



**Mark this date on  
your Calendar!**

January 11, 2012  
Theresa Chambers

February 8, 2012  
Jeff Johnson

March 14, 2012  
TBD

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](http://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

West Sound Human Resource Management Association

## West Sound Happenings

# January Luncheon

### *Recognizing for Results*

Redefining employee recognition as a business strategy to boost employee engagement, retention, productivity and profitability.

**Presented by: Theresa Chambers**

Chief Motivation Officer of Recognition Works

Research shows that effective recognition practices consistently correlate with higher levels of employee engagement, retention, increased productivity and profitability. Companies on Fortune Magazine's 100 Best Places to Work list consistently outperform S&P companies by 30-40%. Employee recognition is a critical component of their business models and they practice it.

At a time when employees are being asked to do more with less, a culture of appreciation has become increasingly important. It's no longer just a nice thing to do, recognition is serious business.

#### **Learning Outcomes:**

- Redefine recognition as a business strategy to boost employee engagement, productivity, and retention.
  - Learn Thankology™, the art of noticing "out loud".
- Take away no-cost and low-cost ideas to build a culture of appreciation and engagement.

#### **Presenter Information:**

Theresa Chambers, Chief Motivation Officer of *Recognition Works*, changes the way organizations think about employee recognition. Theresa brings 16 years of experience designing recognition strategies and is one of the most highly regarded experts in the field. In fact, U.S. Small Business Administration named Recognition Works as the 2008 Home Based Business Champion for Washington, Oregon, Idaho & Alaska.

As a former board member of Recognition Professionals International, Theresa implemented the Best Practices Award Program and chaired its Regional Conference held in Seattle. For eight years, she managed the City of Seattle's performance and service award programs. From 2007-2009, she redesigned Swedish Medical Center's performance awards program to better exemplify its goals and values and increased participation levels by 150%.

As chair of the Puget Sound Recognition Roundtable, Theresa stays connected to the latest thinking on employee engagement, motivation and retention strategies. Passionate about recognition, Theresa presents workshops and webinars to companies and associations across the country. Theresa has worked with Fortune 500 companies such as Boeing, ConocoPhillips Alaska and Beckman Coulter, and local companies including Clark Nuber, Columbia Bank, and The Everett Clinic, one of Fortune's 100 Best Places to Work.

*This program is currently being reviewed for HRCI credit.*

**January Luncheon Sponsor:** West Sound Workforce

**Featuring:** The Dispute Resolution Center (Continued on page 6)

**Date:** January 11th, 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](mailto:wshrma@artanderson.com)

**Last Day to Register  
January 8, 2012**



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## 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](mailto:kwooster@thedoctorsclinic.com).

**Chapter # 0229**

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## Job Bank

Please check out our website at [www.wshrma.org](http://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

Happy New Year West Sound Human Resource Management Association members!

In December the 2012 Board met to set goals and plan the strategic direction of WSHRMA for the year ahead. One of our key accomplishments was the creation of a mission for WSHRMA. Our new mission is:

*"West Sound Human Resource Management Association's mission is to engage the human resource community by providing professional development, relationship-building opportunities and other resources in order to enhance professional growth and optimize strategic workplace contributions in the greater West Sound area."*

In keeping with our new mission we have put together plans for an exciting year of programs that will include not only our monthly meetings, but also a one-day conference in May and a half-day workshop this fall designed to provide you with the tools you need to be successful in your HR role. In addition there will be opportunities for you to participate in some meaningful relationship-building opportunities and get involved in our community.

We are going to have a great year and I am pleased to say that we have an outstanding group of HR professionals that compose our 2012 board. WSHRMA would not continue to thrive and be a success without our many dedicated volunteer leaders. We all look forward to serving you this year and appreciate your input. You can reach me at [mhoppen@kitsapbank.com](mailto:mhoppen@kitsapbank.com) or (360) 876-7892. Please do not hesitate to contact me or any of our board members.

