



# West Sound Happenings

Chapter #0229

November 2014

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

**Save The Dates**

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

November 12, 2014  
Half Day Workshop  
Bremerton Conference Ctr.

December 10, 2014  
Chapter Luncheon  
Silverdale Beach Hotel

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

## WSHRMA Fall Workshop

**Workshop Title:** Labor Pains: Managing Effectively Under the NLRA – With and Without a Union in Place

**Presented by:** Aisha Sanchez, Attorney At Law

**Date/Time:** November 12, 2014, 8:30 am – noon,  
Check-in starts at 7:45, Breakfast Buffet starts at 8:00

**Location:** Bremerton Conference Center

**RSVP:** By November 4 to: [wshrma@artanderson.com](mailto:wshrma@artanderson.com)

### Presentation Description:

In years past, non-unionized employers could somewhat safely pigeon-hole the National Labor Relations Act (NLRA or the Act) as a law with little to no significance for their organizations. In recent years, however, the National Labor Relations Board (NLRB)—the federal agency tasked with enforcing the NLRA—has increasingly asserted its authority in both union- and non-union workplaces, such that all employers can no longer assume the risk of disregarding the NLRA. This presentation targets leaders and managers of both unionized and non-unionized workplaces to understand more acutely the ever-expanding significance of the NLRA.

Through interactive dialogue and activities, participants will gain the following information and skills:

Part I: Speaking comfortably and knowledgeably about the NLRA and its impact on participants' unique workplaces. In addition to providing an overview of the NLRA, this discussion will focus upon how supervisors can manage effectively while still complying with the Act.

Part II: Understanding how unions come and go. Here, participants will learn the nuts and bolts of how unions are certified and decertified through elections, how the NLRB is looking to change the rules, how managers can lawfully detect what is happening on the ground, and effective employer strategies for responding to unionizing efforts.

Part III: How does my organization stack up? The NLRB has paid special attention to employer policies and handbooks. In this section, participants will scrutinize real workplace policies for possible risks under the NLRA. To make this segment even more meaningful, we invite participants to submit their own workplace policies (with the Company's name and other identifying information removed) regarding: confidentiality, harassment, internal investigations, solicitation and distribution, use of employer logos, off-duty restrictions, social media, at-will employment, or use of electronic equipment.

**Recertification Credit Hours Awarded: 3.50 Specified Credit Hours: HR (General)**



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.



## WSHRMA President's Message

*By Stacey Scalf, Co-President*

It seems that we are all busy preparing for something this time of year. We spend hours winterizing our boats, cars, and homes, planning for the cold winter months and holiday travels with family. Well, WSHRMA is no exception. We have been busy preparing for our upcoming Fall Conference and hope that you will join us. This half-day conference will help you navigate NLRB issues whether you are a union or non-union organization. We are confident this workshop will provide you will some excellent take-aways you can apply to your business.

We have also been busy preparing for our 2015 WSHRMA board. I am also pleased to announce that we now have a slate of candidates to present. We will take a few moments at the fall workshop to vote on next year's board. The slate of candidates is as follows:

President	Stacey Scalf
President-Elect	Shelli Schultz
Past President	Rachael Taylor
Secretary	Carrissa Sinnott
Treasurer	Julie Tappero
Program Director	Lalonda Hansen
Conference Director	Travis Skolrud
Membership Director	Michele Roberts
Communications Director	Kim Huyber
Certification Director	Cindy Juarez
Diversity Director	Rita Birang
Workforce Readiness Director	Cindy Countryman
Legislative Director	Margaret Henning Farber
SHRM Foundation Director	Carolyn Nall

We also need to prepare to select our 2014 Distinguished WSHRMA Member. Do you know a chapter member who has made significant contributions to the profession, the community and/or the chapter? WSHRMA has recognized past recipients for 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. So, if you know a Distinguished Member, go [here](#) for more information. Email your nomination to [wshrma@artanderson.com](mailto:wshrma@artanderson.com) by November 30th. The winner will be announced at the WSHRMA December luncheon.

## 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).

## Certification Update

*By Cindy Juarez, Certification Director*

**If you would like to participate with WSHRMA's study group, please contact me, 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 after-hours meeting, the door will be locked. Contact me 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:**

**11/20/14      12/18/14**



## Distinguished Member Award

Do you know a chapter member who has made significant contributions to the profession, the community and/or the chapter? WSHRMA has recognized past recipients for developing and sharing cutting edge initiatives, volunteering in our community, representing the HR profession with integrity and professionalism, and much more!

Go to [here](#) for more information. Send your nomination form to [wshrma@artanderson.com](mailto:wshrma@artanderson.com).

**December WSHRMA Luncheon**  
**December 10, 2014**  
**Silverdale Beach Hotel**

**COST:**                   **FREE to all WSHRMA members; \$25 to non-members**

**Guest Speaker:**   **Deborah Olive**

**RSVP:**                   **By December 2, 2014 to [wshrma@artanderson.com](mailto:wshrma@artanderson.com)**

**We are having a Silent Auction to benefit the SHRM Foundation.**

**Welcome New Members!**

**We are pleased to announce the following new members to our Chapter.**

**Please introduce yourself to them at our next chapter meeting.**

**John Caron  
Lora Kelly**

**Chrysztyna Rowek Perry  
Lynnea Tweed**

## 2014 Board of Directors

**Co-Presidents**

Rachael Taylor  
Stacey Scalf

**Past President**

Rachael Taylor, PHR  
360-744-6952  
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**President-Elect**

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**Secretary**

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**Certification Director**

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**Diversity Director**

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**Workforce Readiness Director**

Shelli Schultz, SPHR  
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**Legislative Director**

Carolyn Nall  
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[cnall@columbiabank.com](mailto:cnall@columbiabank.com)

**SHRM Foundation Director**

Marie LaMarche, SPHR  
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