



West Sound Happenings

Chapter #0229

July 2015

www.wshrma.shrm.org

Save The Dates

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

July 2015

No chapter meeting

July 16-Chapter Social
Yacht Club Broiler 4-6pm

August 2015
Luncheon Meeting
Silverdale Beach Hotel

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

July Social and Networking Event

By Michele Roberts, Membership Director

Plan to attend our July Networking Event on **Thursday, July 16th**, from **4pm-6pm** at the **Yacht Club Broiler in Silverdale**. Appetizers will be provided by WSHRMA. You'll have an opportunity to mingle with your fellow HR professionals and meet current WSHRMA Members.

Take the time to invite new or prospective members to this one - because each individual who joins WSHRMA during the event will get a GIFT CARD.

We will have information about SHRM and WSHRMA membership benefits and applications to share as well.

WSHRMA August Luncheon Meeting

Session Title: The Art of Creating a Psychologically Healthy Workforce
Presenter: Dora Summer-Ewing, Ph.D., MBA Managing Partner, EXIDEO
Date/Time: August 12, 2015, Noon-1:30
 Check-in starts at 11:45
Location: Silverdale Beach Hotel
Price: \$25 WSHRMA members/\$35 Non-WSHRMA members
Register by: **By August 4th to WSHRMA@artanderson.com**
Presentation:

In today's 24/7 world, workplace pressures continue to mount with renewed productivity demands, information overload, and increasing pressure to balance work and home lives. Despite all of this, many organizations have found ways to create healthier and happier workplaces, both for their employees and their customers. Why is this relevant? A psychologically healthy workplace fosters employee well-being while simultaneously enhancing bottom-line performance and productivity.

- What You Will Takeaway:
- Learn the 5 key practices that drive employee well-being and enhance organizational performance.
- Assess where your organization is today and where your best opportunity to make a difference lies.
- Find out how your company can use this strategy as a competitive advantage to attract and retain talent and customers.



WSHRMA President's Message

By Stacey Scalf, President

I hope everyone has been enjoying this beautiful start to summer in the Pacific Northwest! I can hardly believe that we are already more than half way through 2015. It has been an honor to serve as your WSHRMA President this year.

I thought this would be a great time to take a mid-year assessment and see where WSHRMA stands in relation to our commitment to our members. The West Sound Human Resource Management Association 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.

This year, your WSHRMA board has brought cost-effective monthly luncheons with topics including: HR's New Business Partner; Guidelines for Accommodations of Mental Impairments Under ADA; Workplace Violence and Bullying Prevention; an employment law update breakfast; and the annual WSHRMA Spring Conference.

In addition to the learning and networking opportunities previously listed, the chapter has also been involved in HR Day on the Hill and the Washington State HR Council's annual Employment Law & HR Conference.

WSHRMA also collaborated with SHRM national to bring the creator of the SHRM learning system to our chapter to answer all your questions concerning the new SHRM-CP and SHRM S-CP certifications.

The 2015 WSHRMA board has also taken the responsibility of giving back to our members as a top priority. We have continued our PHR/SPHR study groups and plan to start the new SHRM certification study groups soon. We have also awarded our chapter members with SHRM and NHRMA conference registration certificates to cover the registration costs of these professional development opportunities.

It is my hope that each chapter member feels that their commitment to WSHRMA is being matched by your Board of Directors' commitment to you. Please feel free to contact me or any other board member with suggestions or concerns.

If you know of an HR professional, or a small business owner that could benefit from joining our chapter, please invite them to attend our Chapter Social and Networking event on July 16.

**Sponsorship applications are now being accepted
for the WSHRMA Fall Workshop to be held at the
Bremerton Conference Center.**

**For more information, please contact Schelie at
wshrma@artanderson.com**

Become a WSHRMA Member

Are you interested designating our chapter as your local chapter? Please contact Michele Roberts, Membership Director, with any questions at 703.822.3143 or hrpers@yahoo.com.



Legislative Update

By Margaret Henning Farber, Legislative Director

In a case that is being closely watched by Washington state employers, the Colorado Supreme Court ruled that the use of medical marijuana is not protected under Colorado's 'lawful activities' statute.

The use of medical marijuana in compliance with Colorado's Medical Marijuana Amendment, but in violation of federal law, was not a lawful activity under Colorado's "lawful activities statute," ruled the Colorado Supreme Court. Therefore, employees who engage in medical marijuana use that is permitted by state law but is unlawful under federal law are not protected by the statute. As a result, the high court upheld the discharge of an employee based on his use of medical marijuana at home during non-work hours (*Coats v. Dish Network, LLC*, June 15, 2015, Eid, A.).

