



# West Sound Happenings

Chapter #0229

November 2015

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

*Save The Dates*

WSHRMA Chapter Meetings & HR Events  
Mark these dates on your calendar!  
November 4, 2015  
WSHRMA Fall Workshop  
Bremerton Conference Ctr

December 9, 2015  
WSHRMA Luncheon  
Silverdale Beach Hotel

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

## WSHRMA December Luncheon

**Session Title:** Self-Care Isn't Selfish  
**Presenter:** Debbie Page Whitlock  
**Date/Time:** December 9, 2015, Noon-1:30  
Check-in starts at 11:45  
**Location:** Silverdale Beach Hotel  
**Price:** FREE to WSHRMA members/\$25 Non-WSHRMA members  
**Register by:** By **December 4<sup>th</sup>** to [WSHRMA@artanderson.com](mailto:WSHRMA@artanderson.com)  
**Space is limited, RSVP as soon as possible.**

**Presentation:**  
How many times have you heard the cliché "Take care of yourself first, or you will have nothing left to give others", or even "You can't give what you don't have", or have been reminded – while NOT on an airplane, "Put on your own oxygen mask first."

And yet it is your husband, wife, partner, parents, children, co-workers and friends who continue to get the best of you; leaving little left in the tank for yourself.

If you find yourself low on energy, not able to focus for extended periods of time, forgetting details, spinning into a cycle of overwhelm and are tired of excusing it all away with statements like, "I'll do something for myself once the kids get back to school", or "When my folks get healthy", or "When my divorce is final", or "After the holidays", or....or.....or.....then this talk is just for you.

What you'll learn:

- \* That "No." is a complete sentence.
- \* To find your boundaries and protect them.
- \* When to put others first.
- \* How to make self-care a priority – and I'm not talking a token 5 minutes a day.
- \* How knowing your why is the biggest game changer for the New Year.
- \* How mindset matters in the creation of your best life.
- \* Plus six specific strategies to take you from surviving your life to thriving!

Please note that an RSVP is required for meetings, as we have limited room capacity, and the catering order is placed for the confirmed number of attendees. For these reasons, if you RSVP and are not able to attend, we will bill you for the meeting fee.

**The meeting has been pre-approved for 1 recertification credit for SHRM-CP & SHRM-SCP, and is pending 1 General credit for HRCI recertification.**



WSHRMA is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP.

Thanks to our luncheon sponsors:



## WSHRMA President's Message

*By Stacey Scalf, President*

Hello WSHRMA Members!

I want to thank everyone who attended the October social at Applebee's on October 22nd. We had several new faces to mingle with, and some newer WSHRMA members that we got to connect with.

I hope to see you all at our Fall Conference on November 4th at the Bremerton Conference Center. Deidre Nguyen is sure to present an amazing session on conducting lawful investigations.

We will also be taking a few minutes at the conference to vote on the slate of candidates for the 2016 WSHRMA board. I have listed the slate below for your review.

- President – Shelli Schultz
- President Elect – Kim Huyber
- Past President – Stacey Scalf
- Membership Director – Marie LaMarche/Deanne Hull
- Programs Director – Lalonda Hansen
- Conference Director – Rachael Taylor
- Diversity Director – Valerie Jennings
- Workforce Readiness – Rita Birang
- Communication Director – Vertesia Payne
- Certification Director – Cindy Juarez
- Legislative Director – Margaret Farber
- SHRM Foundation Director – Carolyn Nall
- Secretary – John Bower
- Treasurer – Julie Tappero

I also look forward to seeing you all at our December luncheon where we will hold our annual SHRM Foundation auction. Please join us to hear an uplifting presentation on and participate in the auction fun!

### **The SHRM Certification Pathway is Closing**

Only 60 days left to complete the Pathway!

Go to [shrmcertification.org/pathway](http://shrmcertification.org/pathway) and get started. It is easy to do and will take only 45 minutes to an hour. It is not a test and you cannot fail! Once completed, you should receive an email saying you have completed it and a pin and certificate will follow within 30 days.

Taking the Pathway will give you options for the future! Take it today and be part of over 60,000 SHRM Certified HR professionals!

## 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](mailto:hrpers@yahoo.com).



## October is National Disability Employment Awareness Month

By Rita Birang, Diversity Director

Every year October is reserved to celebrate the many ways that people with disabilities contribute to the workplace and the value they provide to a successful business. The theme for this year was "My Disability is One Part of Who I Am."

I hope that all of you found some way to celebrate and recognize your employees with disabilities, or if you held any activities that foster inclusion. We would be happy to hear from you if you have any best practices we can share with our members.

In case you haven't seen this year's Presidential Proclamation, I have copied and pasted parts of it below as a reminder to all of us that even though we have made a lot of progress, we're not quite there yet.

