

In this issue:

- Upcoming Events
- WSHRMA Half-Day Spring Workshop
 - Become a Sponsor!
- Upcoming WSHRMA Events
 - Welcome New Members!
- Become a WSHRMA Member
 - Reminder:
SHRM Recertification
- Value of SHRM Certification
- 2018 Employment Law Update
- Employment Law & HR Conference
 - 80th Annual NHRMA
Conference & Tradeshow
 - Scholarship Corner

Upcoming Events:

- 2018 SHRM Recertification
Reminder**
- April 11th** WSHRMA Chapter
Luncheon: Lean Process
Improvement and Your Organization
- April 20th** Washington State
Employment Law & Human
Resources Conference
- May 9th** WSHRMA Half-Day
Conference: #NotYouToo:
Conducting Workplace Investigations
in the Aftermath of #MeToo
- June 13th** WSHRMA Chapter
Breakfast & Employment Law Update
- July** WSHRMA Membership Social
- September 5th-7th**
NHRMA Conference & Tradeshow

Please join us for our Half-Day Spring Workshop!
May 9th, 7:30am-12pm at the Kitsap Conference Center
#NotYouToo: Conducting Workplace Investigations
in the Aftermath of #MeToo
Presented by Deidra A. Nguyen,
Employment Law Attorney with Littler Mendelson

[Buy Tickets](#)

The need to carefully examine, and effectively conduct, lawful workplace investigations is more critical than ever. Effective internal investigations of discrimination, harassment, code of conduct and other policy violations are one of the most critical components in the area of employment law liability prevention. This investigation session will address strategies that are responsive to recent workplace dynamics, such as the #MeToo movement and the ongoing litany of high-profile accusations, while providing a foundation for effective internal workplace investigations.

This session will cover the following:

- Considerations that impact effective internal investigations in the current climate
- Understanding the investigator's role: where it begins and ends
- Examining practical complaint "intake" strategies
- Developing an investigation plan
- Witness interview and information gathering techniques
- Report and documentation strategies



Returning WSHRMA speaker, Deidra A. Nguyen, will provide a uniquely interactive experience in which participants assume the role of the investigator and put their skills to the test.

About the Speaker: Deidra A. Nguyen advises employers of all types and sizes regarding various employment and personnel issues and claims, including discrimination and harassment, disability and accommodation, non-competition and non-solicitation agreements, wage and overtime, workers' compensation, and unemployment. She helps her clients stay current and compliant with an ever-changing legal landscape by providing workplace training and drafting employee handbooks, policies, and employment agreements. Deidra is a shareholder at Littler Mendelson, the largest law firm devoted exclusively to representing employers and management in labor and employment matters. Although she has left the rain for sunny San Diego, she continues to counsel Washington clients and is thrilled to be speaking for WSHRMA once again.



*This event is pending SHRM and HRCI recertification credits.

**Your company is cordially invited to sponsor the
WSHRMA Annual Spring Half Day Workshop**

Visit our webpage for more information

To become a sponsor, contact Schelie Hoynes, WSHRMA Spring Conference
Coordinator (360)479-5600 Email: WSHRMA@artanderson.com

**Many Thanks to
our WSHRMA
Luncheon
Sponsors:**



**Please join us for our April Luncheon:
April 11th, 12-1:30pm at the Kitsap Golf and Country Club
Lean Process Improvement and Your Organization
Presented by Andy Hento,
Kitsap County's PMO & Lean Program Manager**

[Buy Tickets](#)

HRCI and SHRM approved credits available

During this session, Master Black Belt and Kitsap County's PMO & Lean Program Manager, Andy Hento, will talk about the benefits of a Lean Process Improvement Program; its impact on organizational culture; how to incorporate the methodology into operations, and the best approach to take. He will also discuss how best to engage and include customers into your improvement efforts to ensure that their requirements and needs are met. Andy will share real life examples from Kitsap County improvement activities.