The employee is a quadriplegic who has been confined to a wheelchair since he was a teenager. In 2009, he registered for and obtained a state-issued license to use medical marijuana to treat painful muscle spasms caused by his quadriplegia. The employee consumes medical marijuana at home, after work, and in accordance with his license and Colorado state law. The employee worked for Dish Network as a customer service representative. In May 2010, he tested positive for tetrahydrocannabinol (THC), a component of medical marijuana, during a random drug test. The employee informed Dish Network that he was a registered medical marijuana patient and planned to continue using medical marijuana. Dish Network fired him for violating the company's drug policy.

Colorado's "lawful activities statute," generally makes it an unfair and discriminatory labor practice to discharge an employee based on the employee's "lawful" outside-of-work activities. The employee claimed that Dish Network violated the statute by discharging him due to his state-licensed use of medical marijuana at home during nonworking hours. The employee argued that the Medical Marijuana Amendment makes such use "lawful" for purposes of the statute, notwithstanding any federal laws prohibiting medical marijuana use.

Looking to the plain language of the state statute, the majority found the term "lawful" means "that which is 'permitted by law.'" Applying that plain meaning, the majority reasoned that to be "lawful" for purposes of Sec. 24-34-402.5, activities that are governed by both state and federal law must "be permitted by, and not contrary to, both state and federal law."

Moreover, the employee did not dispute that the federal Controlled Substances Act prohibited medical marijuana use. The use, possession, or manufacture of marijuana is a federal criminal offense, except where used for federally approved research projects. There is no exception for marijuana use for medicinal purposes or for marijuana use conducted in accordance with state law. Because medical marijuana use is unlawful under federal law, it is not a "lawful" activity under Sec. 24-34-402.5. Accordingly, the decision of the appeals court was affirmed.

Do You Know a Distinguished WSHRMA Member?

WSHRMA would like to recognize a chapter member who has made significant contributions to the profession, the community and/or the chapter. In the past, recipients have been nominated for the award by developing and sharing cutting-edge initiatives, volunteering in our community, representing the HR profession with integrity and professionalism, and much more!

The winner of the award will receive \$100 cash; a certificate for a free SHRM affiliated conference, valued up to \$495; and an engraved plaque.

If you know of a Distinguished Member, go to <http://wshrma.shrm.org/distinguished-wshrma-member-year-award> for more information.

Email your nomination to wshrma@artanderson.com by November 20th. The winner will be announced at the WSHRMA December luncheon.

When Work Works Award Program

Apply for one of the most prestigious workplace awards in the country and receive local and/or national recognition as a top employer.

Hundreds of organizations applied for the When Work Works Award, formerly known as The Alfred P. Sloan Award for Excellence in Workplace Effectiveness and Flexibility, resulting in 284 winning worksites in 2014.

We hope you will join this dynamic and prestigious group of leading organizations! Online employer application form will available on August 17, 2015.

For more information go to <http://www.whenworkworks.org/about-the-award>

Certification Study Group

Meets: 2nd Saturday of each month.

At: Please contact Cindy for the location for the July study group meeting.

Time: 10:00 to Noon

For more information, contact Cindy Juarez, WSHRMA Certification Director, at (360) 621-3189.

Fellowships and Scholarships

Susan R. Meisinger Fellowship for Graduate Study in HR

The Susan R. Meisinger Fellowship for Graduate Study in HR is a premier source of funding for first-time master's degree students in Human Resources. The award honors former SHRM President & CEO, Susan R. Meisinger, SPHR.

The fellowship is designed to support master's degree students who are either members of SHRM or certified HR professionals. Sponsored jointly by SHRM, the SHRM Foundation and the HR Certification Institute, the fellowship supports those who want to leverage significant past contributions to the HR management field and who plan to continue contributing to the profession by earning a master's degree in HR.

One winner is selected annually to receive a fellowship of up to \$10,000. Additional fellowships may be awarded, depending on funding available, quantity and quality of applicants, and the discretion of SHRM. Each fellowship is renewable for one additional year for a total of two years of graduate study and up to \$20,000 total for the fellowship.

For information on how to apply visit: <http://www.shrm.org/about/awards/pages/meisinger.aspx>

Completed applications must be received by Monday, August 17, 2015.

Certification Scholarships:

Individual SHRM members may apply for this \$750 award to support their pursuit of professional SHRM-CP or SHRM-SCP certification.

Funds may be used for any combination of test preparation-such as SHRM Certification Preparation tools and exam fees.

Eligibility:

- You must have a current SHRM membership as of July 15, 2015. SHRM student members are not eligible for this program.
- You must be preparing to sit for the SHRM-CP or SHRM-SCP certification exam.

Academic Scholarships:

Individual SHRM members may apply for this \$2,000 award to support their pursuit of a graduate or undergraduate college degree. Funds may be used for any combination of tuition, books or other course-related fees.

