



Chapter #0229

www.wshrma.shrm.org

West Sound Happenings

July 2016

Save The Dates

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

July 13th
WSHRMA Networking
Boat Shed

July 15th
SHRM Talent Symposium
Sheraton Hotel Seattle

August 10th
WSHRMA Luncheon
Best Western Silverdale
Beach Hotel

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



Many thanks to our luncheon sponsors:



WSHRMA August Luncheon

Session Title: Background on Background Checks
Presenter: Deidra Nguyen
Date/Time: August 10, 2016, Noon – 1:30pm, Check-in starts at 11:45 AM
Location: Best Western, Silverdale Beach Hotel
Price: \$25.26 to WSHRMA members/\$35.81 Non-WSHRMA members
RSVP: [Registration via Eventbrite no later than August 2nd.](#)

Register Now - WSHRMA Chapter Luncheon

Space is limited; please RSVP as soon as possible. Problems with registering email: wshrma@artanderson.com

Presentation Overview:

Once a backwater of legislative activity, regulatory enforcement, and private litigation, background checks have now taken center stage. Legislators around the country have imposed new, far-reaching, and maddeningly varying restrictions on the use of background information for employment purposes, adding a new level of complexity to an already complicated area of the law. Meanwhile, the Equal Employment Opportunity Commission is aggressively investigating and litigating the allegedly discriminatory impact of background check standards designed to screen out ex-offenders and applicants/employees with poor credit. And plaintiffs' attorneys have taken note, catalyzing a spike in private, background check-related litigation. In this presentation, Littler Mendelson attorney Deidra Nguyen will provide an overview of these new developments, explain their practical implications, and identify key steps for responding.

Meet Your Presenter:

Deidra Nguyen advises employers of all types and sizes regarding various employment and personnel issues and claims, including non-competition and non-solicitation agreements, wage and overtime, workers' compensation, unemployment, discrimination and harassment, and disability and accommodation. She helps clients stay current and compliant with an ever-changing legal landscape by providing workplace training and drafting employee handbooks, policies, and employment agreements. As part of her employment litigation work, Deidra has represented clients in matters under investigation by the United States Department of Labor, the Equal Employment Opportunity Commission, the Washington State Human Rights Commission, the Washington Department of Labor and Industries, and various other state and federal employment agencies. Deidra also has experience working on complex multinational human resources projects, including review and revision of local, regional, and global employment policies. In her free time, Deidra is a proud SHRM member, has presented to SHRM chapters throughout Washington State, and has even been known to ride a party bus or two.

SHRM: 1 general credit HRCI: 1 general credit

WSHRMA President's Message

Happy Summer Everyone!

We are half way through the year and it has been an honor and pleasure serving the chapter as your 2016 President. As we turn the corner, keep in mind that we will be creating a nominating committee to prepare for the election of Board Members for the 2017 year. Serving on a board can offer many benefits to your career by building your network and helping to increase your business/HR knowledge. In addition to that, joining the board will give you an opportunity to make a difference in our community and profession. If you are looking to give back, board service is one way to do that. If you have any questions about becoming a board member, be sure to ask one of us at the next luncheon or event. You can also reach out to me at my email listed below. Look for board opportunities in the early fall newsletters.

It's hard to believe it's July! There will be no general luncheon this month but we are excited about our July Social at the Boat Shed coming up. I hope to see you there! Our meetings will resume again in August.

In August, Littler Mendelson attorney Deidra Nguyen will be talking about background checks. I am personally excited about the August meeting as we will also have a special guest, friend and founder of a re-entry program at the Washington Correction Center, Buck Frymier from the Gig Harbor Rotary. Buck will give a short presentation on the program which is designed to help inmates upon release to be successful and avoid recidivism. This is an amazing program and is the product of much success! I have had the pleasure of working with this group and can testify that it is well worth the efforts helping these women understand what it will take to be successful upon their release.

2016 President, Shelli Schultz, SPHR, SHRM-SCP
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JOIN US FOR HAPPY HR

Wednesday, July 13, 2016. 4:00PM
On the deck at the Boatshed Restaurant
101 Shore Drive, Bremerton

COME MINGLE WITH MEMBERS OF THE HR COMMUNITY
Appetizers Provided

- **Bring a prospective SHRM member and you both get a Starbucks gift card.
- **Join WSHRMA and receive a Starbucks gift card.
- **Become a SHRM member and/or Join WSHRMA as your local chapter and your name will be entered into a raffle for a prize!!

Sponsored by:
West Sound Human Resource Management Association (WSHRMA)

An Update from our Presentation Director – Lalonda Hansen

Previously, the DOL has assessed compliance with the salary level test by only looking at actual salary or fee payments made to the employee and has “not included bonus payments of any kind” in this calculation.

In drafting the new Rule, DOL recognized the “increased role bonuses play in many compensation systems” and the need to modernize the overtime regulations.

Accordingly, the New Rule permits non-discretionary bonuses and incentive payments (including commissions) to satisfy up to 10% of the weekly salary level test, provided these forms of compensation are paid at least quarterly.

Note that whether or not a bonus is discretionary or nondiscretionary is a case-by-case analysis that should be done with the advice of counsel. Tricky area.

The New Rule does not alter the exclusion of board, lodging, or other facilities from the salary calculation.

The New Rule does not expand the salary level test to include:

- 1) Discretionary bonuses;
- 2) Payments for medical, disability or life insurance;
- 3) Contributions to retirements plans; or
- 4) Other fringe benefits.



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Join us on November 19th for our next Everett CoffeeTalk where we'll present a Workers' Compensation Update & Rate Review with an Online Tour of the Risk Management Center. Visit www.archbright.com to register and learn more about this complimentary event.



Taking place in beautiful Seattle, Washington the **SHRM Talent Symposium** has been designed for recruitment and talent management professionals to give you the tools, resources and solutions you need to evolve your human capital strategies. **Join us July 15, 2016** and take advantage of this opportunity to make new connections, network with old friends and expand your list of contacts. And, join us for the Welcome reception **Thursday, July 14** from 5:00 - 6:30.

Become a WSHRMA Member

Do you know someone interested in designating our chapter as their local chapter?

Please contact Marie Le Marche, Co-Membership Director 253.426.4464 or Deanne Hull, Co-Membership Director, 360.479.560 with any questions or email marielamarche@chifranciscan.org hull.deanne@gmail.com



Welcome New Members

Julie Donah
Ina Holland
Amanda Silva

SHRM Foundation Update

Reminder of upcoming deadlines for scholarships offered by the SHRM Foundation:

[SHRM Foundation Scholarships for HR Professionals](#)- *deadline: July 15, 2016*

Scholarships are awarded annually to SHRM members pursuing degrees in HR-related fields or professional certification.

[Susan R. Meisinger Fellowship for Graduate Study in HR](#) - *deadline: August 15, 2016*

To be eligible to apply, an HR professional must be a first-time master's student seeking a degree in HR and must meet at least one of the following criteria: 1) be a member of SHRM or 2) hold a professional HR certification.

Find more information at:

<https://www.shrm.org/about/foundation/scholarships>

Volunteer!

Are looking for volunteer opportunities to use your HR knowledge and give back to the community? We are often asked by Colleges, High schools, and community groups to be guest speakers, assist with mock interviews and resume reviews, and other HR related topics. We want to hear from you if you would like to be added to our current list of available WSHRMA members. If interested, please email wshrma@artanderson.com

2016 Board of Directors

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