

Jeffrey Johnson, owner of JBJ Insurance Group in Auburn, WA, is a specialist in Medicare legislation, regulation and coverage. He is a Registered Health Underwriter(RHU) and Certified Employee Benefits Specialist (CEBS) with more than 28 years experience in the employee benefits brokerage and consulting.

Jeff represents nearly every Medicare provider for Washington State and provides both regular workshops and one-on-one consulting regarding health care coverage for anyone at any age that are no longer covered by employer provided benefits. Jeff is a member of the International Society of Certified Employee Benefit Specialists (ISCEBS) and is the past-president of the Christ Community Free Clinic in Auburn, Washington. He is a graduate of the University of Washington.



March Luncheon

Leadership Leverage The Five I's of Transformation



Presented by: Carol C. Mitchell, J.D.

When: Wednesday, March 14th

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

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

Registration Begins at: 11:45 a.m.

Register By: March 11, 2012

Cost: WSHRMA Members \$25 / Non-members \$35

In a dynamic and competitive economic environment, leader capability and personal efficacy are strategic advantages. The leader who enhances education and experience with transformative leadership skills will not only survive in this competitive environment, but thrive and advance in the midst of chaos. This overview will discuss five strategies for improving organizational performance by employing leadership capability as a lever for systemic change.

Learning Outcomes:

1. Increase self-awareness
2. Improve problem and process diagnosis
3. Involve the network
4. Inspire ethical achievement
5. Intervene in the system

Presenter Information:

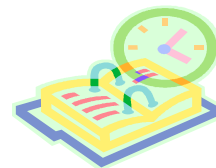
Carol C. Mitchell is an experienced human resources executive and organizational consultant. Her 14 years of experience as an employment lawyer, 5 years as a C-level HR leader, and 7 years as a small business owner enhance her HR knowledge with practical, real-world examples.

Ms. Mitchell applies a systemic approach to her workplace and organizational change management consulting. She believes strongly that systems thinking is a key competency for effective leaders of the future.

A passionate volunteer, Ms. Mitchell is active in the local community. For 11 years, she has hosted a public affairs talk show in Tacoma, Washington. She is also the leader of the historic Tacoma CWC, a nonprofit organization focused upon education, empowerment and self-sufficiency for urban women and their children.

This program is currently being reviewed for HRCI credit.

REMINDER: For all WSHRMA luncheons, "no shows" will be billed the cost of the event, without exception, unless the cancellation is received prior to the RSVP deadline. We know that life happens and sometimes members are not able to make it at the last minute. However, the Chapter is still responsible for the RSVP and is billed for the meal whether or not you are there.



Think Strategically

By: Jill Fowler, SPHR, and Jeanette Savage

Thinking strategically is an elusive concept for many managers. Simply put, it is a high-level decision-making skill. It involves recognizing trends and challenging assumptions while maintaining a global view of situations and an affinity toward embracing change. It requires appreciating the organization's or department's current situation while looking for ways to capitalize on opportunities. "What" is strategic; "how" is tactical.

Benefits

Whether you are working solo or as a member of a cross-functional workgroup, strategic thinking allows you to focus on what is truly important.

Organizations that systematically encourage strategic thinking are ready for the unexpected and have the ability to adapt more easily to unforeseen changes. At the managerial level, strategic thinking guarantees that focus and scope will become more targeted, allowing for more-purposeful activity. And, strategic thinking gives employees the ability to make decisions and understand how their decisions move the organization forward.

As a manager, strategic thinking will help you stand out to senior-level decision-makers and become more valuable. Your decisions and recommendations will be recognized and appreciated as the foundation for organizational efficiency. Strategic thinking will help you make the most of your time at work.

Super Strategic Strength

Whether you're an experienced strategic thinker or new to the idea, you must use the skill or risk losing it. The following are some exercises to assist in the development and maintenance of strategic thinking:

Think what, not how. If you find yourself thinking about how to accomplish a project, stop. Change your perspective and think about what must be done to meet your objective. Asking "how" or focusing on the minutia of basic needs and outputs is a tactical exercise. When a group devolves into how something will get done before thoroughly exploring what members want to accomplish, the discussion will lead to rehashing past history or worrying about potential obstacles, thus hindering strategic progress.

Ask the right questions. Generate strategic conversation by asking higher-level questions, such as, "Where do we want to be in the next three years?" and "What must be done organizationally to accomplish this?" By focusing on the larger picture, group members' thinking will automatically become more strategic.