Eligibility:

- *You must have a current SHRM membership* as of July 15, 2015. SHRM student members are not eligible for this program. ([View scholarships for SHRM student members.](#))
- *You must be enrolled in a degree-seeking program* pursuing an undergraduate, masters or doctorate degree in an HR-related field (includes business, psychology, organizational development, etc.) through an accredited institution of higher learning.

Applications for either scholarship must be completed and submitted online by July 15, 2015.

For more information, visit: www.shrm.org/about/foundation/scholarships/about/

Exciting announcement for all WSHRMA members!

WSHRMA and Brandman University have recently partnered to award all WSHRMA members the Premier Partners Scholarship!

Brandman University is a regionally accredited, private, non-profit university offering Associate's, Bachelor's, Master's, and Doctorate degrees for anyone looking to further their education and MOVE UP in their careers.

For information regarding the Premier Partners Scholarship or Brandman University, please do not hesitate to call the campus directly at 360-779-2040 or Kristen Decker, Manager of Community and Corporate Relations at 360-722-6138.



SEEKING NOMINATIONS - NHRMA AWARDS!

Each year NHRMA honors Human Resources professionals, students and SHRM chapters with four prominent awards. These awards are referred to as the "Spirit of NHRMA" awards. NHRMA is currently accepting nominations for all "Spirit of NHRMA" awards! Nomination forms are due **July 15, 2015**. A basic summary of all of the awards is below and detailed nomination criteria and forms can be found on the NHRMA web site: <http://www.nhrma.org/Services/Professional-Recognition/Awards>.

The **DISTINGUISHED MEMBER AWARD** recognizes professional members who have made significant contributions to the HR profession. The winning nominee will receive a \$100 donation to the SHRM Foundation in their name, FREE registration to the NHRMA Conference in Portland, Oregon, a commemorative engraved plaque, a NHRMA Distinguished Member Pin, and formal recognition at the 2015 NHRMA Conference.

The **ROBERT W. DENOMY UNDERGRADUATE AWARD** recognizes an outstanding undergraduate student who has performed outstanding service to the HR profession and to the Association. The winning nominee will receive a monetary award of \$1,000, FREE registration to the 2015 NHRMA Conference in Portland, Oregon, Reimbursement for travel and lodging to attend the conference, a commemorative engraved plaque, and formal recognition at the 2015 NHRMA Conference.

The **SHARON KOSS GRADUATE AWARD** recognizes an outstanding graduate student who has performed outstanding service to the HR profession and to the Association. The winning nominee will receive a monetary award of \$1,000, FREE registration to the 2015 NHRMA Conference in Portland, Oregon, reimbursement for travel and lodging to attend the conference, a commemorative engraved plaque, and formal recognition at the 2015 NHRMA Conference.

The **RANDY LUNDBERG NORTHERN LIGHTS AWARD** recognizes a SHRM chapter for outstanding achievement and excellence in overall chapter operations. The winning nominee will receive a \$1,000 Chapter Grant, a commemorative engraved plaque, and formal recognition at the 2015 NHRMA Conference in Portland, Oregon.

MILLENNIALS AND DIVERSITY

By Rita Birang, Diversity Director

According to a Pew Research Center analysis of U.S. Census data, today millennials comprise approximately one third of the U.S. Workforce. By 2020, millennials are expected to comprise one half of the workforce, which means they will be in positions to hire and promote workers, which in turns affects diversity.

What is their definition of diversity?

They most likely have a more global view with all the digital media available to them, therefore, race and gender and the traditional definition of diversity is normal to them.

According to an article published on www.shrm.org on 5/21/2015 and written by Dana Wilke, millennials look more at different cognitive viewpoints.

In the article she states that one millennial who was surveyed, stated that “diversity means to me your background based on your previous work experience, where you were born and raised, and any unique factors that contribute to your personality and behavior”.

The article discusses the Deloitte study and the authors’ concerns that if millennials are only looking for “cultural” or “experiential” diversity, they may inadvertently hire and promote people who experiences similar to theirs.

As racial minorities and women continue to be under represented in many jobs, this will aggravate the problem that we have been trying to fix. It’s up to us to ensure millennials understand that diversity is a comprehensive field that embraces different races, genders, cultures, religions, sexual preferences, etc. When I think of diversity, I think of an umbrella under which people from different backgrounds and experiences hang together. It’s what will continue to make our workplace inclusive and our business successful.

Do you know about the SHRM Diversity and Inclusion Initiative? Established in 1993, the SHRM Diversity & Inclusion Initiative fosters awareness and appreciation of workplace diversity issues through thought leadership, strategy development, resources, publications, and professional development for HR professionals and other business leaders. Making the business case for diversity, helping HR professionals to better articulate diversity's strategic business value, and enabling them to build more diverse and inclusive cultures are the cornerstones of SHRM's Diversity & Inclusion Initiative. To find out more, visit www.shrm.org/diversity.

Welcome New Members!

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

Lora Kelly

2015 Board of Directors

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