Andy Hento has developed and implemented PEAK (Performance Excellence Across Kitsap) as the platform for Lean and Process Improvement across the County. Since the program's inception in January 2013, over 573 Kitsap employees, as well as employees from other jurisdictions, have completed one of the training courses. As a result, over 270 Process Improvement activities were undertaken, documented and implemented. These efforts resulted in substantial hard and soft cost savings, cost avoidance savings, and reduced processing time for customer requests. Many of these improvements garnered regional and national attention, and were recognized through several awards. The PEAK program was transformative to Kitsap County and brought significant improvements to their work culture, helps employee morale, and improves citizen communication and involvement.

**Please join us for Breakfast in June:
June 13th, 8-10am at the Kitsap Golf and Country Club
2018 Employment Law Update
Presented by Kellis Borek, Vice President of Labor & Employment
Services and General Counsel for Archbright**

[Buy Tickets](#)

HRCI and SHRM approved credits available

Each year brings many changes in laws, regulations, and court interpretations affecting employers. In 2018, the pendulum for legal protections will swing toward more employer-friendly protections at the federal level, but at the state level, employee protections will continue to expand. The Employment Law Update will inform attendees of new legislation and case law impacting employers – including the following:

- Employment law trends related to the new presidential administration
- Recent Supreme Court employment law decisions
- State and federal anti-discrimination protections; EEOC and DOL priorities and enforcement guidance
- ADA and FMLA case law impacting precedent
- 2018 National Labor Relations Board actions and rulings affecting union and non-union employers and employees

Kellis Borek is the Vice President of Labor & Employment Services and General Counsel for Archbright. She oversees Archbright's team of attorneys and HR Advice professionals who provide advice and counsel regarding all aspects of Local, State and Federal employment and labor law to employers in Washington, Idaho, and Oregon. On behalf of employers, she bargains labor contracts, responds to NLRB matters and provides advice and counsel concerning wage and hour, leave laws, discrimination, labor laws, labor contract administration and regulatory compliance. In 2016, Kellis was appointed to the City of Seattle Labor Standards Commission which provides input and feedback to the Office of Labor Standards on the implementation of labor standards ordinances. Kellis is a veteran attorney of 30 plus years. Previously, she was in private practice in Seattle where she specialized in business and employment law. She is currently licensed to practice in Washington and Idaho. Kellis earned her B.A. from Washington State University and her J.D. from Seattle University.



WELCOME NEW WSRHMA CHAPTER MEMBERS!

Mary Jane Baughn • March 9, 2018

Stacy Georgette • March 23, 2018

Become a WSHRMA Member

Do you know someone interested in joining our WSHRMA chapter?

It's easy! Just go to our **Join Now** page on our website:

<https://wshrma.shrm.org/join-now>

Or contact:

Mandy Huck, WSHRMA Membership Director, with any questions at:
(360)598-5402 Email: mandy@northernasphaltllc.com

REMINDER:

Attention SHRM Members

It's time to renew your SHRM Certification!

\$100 for a 3 Year Membership

For more information go to SHRMCertification.org/recertify

Download the [SHRM Recertification Requirements 2018 Handbook](#)

SHRM® CERTIFICATION
SHRM-CP™ AND SHRM-SCP™

The Value of SHRM Certification

The study process is grueling, the testing is nerve-wracking and draining, but the process is also exhilarating, educational, and rewarding! I encourage you to view this [two-minute video](#) and hear from other HR professionals what the value of obtaining certification has meant to them.

If you're interested in obtaining your certification, reviewing the 2018 SHRM Certification Handbook is a great place to start. You can download a copy [here](#).

WSHRMA is here to support you in your endeavors and your professional growth. Please don't hesitate to contact me if you have questions or are interested in a study group.

Linda Karrmann, SHRM-CP, PHR
WSHRMA Certification Director

Linda.Karrmann@Skookum.org

2018 Employment Law Update:

The Bills That Matter to Your Business

Article by Julie Tappero-WSHRMA Legislative Director

[Click here to learn about the recent bills passed in Olympia](#)



Washington State
Employment Law &
Human Resources
Conference

Friday April 20, 2018

7:30am-5pm

Downtown Sheraton

Seattle, WA

Washington State's Employment Law & Human Resources Conference brings acclaimed employment law attorneys, national speakers and SHRM experts to the podium delivering powerful and impactful presentations on ever changing employment laws and legislative issues, as well as the role of HR practitioners and business leaders in these unique times.