Sincerely,  
Marilyn Hoppen, SPHR  
2012 WSHRMA President

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## WSHRMA

### Monthly Program Sponsorship Opportunity

WSHRMA has a great opportunity available for an organization or organizations to sponsor our monthly meetings for the year 2012. Program sponsors receive one meal, a table to display your organization's information, and the opportunity to make a five minute presentation at the meeting. In addition your organization's logo will be displayed in the WSHRMA monthly newsletter and any other advertising promoting the program.

The cost of sponsoring a monthly program is \$100. However, if you would like to sponsor more than one program we will provide a discount. Should you be interested in sponsoring one or more of our monthly programs this year, please go to [www.wshrma.org](http://www.wshrma.org), under **sponsors** and complete our sponsor form no later than Tuesday, January 17, 2012.



## February Luncheon

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



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

**When:** Wednesday, February 8th

**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:** February 5, 2012

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

#### 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

##### 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.

*This program has been submitted to the HR Certification Institute for review.*

**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.



# HR Day On The Hill

## Monday, January 30, 2012

Presented by:

SHRM WASHINGTON STATE COUNCIL and ASSOCIATION FOR WASHINGTON BUSINESS

When: Monday, January 30, 2012

Time: 9:00 AM – 3:00 PM

Cost: None

Location: WA State Capitol, Olympia, WA - GA Auditorium

### ***Why should you attend this event?***

- Become informed on current legislative reforms being proposed by Legislators & meet HR movers and shakers, HRCI credit pending
- Meet Legislators in a comfortable forum to discuss current legislation, which affect your business.
- NETWORK!! – There's never a better time to meet other HR Professionals!

### **Tentative 2012 “HR Day on the Hill” schedule:**

• **Legislative Update:** Which bills have been introduced, which “have legs” and where can you make your voice heard? Key dates and legislative issues. Presented by AWB General Counsel **Kris Tefft** and **David Black**, Esq., SHRM WA Legislative Director.

**Key legislation issues:** Pending - TBA

**Local Chapter Reports:** 2 minutes each

• **Lunch with Legislators:** Key legislators and department heads will be invited to speak to the group and field questions

about pending legislation. Make your voice heard on issues that matter to your business and as an HR professional!

• **Identify Legislative Issues:** Identify and vote for legislative issues important to your chapter.

• **Capitol Tours.** Tours before and after event, attend public hearing (advance scheduling recommended).

WSHRMA will schedule time to meet with our legislatures If you are interested in joining this activity, please contact Debbie Laudenslager at [dlaudenslager1@comcast.net](mailto:dlaudenslager1@comcast.net) or 360-434-2857.

### **What to be aware of Today and in 2012**

Labor Relations: New NLRB Posting requirements

Federal level: New FMLA, Wage and Hour, Arbitration and other developments

State & Local level: State law developments, Coordination with Federal Agencies & Enforcement, Worker's Compensation, Workplace Safety, Worker Skill Gap, Seattle Paid Sick Leave

**Space is limited! RSVP early:**

**David Black, Esq.**

**Legislative Director, SHRM Washington State Council**

**[www.washrm.ning.com](http://www.washrm.ning.com) or (206) 405-0404 or [Daveblack.linked@yahoo.com](mailto:Daveblack.linked@yahoo.com)**

**WSHRMA will coordinate several carpools to Olympia. If you are interested in participating in the carpool, please contact Debbie Laudenslager at [dlaudenslager1@comcast.net](mailto:dlaudenslager1@comcast.net) or 360-434-2857. Please indicate if you are interested in driving and how many seats you have available in your vehicle or if you are a passenger as well as your location.**

## Washington Pending Bills

### All Employers

[HB 1090](#) - Responding to the current economic conditions by temporarily modifying the unemployment insurance program.

[HB 1091](#) - Modifying the unemployment insurance program.

[HB 1096](#) - Concerning health care financing.

[HB 1120](#) - Delaying the implementation of the family leave insurance program until the point at which there is money available to provide the specified benefits. (This bill is problematic because it extends the authority of L&I to make loans out of the workers' compensation supplemental pension fund to provide funds for the initial administration of the program.

[HB 1164](#) -- providing 4 hours unpaid leave from employment for participating in a child's educational activities

[HB 1189](#) -- which simply repeals the Family Leave Insurance law

[HB 1290](#) - Concerning mandatory overtime for certain health care employees.

