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Upcoming Events:

January 31st Early Bird Registration Ends for Washington State Employment Law Conference

February 1st HR Day on the Hill

February 14th WSHRMA Chapter Luncheon: Know Your L&I Financial Incentive Programs and How to Create a Return-to-Work Culture

March 14th WSHRMA Chapter Luncheon: Decoding People – Driving Results through People Analytics – Select, Engage, Grow, and Develop Excellence in Your Employees

2018 SHRM Recertification Reminder



Washington State
Employment Law &
Human Resources
Conference

Friday April 20, 2018

7:30am-5pm

Downtown Sheraton

Seattle, WA

Early bird registration will save you serious CA\$H and ends January 31, 2018 – Don't delay!

Register now for the [Washington State Employment Law & Human Resources Conference](#) and be entered to **WIN** a FREE registration for the [2018 SHRM Annual Conference & Exhibition](#) in Chicago, Illinois.

Washington State's Conference brings acclaimed employment law attorneys, national speakers and SHRM experts to the podium delivering powerful and impactful presentations on ever changing employment laws and legislative issues, as well as the role of HR practitioners and business leaders in these unique times.

Lined up, are some amazing keynote speakers, including Michael Droke, Galen Emanuele and Barry Long. This year's luncheon keynote is Galen Emanuele a favorite speaker from last year's conference. As an international keynote speaker, Galen works with teams and organizations around the globe including Fortune 500 companies such as Microsoft, CBRE, and Shell, transforming the way people interact and communicate in business. Register today to hear how to improve communication, team performance, and create an intentional culture of high-level engagement.

You won't want to miss this opportunity to hear about the latest trends in the human resources, legal, and the diversity and inclusion world!

Earn more than twelve (12) recertification credits for your SHRM-CP or SHRM-SCP or other HR or general designation. In addition, this year you will have the opportunity to participate in three (3) pre-conference webinars!

WELCOME NEW WSRHMA CHAPTER MEMBERS!

Cindy Long • December 4, 2017

Cheryl Shortridge • December 5, 2017

Charles Rehal Jr. • December 8, 2017

Lazarus Cardenas • January 4, 2018

Lucretia Robertson • January 16, 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>

Or contact:

Mandy Huck, WSHRMA Membership Director, with any questions at: (360)598-3402 Email: mandy@northernasphaltllc.com

HR Day on the Hill is coming up! ****Party Bus info below****

**February 1, 2018 | 8am – 4:15pm | Olympia, WA
The State Capital – Columbia Room**

This event is pending approval for 5 HRCI General Credits and 5 SHRM-CP/SCP Professional Development Credits!



REGISTER NOW



What is HR Day on the Hill? Washington State Human Resources Council's "HR Day on the Hill" is an annual opportunity for HR professionals to educate themselves on the state legislative process and get first-hand information regarding upcoming legislation that may impact HR and business across the state.

Why attend HR Day on the Hill? Become informed on current reforms being proposed by Legislators that will impact HR, network with fellow HR professionals, meet legislators in a comfortable forum to discuss current legislation that could affect your business.

Who are the speakers? We have a great lineup of speakers for this year's event. Review the agenda at wastatecouncil.shrm.org/2018HRDayOnTheHill.

****Party Bus?**** Still not sure how to get to HR Day on the Hill on February 1? **Ride with us! SKCHRA and SPSHR have teamed up again to bring you the popular Party Bus.** Pick up locations are below. To reserve your spot, please add "Party Bus" when you register through Eventbrite or email Catharine Morisset at cmorisset@fisherphillips.com. Get started brushing up on your HR and employment law trivia for our onboard contests!

- **6:00 am:** Tukwila Park & Ride
13445 Interurban Ave S., Tukwila, WA [***not*** the light rail station]
- **6:30 am:** Star Lake Park & Ride (I-5 & 272nd)
27015 26th Ave S, Kent WA
- **7:15 am:** Lakewood Park & Ride
10617 S. Tacoma Way, Tacoma, WA

Contact Julie Tappero if you would like to carpool with other WSHRMA members to the party bus locations listed above from the Kitsap area. Julie's email is julie@westsoundworkforce.com or call (253)853-3633.

