



# West Sound Happenings

Chapter #0229

JUNE 2014

[www.wshrma.shrm.org](http://www.wshrma.shrm.org)

**Save The Dates**

**WSHRMA Chapter Meetings & HR Events**  
 Mark these dates on your calendar!  
June 11, 2014  
 WSHRMA Breakfast Meeting  
 Harrison Medical Center-Silverdale

August 13, 2014  
 WSHRMA Luncheon  
 Oxford Suites, Silverdale

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

## June Chapter Breakfast Meeting

**Session Title:** Employment Law Update  
**Presented by:** Kara M. Craig  
**Date/Time:** June 11, 2014, 8:00-9:30 AM, Check-in starts @ 7:45  
**Price:** \$25 WSHRMA Members, \$35 Non-WSHRMA Members  
**Location:** Harrison Medical Center-Silverdale – Orchid Room  
 1800 Myhre Road, Silverdale, 98383

This presentation will focus on new legislation and case law affecting Washington employers, including:

- Recent US Supreme Court rulings impacting the workplace
- Affordable Care Act
- Affirmative Action
- Recent significant court decisions interpreting: The Family Medical Leave Act (FMLA)
- Anti-discrimination laws, including the Americans with Disabilities Act (ADA)
- Wage and Hour laws

### Presenter Bio:

Kara M. Craig is a Labor and Employment Attorney at Washington Employers, Inc., where she provides advice, counsel, training and representation on the entire range of employment and labor law issues and drafts and reviews Human Resources documents to ensure compliance with state and federal laws.

Please RSVP to: [wshrma@artanderson.com](mailto:wshrma@artanderson.com) by June 5, 2014.

This program has been approved for 1.5 General HRCI credits.

Luncheon Sponsor:



**Alexandra Fastle**, Kitsap and Olympic Peninsula Director for U.S Senator Patty Murray, will be joining us at our June 11<sup>th</sup> meeting. She will be talking about Senator Murray's work promoting workplace policies that benefit women and families, and would like to hear from West Sound Human Resource Management Association members about what kinds of workplace policies we are seeing in local businesses.



*The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*



## Become a WSHRMA Member

Are you interested in a SHRM membership or transferring your membership to our chapter? Please contact Michele Roberts, Membership Director, with any questions at 703.822.3143 or [hrpers@yahoo.com](mailto:hrpers@yahoo.com).

## Certification Update

By Cindy Juarez

Many of you may have received or heard about the recent announcement from SHRM that they will begin offering a new competency-based certification for human resource professionals. This will be a completely separate certification from the PHR/SPHR certifications that many of you in our Membership currently have. While there are still many unanswered questions, we wanted to share the most current available information. We will continue to update you as we learn more in the coming months.

As all of you know, WSHRMA provides study groups—free of charge—one each month in preparation for each PHR/SPHR testing period. Several of you have shown interest in the study group, and we want to assure everyone that even with the recent announcement from SHRM, you should still plan to participate in the study group.

Why are we still encouraging you to attend the study group? SHRM has stated that beginning January 1, 2015, if you are certified and in good standing, you are eligible for SHRM's new certification—at no cost—by completing the following by December 31, 2015: Document that your current certification is in good standing; sign the SHRM Code of Ethics; and complete a brief online tutorial on HR competencies. Once you go through this process, you will receive the new SHRM credential. In addition, you will not have to give up your PHR/SPHR in order to obtain the new SHRM certification.

SHRM supports your decision to prepare for and take the current exam for the existing PHR/SPHR credentials. If you pass your exam, you will be eligible to receive the new SHRM credential, just as those who are already certified. Furthermore, if you do not pass your exam prior to January 2015 and you purchased the current SHRM Learning System, SHRM will provide you with the new SHRM Learning System for the new SHRM certification free of charge in preparation for the new exam (which is expected to be 120-150 questions and be a 2-3 hour test).

If you have ever considered obtaining your certification, there is no better time than now to do so, especially when SHRM has offered to convert your certification for free as long as you pass the test prior to January 1, 2015.

Remember: If you want to participate with WSHRMA's study group, please contact our Certification Director, Cindy Juarez, at [cindy.juarez@navy.mil](mailto:cindy.juarez@navy.mil). We meet the third Thursday of each month at Jackson Park from 4:00 to 6:00 pm. Come to the back of the Community Center. Park in the lower lot and come up the long stairway nearest to the Child Development Center. Look for the SHRM sign on the entry door. Due to the afterhours meeting, the door will be locked. Contact Cindy Juarez via cell at 360-621-3189 for admittance. We have some great information and look forward to seeing you there!

Our study group meetings for the rest of this calendar year are as follows:

06/19/14	07/17/14	08/21/14	09/18/14
10/16/14	11/20/14	12/18/14	



## Certification Update, continued

Below are answers to FAQ's regarding the new SHRM Certification:

**Q: When will the new SHRM certification be available?**

A: SHRM will start accepting application January 1, 2015 for the exam that will be offered May-July 2015.

**Q: What is the new certification?**

A: As of yet, the new certification is unnamed. Sessions are being planned for the 2014 SHRM Annual Conference & Exposition to answer questions and educate attendees about the new certification.

**Q: Will the PHR/SPHR/GPHR go away?**

A: No. HRCI has stated that SHRM's announcement of its new certification will not impact certifications currently offered through HRCI. That being said, SHRM will no longer be supplying the Learning System preparation material and support HRCI's certifications after the December 2014-January 2015 test window ends.