[HB 1432](#) -- permits private employers to have veterans' employment preference

[HB 1531](#) - Adjusting the minimum wage rate based on changes in consumer prices.

[HB 1532](#) - Creating a good faith defense for certain minimum wage and overtime compensation complaints.

[HB 1597](#) - Achieving economic security through income sufficient to meet basic needs.

[HB 1828](#) - Regarding enforcement of family leave violations.

[HB 1831](#) - Concerning workers' compensation payments and records.

[HB 1910](#) - Concerning long-term disability for injured workers (see also [HB 1868](#))

[HB 1928](#) - (general harassment claims) Relating to addressing workplace bullying by making it an unfair practice to subject an employee to an abusive work environment

[SB 5023](#) - Addressing nonlegal immigration-related services.

[SB 5039](#) - Concerning insurance coverage of tobacco cessation treatment in the preventative benefit required under the federal law.

[SB 5067](#) - Changing the department of labor and industries certified and registered mail requirements.

[SB 5068](#) - Addressing the abatement of violations of the Washington Industrial Safety and Health Act during an appeal.

[SB 5073](#) - Providing workplace protections for offsite medical marijuana use

[SB 5308](#) - Concerning evaluating military training and experience toward meeting certain professional licensing requirements.

### Public Employers

[HB 1059](#) - Concerning the conforming of apprenticeship program standards to federal labor standards.

[HB 1127](#) - Addressing bargaining with certified exclusive bargaining representatives.

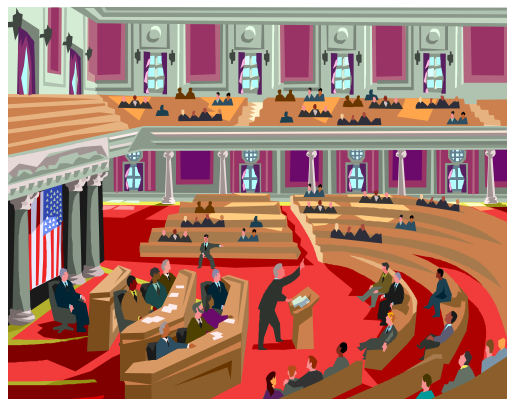
[HB 1503](#) - Modifying collective bargaining law to authorize providing additional compensation to academic employees at community and technical colleges.

[SB 5048](#) - Creating the Washington Enhanced Intelligence Act.

[SB 5049](#) - Implementing recommendations of the sunshine committee.

### Union Employers Only

[HB 1059](#) - Concerning the conforming of apprenticeship program standards to federal labor standards.



# HR KNOWLEDGE CENTER

Overcome your workplace challenges today...with just one phone call or click of the mouse.

**Web:** [www.shrm.org/hrinfo](http://www.shrm.org/hrinfo)  
**Phone:** 1-800-283-7476, option 5  
**Hours:** Monday –Friday  
**8:30 a.m. – 8:00 p.m. (ET)**

## **Express Requests**

The Knowledge Center has compiled resources on frequently-asked HR topics. Each ER includes links to the most relevant items on the topic.

## **HR Q & As**

Brief answers to frequently-asked questions are available in the Q & A section.

## **Live Chat**

10:00 a.m. – 4:30 pm. ET  
Monday – Friday

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## **The Dispute Resolution Center**

The Dispute Resolution Center (DRC) is a non-profit organization in Kitsap County which began in 1990 when a group of professional mediators, attorneys, and educators formed a small agency to help neighbors solve disputes peacefully and out-of-court. Since that time, they have grown into a major community service agency with services all across Kitsap County. They help clients in schools, at the Kitsap Juvenile Center, Small Claims Court, mental health centers, and many other community settings.

Since our first mediation in 1991, this agency has trained dozens of professional mediators and helped thousands of people from all economic backgrounds solve business, community and family problems that could otherwise lead to expensive lawsuits.



West Sound Human Resource  
Management Association  
PO Box 1285  
Bremerton, WA 98337  
WSHRMA's Chapter #: 0229

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



## 2012 WSHRMA Board of Directors

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