Please join us for our February Luncheon:

February 14th, 12-1:30pm at the Kitsap Golf and Country Club

Know Your L&I Financial Incentive Programs and How to Create a Return-to-Work Culture

Buy Tickets



Washington State Department of
Labor & Industries

Workers' Compensation Services

Stay at Work Program: You may qualify for wage and expense reimbursements for providing your worker transitional or light duty work while under temporary restrictions. The benefits include:

- Wage Reimbursement-Base Wages (50%) paid for hours worked (up to \$10,000)
- Reimbursement for some of the cost of training, tools or clothing the worker needs to do the light-duty or transitional work (up to \$2,500 for equipment; \$1,000 for training; and \$400 for clothing per claim)

Preferred Worker Program: You may qualify for wage and expense reimbursements as well as a continuous employment benefit when you provide your worker with a medically approved long term job while under permanent restrictions. The benefits include:

- Financial protection against subsequent claims during the preferred worker certification period
- Premium reduction
- Wage reimbursement
- Base Wages (50%) for hours worked (Up to \$10,000)
- Clothing necessary to perform job (Up to \$400)
- Tools and Equipment necessary to perform job (Up to \$2,500)
- Bonus incentive for 12 months of continuous employment (Up to \$10,000)



BIO: Joyce Allen has 12 years of claim management experience and is one of Labor & Industries' Outreach Specialists for the Return-to-Work Incentive Programs. Joyce uses a collaborative approach with employers to save them money by bringing injured workers back to work.

**Many Thanks to
our WSHRMA
Luncheon
Sponsors:**



KITSAP BANK

West Sound
WORKFORCE

Please join us for our March Luncheon:

March 14th, 12-1:30pm at the Kitsap Golf and Country Club

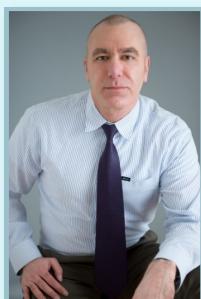
Decoding People – Driving Results through People Analytics – Select, Engage, Grow, and Develop Excellence in Your Employees

[Buy Tickets](#)

Today's executives have incredible challenges – driving and delivering results against ever increasing competition, speed of business, and decreasing profit margins. The most difficult area to master is human capital engagement, yet everything depends on it. How can a small group of executives effectively engage every one of their employees, when no two employees are the same? Larger organizations don't even know the current headcount, let alone the specific needs, drives, and personalities of each of their employees! The challenge, clearly, is to figure out how to engage individuals from a distance!

This session covers the four main drivers of successful people engagement through analytics: hiring right, managing people, and setting up teams and culture effectively. Another way of looking at it is how to ensure that the right people are in the right functions, and that management knows how to engage them well by creating the processes, teams, and culture that result in an effective workforce. We will evaluate the cost of turnover, aligning jobs and personal attributes, knowing the people and how to manage them, and how to prevent cultural clashes in multifunctional organizations. We will offer multiple solutions as well.

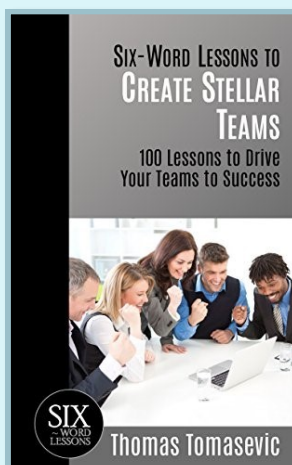
This session is intended to be interactive. Participants' questions and specific issues are used to broaden discussion and offer solutions. The audience leaves with a clear understanding how to use employee analytics to drive engagement up in any size organization.



BIO: Thomas Tomasevic, MBA, is the CEO of [T2 Team](#), a leadership consultancy based in Gig Harbor, WA. Born in Europe, Thomas earned his undergraduate and graduate degrees in California (SJSU/Stanford). He has 20+ years in executive roles with HP, Microsoft and successful start-ups, and was often responsible for generating creative methods to grow revenue. Since 2013, Thomas has dedicated his time to transferring his strategic, tactical, and team-development skills to his clients. He founded T2 Team LLC, which specializes in inducing growth in its customers. Many of T2 Team's clients, some of whom are Vistage CE members, have experienced exponential growth (in some cases \$150-\$600MM in two years, \$25-\$50MM in 16 months, etc.). Leadership development, creativity, and employee analytics enabled these companies to develop sustainable employee engagement models that resulted in spectacular growth.

As a Predictive Index Certified Partner, T2 Team focuses on enabling such growth in local companies via an effective, affordable, and self-managed suite of assessment tools. The Predictive Index suite of employee analytics is used by over 8,000 organizations worldwide, including 80 Fortune 500 companies. T2 Team is certified in the administration of a multitude of employee assessment and analytics tools, including MBTI, DISC, SYMLOG, and The Predictive Index Behavioral, Job, and Cognitive Assessments.

Thomas is the author of the bestselling book [Create Stellar Teams: Drive Your Teams to Success](#), published by Six Words Lessons. Thomas volunteers as a Young Entrepreneurs Academy Instructor where he teaches groups of young students how to start their businesses (2014-17).



Additional Bio:

<http://www.t2team.com/about-thomas.html>

REMINDER:

Attention SHRM Members — It's time to renew your SHRM Certification!
\$100 for a 3 Year Membership

For more information go to SHRMCertification.org/recertify

Download a copy of [SHRM Recertification Requirements 2018 Handbook](#) 

SHRM® CERTIFICATION
SHRM-CP™ AND SHRM-SCP™