*"Americans with disabilities make up almost one-fifth of our population, but are unemployed at a rate that is twice that of people without disabilities; and for women and minorities with disabilities, the rates are even higher. Despite all they contribute to our society, people with disabilities still face discrimination by employers, limited access to skills training, and, too often, unfairly low expectations. As a Nation, we must continue to promote inclusion in the workplace and to tear down the barriers that remain -- in hearts, in minds, and in policies -- to the security and prosperity that stable jobs provide and that all our people deserve. And we must actively foster a culture in which individuals are supported and accepted for who they are and in which it is okay to disclose one's disability without fear of discrimination.*

*America is at its strongest when we harness the talents and celebrate the distinct gifts of all our people. This October, as we observe the 70th anniversary of National Disability Employment Awareness Month, let us pay tribute to all who fought for better laws, demanded better treatment, and overcame ignorance and indifference to make our Nation more perfect. In their honor, and for the betterment of generations of Americans to come, let us continue the work of removing obstacles to employment so every American has the chance to develop their skills and make their unique mark on the world we share."*

Disability Inclusion starts with all of us!!! If you would like more information on disability inclusion you can refer to the U.S. Department of Labor website at [www.dol.gov](http://www.dol.gov) or check out the Disability Employment Resource Page at [www.shrm.org](http://www.shrm.org)



## 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](mailto:wshrma@artanderson.com) by **November 20th**. The winner will be announced at the WSHRMA December luncheon.

### Cadillac Tax Impacting Employers Now, Will Continue To Do So In Future, Report Says

The Patient Protection and Affordable Care Act's (ACA) excise tax will affect over 30 percent of large employer plans. That's according to a report from the American Health Policy Institute (AHPI) called "ACA Excise Tax: Cutting Family Budgets, Not Health Care Budgets." The report is a fresh analysis of employer trends in response to the looming high-cost excise tax. AHPI conducted two new surveys of large employers, in June and September of 2015, to identify how many of the companies surveyed would be impacted by the excise tax and what steps they are planning to take to minimize their exposure to the tax.

Under the ACA, in 2018, an excise tax on high-cost health plans, the so-called "Cadillac tax," takes effect. The paper follows a comprehensive study by AHPI in 2014 which found that the threat of the excise tax to be driving employers to fundamentally reassess their plans and reconsider what their role and approach to providing health care benefits should be in the future.

The new surveys found that the excise tax is already having, and will continue to have a significant impact:

- Almost 90 percent of large employers are taking steps to try to prevent their company from having a plan that triggers the excise tax in 2018;
- Over 30 percent of large employers said they would have at least one plan impacted by the excise tax in 2018;
- Almost half of the employers that did not have plans hitting the excise tax in 2018 said they would have a plan that would be impacted by 2023; and
- Among employers who are going to reduce the values of their plans as a result of the excise tax, 71 percent of employers said that they probably would not provide a corresponding wage increase; 16 percent said they would raise wages in response to benefit cuts.

"As the new surveys show, the excise tax is going to impose real costs on both employees and employers alike, and continues to be an important health policy issue. The real problem with the excise tax, and the reason that it generates so much bipartisan opposition, is due to the impact it has on American workers. Even though the tax has not yet gone into effect, American businesses are already taking steps to avoid hitting Cadillac Tax thresholds, and those actions will be hitting more and more workers over time," said Dr. Tevi Troy, President of the American Health Policy Institute.

## What is the SHRM Foundation?

The SHRM Foundation is a nonprofit organization that helps shape the future of HR by awarding scholarships to future leaders, furthering HR research, publishing reports and briefings, producing case study DVDs, and moving thought leadership forward. All SHRM Foundation products are complimentary and their focus on furthering the HR profession and professionals is made possible by donations from sponsors and donors.

### **SHRM Foundation Vision:**

The SHRM Foundation is the globally recognized catalyst for shaping human resource thought leadership and research.

### **SHRM Foundation Mission:**

The SHRM Foundation advances global human capital knowledge and practice by providing thought leadership and educational support, and sponsoring, funding and driving the adoption of cutting-edge, actionable, evidence-based research.

### **The SHRM Foundation's work includes:**

Strategic thought leadership initiative The SHRM Foundation is conducting a multi-phase program to identify and analyze critical trends likely to impact the workplace in 5-10 years.

Innovative academic research grants The SHRM Foundation is a leading funder of HR research. Over the past three years, the SHRM Foundation has awarded more than \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice.

Scholarships In 2014, the SHRM Foundation awarded over 100 education and certification scholarships to professional and student SHRM members, and doctoral students.

Educational resources The SHRM Foundation's Effective Practice Guidelines series makes research findings easily accessible to HR practitioners. Executive briefings summarize relevant human capital research and expert opinion into 3-5 pages, making this series a quick way to learn about each subject. The Foundation has also created a series of educational DVDs for SHRM chapter programming, staff trainings, and executive education sessions.

Learn more about the SHRM Foundation at [www.shrmfoundation.org](http://www.shrmfoundation.org).



## Certification Study Group

**Meets:** 2<sup>nd</sup> Saturday of each month.

**At:** Subway in Port Orchard, 435 SW Sedgwick Rd.

**Time:** 10:00 to Noon

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

## OFCCP Posts Pocket Card to Assist Workers in Requesting Reasonable Accommodations for Disabilities

Continuing its outreach and education efforts for workers, the OFCCP has created a new [pocket card](#) on “Requesting a Reasonable Accommodation” under Section 503 of the Rehabilitation Act. The pocket card is designed to help applicants, employees and other interested parties understand the process for requesting a reasonable accommodation.

According to an OFCCP [announcement](#), the card uses simple language and answers these four common questions about seeking a reasonable accommodation:

- What is a reasonable accommodation?
- How do I request a reasonable accommodation?
- What do I need to tell my employer?
- What happens after the request is made?

The pocket card is available on OFCCP’s Web site at [www.dol.gov/ofccp](http://www.dol.gov/ofccp), and copies may be attained by contacting OFCCP’s Help Desk at 1-800-397-6251.

## Welcome New Members!

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

**Sierra Troyer**



## 2015 Board of Directors

**President**

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**President-Elect**

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