Lined up, are some amazing keynote speakers, including Michael Droke, Galen Emanuele and Barry Long. This year's luncheon keynote is Galen Emanuele a favorite speaker from last year's conference. As an international keynote speaker, Galen works with teams and organizations around the globe including Fortune 500 companies such as Microsoft, CBRE, and Shell, transforming the way people interact and communicate in business. Register today to hear how to improve communication, team performance, and create an intentional culture of high-level engagement.

You won't want to miss this opportunity to hear about the latest trends in the human resources, legal, and the diversity and inclusion world!

Earn more than twelve (12) recertification credits for your SHRM-CP or SHRM-SCP or other HR or general designation. In addition, this year you will have the opportunity to participate in three (3) pre-conference webinars!

Click here to register for the
[Washington State Employment Law & Human Resources Conference](#)
Registration ends April 9th!

Volunteers needed!

Seeking HR professionals as well as university students interested in business/human resources to attend the conference as volunteers. Find more details [here](#) or email wastateshrm@gmail.com to learn more.



The West Sound Human Resource Management Association is proud to host:
The 80th Annual NHRMA Conference and Tradeshow
The Greater Tacoma Convention and Trade Center
Tacoma, WA
September 5-7, 2018
Join us in Downtown Tacoma as we
Reflect on the Past and Envision the Future

Businesses today require strong HR leaders to move organizations forward. At the 2018 NHRMA Conference we will look at The Evolution of HR: Reflecting on the Past, Envisioning the Future. This informative conference will cover the critical areas for HR Professionals, including Business Acumen and HR Strategy. You will also gain the knowledge you need to recruit the best talent and stay abreast on the most up-to-date legal and legislative updates.

If you've attended a NHRMA conference in the past, you know that we like to have FUN!! Along with the conference, NHRMA offers great networking opportunities, including after-hours functions to explore Tacoma and mingle with your HR colleagues. Don't forget to visit the Tradeshow to learn about the latest and greatest services and partners available to HR professionals.

While you're here, be sure to get out and explore beautiful downtown Tacoma! The Chihuly Museum of Glass and Tacoma Art Museum, along with antique shopping and northwest cuisine are among the many things to do and see in historic downtown Tacoma. The convenient light rail system will take you throughout the downtown area and Tacoma's Ruston Way waterfront offers a scenic walking trail to enjoy while you're visiting.

We look forward to seeing you at the 80th Annual
NHRMA Conference and Tradeshow!

Register now for NHRMA 2018!
www.nhrmaconference.org/2018
Early bird registration ends May 11th!

SCHOLARSHIP CORNER

Scholarship Applications are Being Accepted: SHRM Certification and SHRM Re-Certification

Win a SHRM Foundation Certification or Re-Certification Scholarship!

Applications opened on January 15, due on April 10.
For additional information, visit shrmfoundation.org/scholarships.

2018 WSHRMA Certification Scholarship

WSHRMA will award a \$200 Certification Scholarship to a WSHRMA member annually. Individual recipients will be selected on the strength of their work experience and their commitment to a career in human resources. Scholarship funds may be used to purchase test preparation materials, attend a certification preparation seminar, and/or pay the exam fee. In addition, individuals who have previously taken certification exam during the 2018 calendar year are eligible to apply for reimbursement of exam-related expenses.

Who is Eligible

WSHRMA Chapter members with a valid SHRM ID number are eligible to apply for the Certification Scholarship.

Timeline

Application deadline: October 1, 2018

Notification of results: December 12, 2018

Click [here](#) for the application and more information

WSHRMA does not discriminate against individuals on the base of race, color, gender, sexual orientation, marital status, religion, disability, age, veteran status, ancestry, national origin, or citizenship in the administration of its scholarship program. WSHRMA Board members or immediate family members of the Board are not eligible to apply for the WSHRMA scholarship.

