



West Sound Human Resource Management Association

## West Sound Happenings

### July Newsletter

# WSHRMA Sponsored Networking Social

**Mark this date on  
your Calendar!**

**August 8, 2012**

Louis Falcone

**September 12, 2012**

Dan Weedon

**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



## July Networking Social

Please join West Sound HRMA for our summer networking event. This is a great time to socialize with fellow HR professionals while enjoying drinks, appetizers, and taking part in the raffle prize drawings. There will be a no-host bar with happy hour specials.

**When:** Wednesday, July 11<sup>th</sup> 4:30pm-6:30pm

**Where:** Upstairs room of Sogno Di Vino

18830 Front St NE, Poulsbo, WA 98370

**Cost: FREE!**

**RSVP:** [wshrma@artanderson.com](mailto:wshrma@artanderson.com) by July 6<sup>th</sup>

RSVP early, space is limited!



**Date:** July 11th, 2012

**Time:** 4:30 p.m. to 6:30 p.m.

**Place:** Sogno Di Vino  
18830 Front St NE,  
Poulsbo, WA 98370

**Price:** WSHRMA members **Free**

**To register email:** [wshrma@artanderson.com](mailto:wshrma@artanderson.com)

**Last Day to Register  
July 6, 2012**



## 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**



## 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

### *HR Certification Makes a Difference!*

HR certification is a visible acknowledgement of your personal and professional commitment to the HR profession. Today there are 122,200 human resource professionals worldwide who are certified by the HR Certification Institute and 4,178 of those certified HR professionals reside in the state of Washington.

Being certified demonstrates that you are committed to a higher standard. When you become certified it tells people that you are up-to-date on the most current principles and practices of HR management and consequently it makes you more marketable when you compete for top HR positions in organizations. Being certified is often the difference that makes you the successful candidate in a job interview. In fact, many employers require their HR staff to be certified.

WSHRMA is committed to your professional development and we know that the certification exams are quite rigorous and difficult to pass. During the last exam window the pass rate for the PHR exam candidates was 58% and 48% for the SPHR exam. To assist you with preparation we are hoping to put together a study group. If this sounds like something that you would like to participate in please contact our Certification Director, Margaret Henning Farber, SPHR. She can be reached at [mhfarber@usa.net](mailto:mhfarber@usa.net). The next exam window is December 1, 2012, through January 31, 2013. It is our hopes to have the study group up and running in the early fall.

Also, I want you to know that the SHRM Foundation will award 16 certification scholarships of \$750 each to SHRM members located in the Pacific West Region this year. Information on this program and how to apply can be found at [www.SHRMFoundation.org](http://www.SHRMFoundation.org). Click on "Scholarships & Awards" for the details. All applications must be received by July 16, 2012.

Marilyn Hoppen, SPHR  
2012 WSHRMA President

## Ready for That Next Big Step – SPHR/PHR

The Human Resources Certification Institute (HRCI) will start to accept applications for certificate testing July 9, 2012 - October 5, 2012 for the December 1, 2012 - January 31, 2013 test dates. The sense of accomplishment, as well as increased career possibilities, is incredible for all those that have studied for and taken and passed these challenging tests.

If you are interested in either an informal study group, or in being part of a class, please contact our certification director, Margaret Farber, at [mhfarber@usa.net](mailto:mhfarber@usa.net). Additionally, WSHRMA awards a **\$200 Certification Scholarship to a WSHRMA member** annually. Please let Margaret know if you are interested and best of luck!



# August Luncheon

## Retaliation in the Workplace



Presented by: **Louis Falcone**

**When:** Wednesday, August 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:** August 5, 2012

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

The number of lawsuits asserting retaliation is soaring. Over the past 10 years, retaliation claims filed with the Equal Employment Opportunity Commission (EEOC) have increased by 67 percent, now accounting for more than 36 percent of all charges filed with the EEOC. That's up from 27 percent 10 years ago.

Why are retaliation claims different? One theory is that jurors, as a general rule, don't want to believe that managers are racist or sexist, but they understand it is human nature to want to strike back at someone who attacks them or the company. In fact, there are a growing number of cases in which the employee fails to establish an underlying discrimination claim but succeeds on the accompanying retaliation claim.

Given the dangers posed by retaliation claims, it is essential that the training you provide each year to your supervisors and managers includes specific training on retaliation. Make sure they know what to do — and what not to do — when an employee makes a complaint or accuses them of wrongdoing. An effective training program will include the following elements, which will be demonstrated:

### Learning Point Highlights

- Convey the serious legal consequences and workplace impacts of retaliation
  - Present a practical model for recognizing, responding to and resolving retaliatory behavior
- Demonstrate how a culture of integrity is most effective in preventing retaliation

### Workshop Objectives

- Define retaliation in the workplace
- Recognize situations that are or have the potential to become retaliatory
- Identify common types of overt and subtle retaliatory behavior
- Identify the primary negative impacts of retaliation on the organization Prevent and/or stop retaliation

**About the presenter:** Louis Falcone, a Kitsap County resident, has spent over 20 years working hard to help businesses, public sector and non-profit employers establish and maintain positive, productive workplaces, while carefully managing their risks. His primary areas of concentration include State and Federal Regulation of Employment, Labor Contract Administration and Collective Bargaining, and Personnel Policies and Practices; working with employers to prevent employee relations problems before they occur. Louis provides responsive, personalized service focused on devising practical solutions for his clients. Clients include employers ranging from small, non-profit agencies to Fortune 500 corporations. Louis received his Bachelor's Degree from UCLA, and went on to earn a law degree and MBA from Willamette University.