**Q: What is the difference between the PHR/SPHR offered by HRCI and the new certification offered by SHRM?**

A: The new SHRM certification is based on eight behavioral competencies and one technical competency that are outlined in the HR Competency Model: business Acumen, Critical Evaluation, Diversity and Inclusion; Leadership and Navigation; Consultation; Communication; Relationship Management; Ethical Practice; and Human Resource Expertise. This new certification will focus on teaching and testing the practical, real-life information HR professionals need to excel in their careers, including knowledge, skills and competencies.

**Q: If I choose to convert my current HRCI certification, what will it be converted to?**

A: While SHRM's certification is still unnamed, SHRM will offer two certification tests—one geared to executive level competencies and one applicable to entry-mid-and senior-level HR competencies. If you currently hold a SPHR, GPHR, or HRMP certification, you will be transitioned into the Senior Level for the new SHRM certification. If you hold a PHR or HRBP certification, you will be transitioned into the Early Career Level for the new SHRM certification.

**Q: If I choose to convert my current HRCI certification, will I have to give up my current credentials (PHR, SPHR, or other recognized certification)?**

A: You will not lose or have to give up any of your current credentials. However, you will then have to recertify each credential every 3 year cycle.

**Q: How do I convert my current certification to the new SHRM certification?**

A: Starting January 2015, if you are certified and in good standing, you are eligible for conversion at no cost. All you need to do is document that your current certification is in good standing, sign the SHRM Code of Ethics, and complete a brief online tutorial on HR competencies.

**Q: If I already have a general HR certification, will I automatically receive the new SHRM certification?**

A: No. You will need to go through the conversion process by December 31, 2015 or sit for the full exam at a later date.

**Q: What is the difference between converting now and taking the "online tutorial" or waiting until later and taking the exam?**

A: The conversion is free, and the online tutorial will take less than one hour to complete. The new SHRM certification exam will be 120-150 questions, and will take 2-3 hours to complete.

A promotional graphic for the SHRM Annual Conference. At the top, it says "TAKE THE NEXT STEP." in large white letters. Below this is a row of blue silhouettes of people in business attire. On the right side, there is a cartoon illustration of a woman with brown hair, wearing a white shirt and a dark blazer, holding a sign that says "SHRM" and "SOCIETY FOR HUMAN RESOURCE MANAGEMENT". Below the silhouettes, the text reads "BE A PART OF THE LARGEST HR PROFESSIONAL COMMUNITY AT THE SHRM ANNUAL CONFERENCE" in white letters on a green background. At the bottom left, it says "JOIN US JUNE 22-25 2014 in ORLANDO" in white letters on a light blue background. At the bottom right, there is a blue button with white text that says "REGISTER TODAY!".

TAKE THE NEXT STEP.

BE A PART OF THE LARGEST HR PROFESSIONAL COMMUNITY AT THE SHRM ANNUAL CONFERENCE

JOIN US JUNE 22-25 2014 in ORLANDO

REGISTER TODAY!

For information and registration go to: <http://annual.shrm.org>

## WSHRMA has money to give away!

**The mission of the West Sound Human Resource Management Association 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.**

**Do you know of a non-profit organization seeking funds for a project aligned with our mission?**

**We have grant money set aside to donate to a worthy cause. The cause needs to fit with our chapter's mission. It could be something that assists job seekers or a certain segment of the unemployed population. Or it could be a group or project preparing youth for the workforce. You get the idea.**

**We really want to put our money to work in the community. Just tell the organization to email [wshrma@artanderson.com](mailto:wshrma@artanderson.com) to get a grant application.**

## Silverdale Goodwill Events

The Goodwill in Silverdale provides a FREE job training and education program for our community. About every six weeks, they graduate approximately 10-12 students who have some type of barrier to employment.

We, at WSHRMA, have been providing HR professionals to help with mock interviews and we are looking for a few more volunteers to lend a hand at the next class. If you can spare two hours on July 15th, and would like to help students build confidence and feel more secure when they have an actual interview, please contact Shelli Schultz, WSHRMA Workforce Readiness Director.

You are also cordially invited to the Goodwill Employers Event on July 22nd. The employer event is a mini job fair and is a chance to get to know some of the students and potential employees.

Please RSVP if you would like to join us at either of these upcoming activities:

1. Mock Interviews - July 15, 2014 at 10AM-Noon
2. Employer event - July 22, 2014 at 10 AM

Contact: Shelli Schultz, WSHRMA Workforce Readiness Director

Email: [sschultz@myfinancialgoals.org](mailto:sschultz@myfinancialgoals.org)

Phone: 888.282.5492 X 1133

## SCHOLARSHIP OPPORTUNITIES

**SHRM offers a number of scholarships. The Foundation Scholarship can be used to help pay for certification costs. See the information at [SHRM Foundation Scholarships for HR Professionals](#).**

**WSHRMA also has a certification scholarship program. For more details and the application, go to: <http://wshrma.shrm.org/2014-wshrma-certification-scholarship-program>.**

## Welcome New Members!

We are pleased to announce the following new members.  
Please introduce yourself to them at our next chapter meeting.

**Patrice Stankavich**  
**Michelle Smith-Leggett**

**Chantal Brooks**  
**Raquel Weisend**

## 2014 Board of Directors

### Co-Presidents

Rachael Taylor  
Stacey Scalf

### Past President

Rachael Taylor, PHR  
360-744-6952  
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### SHRM Foundation Director

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