



Chapter #0229

www.wshrma.shrm.org

West Sound Happenings

JUNE 2016

Save The Dates

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

July 13, 2016
WSHRMA Networking
Boat Shed

July 15, 2016
SHRM Talent Symposium
Sheraton Seattle

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
Check-in starts at 11:45am
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.
Questions, 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

Greetings All,

I took my first swim of the year on that hot day a couple weeks ago! It was a bit chilly but it's a sure sign that summer is right around the corner, life is good!

Our Spring conference was perhaps the best one I have attended. Thank you to everyone who made this happen. We had a fantastic turnout and after looking at the survey results, it appears we all agree that the food was great, it was a nice venue, and the speakers were very good. And how about that Zurich accent! It was great to see everyone!

For those of you who attended the conference. We had a small gap in the agenda and thought it was good time to inform non-members about the benefits of SHRM. As you all know, SHRM is a smart investment in our professional development. The size of our chapter's membership is also important. For each member, our chapter receives financial support from SHRM. That income helps to support our programs and events which helps us provide high quality speakers and venues.

Speaking of membership, we are hosting a networking social this summer at the Boatshed in Bremerton on July 13 at 4 PM. This is an excellent opportunity to get to know your fellow WSHRMA members in a more casual setting. This is a good time to meet potential members. If you know someone who you think would benefit from joining our chapter, please feel free to bring them along. Help us grow our chapter!

Enjoy your month!
Shelli



Spot Light Member

Amy Collis - HR Consultant

Amy is an HR Consultant. She assists small businesses and non-profit organizations who typically cannot afford an in-house HR department. As a generalist, she handles whatever comes her way from benefits to employee relations.

Amy has been a member of SHRM since she graduated from college and joined WSHRMA when she moved to Bainbridge Island over 20 years ago. She graduated with a degree in psychology and a minor in business

because at the time a human resources degree was unavailable. Through the student chapter of PNPMA she learned what a tremendous resource fellow HR professionals can be for one another. As a new professional in the working world she threw herself into all that SHRM and the local Seattle chapter offered. When certification was offered, she was one of the first in the country to jump in. She has learned so much through all the education she has received and contacts she has made through both of these organizations.

SHRM/WSHRMA has supported Amy's career in countless ways! She said *"From the magazine, website, toolkits and constant updates about what is going on in the HR world to the educational luncheons, seminars and conferences, both the national organization and our local chapter allow me to keep up on legal developments, learn new approaches to resolving HR related issues, and also to be exposed to new ideas. The depth of my HR knowledge and expertise has been greatly impacted by my association with SHRM/WSHRMA. Add in the relationships with fellow HR professionals and it has been tremendous part of my career growth and success."*

If Amy were to give us one HR tip it would be very simple. No matter where you work, people are people. She has worked with architects, designers, bankers, sales people, customer service individuals, professors, janitors to name just a few. Regardless of education level, background and job of the employees, she has found that the issues that come up can be pretty similar. That is the great thing about being in HR, you can take your skills to any organization and once you learn the business and the culture, can apply your expertise.

When Amy is not working she spends time with family. Gardening and reading are probably her top leisure activities. She also has taken on the growth and development of a youth dance company which has been a lot of fun and very rewarding for her. When asked, Amy said her dream vacation spot would have to be Italy! She said, *"I love the culture, the architecture, the art, and the food!"*

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

Athena Boukantar
Alicia Cooley
Carlos Culbertson
Anita Mauger
Gillian Niuman



SHRM Foundation Update

SHRM FOUNDATION SCHOLARSHIPS FOR HR PROFESSIONALS

Applications are now being accepted for undergraduate scholarships (\$2,500), graduate scholarships (\$5,000) and certification scholarships (\$750) for HR professional members. Those that are SHRM professional members are eligible for these scholarships. Deadline for academic and certification scholarship applications is **July 15, 2016**. To apply for a SHRM Foundation academic or certification scholarship visit the [SHRM Foundation](http://www.shrmfoundation.com) at www.shrmfoundation.com.



Legislative Update from Margaret Farber

DOL Imposes New Exempt Salary Requirement on Employers

We knew it was coming, and the [much-anticipated](#) Department of Labor Final Rule regarding "white collar" exemptions from minimum wage and overtime requirements is now a reality. The rule, announced by the White House [on Twitter](#) last evening, imposes a major increase in the salary threshold for exempt workers. The effect on employers will be equally substantial.

The change will require employers to revisit their exempt classifications. Starting December 1, any employee who currently makes less than \$47,476 will be automatically eligible for overtime for work performed over 40 hours in a week, regardless of their job responsibilities. That leaves employers with three choices for those workers:

1. Increase their annual salary to at least \$47,476;
2. Pay them time-and-a-half for hours worked over 40; or
3. Limit their work to 40 hours or less in a work week.

Industries with large segments of management workers below the new threshold, such as restaurants, retail, hotels, and nonprofits, will be most impacted by this new rule. But all employers should take time to review whether their exempt workers will still be exempt come December 1. If not, choose from among the three options above.

Information provided by [Stoel Rives LLP](#)



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.

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888.282.5492, x1133
sschultz@myfinancialgoals.org

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khuyber@kitsapcu.org

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360.744.6960
lalonda.hansen@chifranciscan.org

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Rachael Taylor, PHR, SHRM-CP
360.744.6952
rachael.taylor@harrisonmedical.org

Co-Membership Director

Marie LaMarche, SPHR, SHRM-CP
253.426.4464
marielamarche@chifranciscan.org

Co-Membership Director

Deanne Hull, SPHR, SHRM-SCP HR
360.479.5600
hull.deanne@gmail.com

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Vertesia Payne
360.744.6949
vpvolson@gmail.com

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Cindy Juarez
360.476.6579
cindy.juarez@navy.mil

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Carissa Sinnott
253.363.8942
sinorrcl@gmail.com

Workforce Readiness Director

Rita Birang, SPHR
360.476-3142
rita.birang@navy.mil

Legislative Director

Margaret Henning Farber, SPHR, SHRM-SCP
253.330.3629
marghfarber@gmail.com

SHRM Foundation Director

Carolyn Nall, SPHR, SHRM-SCP
206.437.6821
cnall@columbiabank.com