**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.



## Study: Pay Is Top Reason Key Employees Quit

By: SHRM Online Staff

For more article related to this subject visit [www.shrm.org](http://www.shrm.org)

As the economy begins to improve, employers across the board are finding it more difficult to retain key talent—employees who are the strongest performers, have high potential or are in critical jobs. That's among the findings revealed by a survey of primarily U.S.-based mid-level to senior-level rewards professionals, as reported in [Retention of Key Talent and the Role of Rewards](#), a report published in June 2012 by WorldatWork, an association of total rewards professionals. The survey was a collaboration by WorldatWork, pay consultancy Hay Group and Dow Scott, Ph.D., professor of human resources at Loyola University Chicago.

A majority of respondents (83 percent) thought that failure to retain key talent is “very costly,” and two out of three agreed that retention of key talent is a major concern of senior management, the study revealed.

Survey participants reported that the top reason key talent quits is to get more pay elsewhere. Other reasons include a lack of promotional opportunities, the perception that pay is unfair and dissatisfaction with job and work responsibilities.

“Talent wars are going to become intense, not just this year but for at least a decade, because jobs are becoming more complex and demanding, Baby Boomers are retiring and Generation X has far fewer people who can fill this gap, and other countries are retaining their most talented people with great job opportunities of their own,” Scott said.

Tom McMullen, North America reward practice leader for Hay Group, added, “Top talent can easily compare the deal or pay package they get from their employer with other organizations through Salary.com, Vault.com and O’net.gov, etc. If a company is to survive and hopefully thrive in the next decade, it must learn how to recruit, develop and retain key talent.”

### Effective and Ineffective Efforts

According to respondents, the most effective methods for retaining key talent are:

- Identifying key employees and discussing with them their future opportunities with the organization.
  - Paying key employees above the labor market.
  - Allowing flexible hours or telecommuting.

The least effective employee retention methods are:

- Providing tuition reimbursement and other educational opportunities.
  - Providing pay communications, including total compensation statements.
  - Assigning mentors for key employees.

“Rewards professionals are under increased pressure to make counteroffers, increase new-hire offers and offer special deals to retain key employees,” said Kerry Chou, practice leader at WorldatWork. “The most successful organizations moving forward will be those that develop a clear definition of what is considered key talent, identify them and make a concerted effort to ensure that those employees are satisfied with the rewards system.”

Respondents represented publicly traded companies (47 percent), privately held companies (26 percent) and public sector and not-for-profit organizations (26 percent). Survey responses were gathered from Dec. 15, 2011, to Jan. 15, 2012.

## Legislative Update

By: Kim Huyber

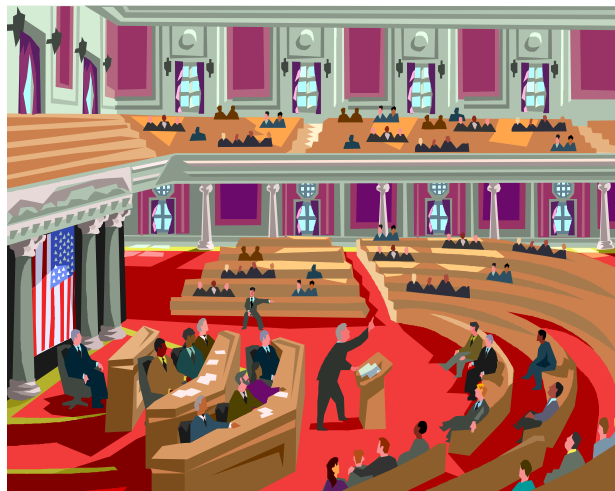
### IRS Clarifies \$2500 limit on FSA for 2013

The IRS recently issued Notice 2012-40 providing guidance on the \$2,500 limit on salary reduction contributions to health flexible spending arrangements (“health FSAs”) under cafeteria plans. The \$2,500 limit is a new requirement that was added by the Patient Protection and Affordable Care Act and many plan sponsors (especially those with non-calendar year plans) have had compliance questions. The IRS Notice provides clarifications on several important points, following are the guidelines on two of the most common questions.

The guidance specifies that the \$2,500 limit applies on a plan year basis, not on an employer's or employee's taxable year basis, and is effective for plan years that begin after December 31, 2012. This resolves an important issue for non-calendar year cafeteria plans. For example, a cafeteria plan with a plan year beginning on July 1, 2012 is not required to apply the \$2,500 limit for the plan year that starts on that date. Instead, the limit will first apply for the plan year that begins on July 1, 2013.

The guidance also clarifies that the \$2,500 limit applies only to employee salary reduction contributions to health FSAs, not to employer non-elective contributions (sometimes called flex credits) that cannot be cashed out. For example, if an employer provides \$1,000 in non-elective contributions that the employee may use for any qualified benefit offered under the cafeteria plan, but cannot be taken by the employee in cash, the \$1,000 will not count against the \$2,500 limit on the employee's salary reduction contributions. On the other hand, if the employer's \$1,000 contribution can be taken by the employee in cash, it will count against the limit. In addition, the guidance clarifies that the limit does not apply to arrangements such as employee salary reduction contributions that are used to pay for the employee's share of health coverage premiums (sometimes referred to as premium conversion plans), contributions to health savings accounts or health reimbursement arrangements.

A copy of the IRS Notice is available at <http://www.irs.gov/pub/irs-drop/n-12-40.pdf>.





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Management Association  
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WSHRMA's Chapter #: 0229

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

Check out our  
website at  
[www.wshrma.org](http://www.wshrma.org)



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