Observe strategic thinkers, ideally in team environments. How do they approach challenges? What types of questions do they ask? How do group members respond? Once you have had the opportunity to observe a strategic thinker in action, emulate the behavior.

Learn from history. Examine a past situation where strategic thinking was required. Consider 10 ways it could have been approached differently and alternative outcomes that could have resulted. If you have difficulty coming up with 10 ways, ask what additional information is necessary, acquire this knowledge and start again. You will begin to think strategically and develop new, tangible ideas that may be put into action.

Look toward the future. Consider a future challenge where strategic thinking will be required. Repeat the exercises above.

Keep up with current trends. Subscribe to trade journals, join groups, attend conferences, or sign up to receive automatic e-mails on a topic. When you are informed about your external environment, you will be better-equipped to respond to your internal environment.

Become involved in planning activities. Join a strategic workgroup within your organization, serve as a board member in a nonprofit organization, or take on a leadership position in a professional association. By immersing yourself in situations that require strategic thinking, you are bound to develop these skills naturally.

The authors are co-founders of Savage Fowler Consulting, a strategic planning consulting firm in Cleveland. They can be reached at www.savagefowler.com.

To read more articles like this one go to WWW.SHRM.ORG.

HR Day on the Hill – Recap

January 30th, the SHRM Washington Council held its 12th Annual HR Day on the Hill in Olympia with great success. There were approximately 120 attendees with WSHRMA represented by at least 10 members. The agenda was full and very informative. Topics included WA L&I Regulation and Policy update, HR Pending Legislative update, Labor and Employment Law update, NLRB update, Immigration update and EEOC developments. In addition 6 members of our group met with Senator Rolfes to discuss HB 2508 – Mandatory paid sick/safe days, SB 5789 – Workplace Bullying and SB 6228 – Employment Status Discrimination.

Below is a list of the pending legislation reviewed in the “Day on the Hill” meeting. Though not all will pass through from committee, it is important that everyone be aware of these and the impact on your organization:

SB 5789 - Addressing workplace bullying by making it an unfair practice to subject an employee to an abusive work environment.

HB 2508/SB 6229 – Establishing minimum standards for sick and safe leave from employment.

SB 6228 (Litigation and Labor & Employment) – Making employment status discrimination an unfair labor practice.

HB 2137 - 2011-12 Addressing the transportation and storage of firearms and ammunition in privately owned motor vehicles. Concerns - Can employees bring their guns to work and leave them in their car?

HB 2412 - 2011-12 Increasing protections for employees under the Washington industrial safety and health act of 1973.

Minimum Wage Proposals:

HB 1258 2011-12 Allowing employers to pay a training wage for a specified period of time.

HB 2496 – 2011-12 Changes the inflationary measure used to calculate annual adjustments in the minimum wage from the CPI-W to all consumers index, the CPI-U

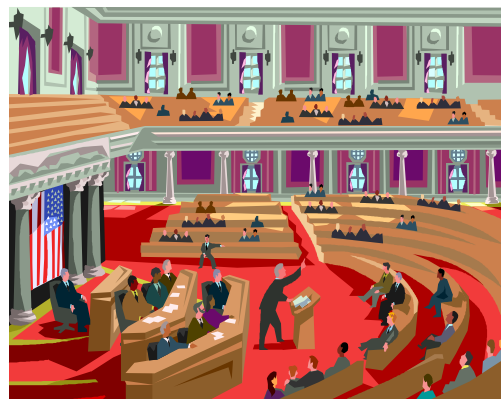
HB 2497 – 2011-2012 Allows for consideration of tips in determining the minimum wage rate of employees in workplaces like restaurants who receive tips.

HB 2498 – 2011-12 Would suspend the annual increase in minimum wage rates, capping the rate at the current year’s figure, during periods when the state’s unemployment rate is above 7.5 percent.

To check for the current status of any pending bill, go to <http://apps.leg.wa.gov/billinfo/default.aspx>

Remember you can contact your Senator or Representation at any time to present your perspective on pending bills and how they will impact your workplace. To find your Senator or Representative go to: <http://apps.leg.wa.gov/DistrictFinder/Default.aspx>

Attending the HR Day on the Hill is a very rewarding and educational experience. If you were not able to attend this year, perhaps you can schedule to go next year.





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WSHRMA's Chapter #: 0229

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



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