



West Sound Happenings

Chapter #0229

October 2016

www.wshrma.shrm.org

Save The Dates

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

October 12

WSHRMA Luncheon
Best Western Silverdale Beach Hotel

November 9

WSHRMA Fall Workshop
Kitsap Conference Center
Bremerton, WA

December 14

WSHRMA Holiday Social
Lisa Stirrett Glass Studio

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

WSHRMA LUNCHEON

Session Title: *Walking the Transgender Tightrope: How to Balance Culture and Compliance in the Modern Workplace*
Presenters: Jodi Slavik, Employment Attorney & Regional Director, Vigilant
Date/Time: October 12, 2016, 12:00pm – 1:30pm, Check-in starts at 11:45 AM
Location: Best Western Silverdale Beach Hotel
Price: \$25.26 WSHRMA members/\$35.81 Non-WSHRMA members
RSVP: **Registration via Eventbrite no later than October 4th.**

Register Now - WSHRMA Chapter Luncheon

Problems with registering? Email: wshrma@artanderson.com

In recent months, the public has been captivated with news stories about Bruce Jenner’s transformation into Caitlyn Jenner. Almost 3 million viewers watched the first episode of the reality series “I Am Cait.” However, transgender isn’t just a Hollywood buzzword, nor is it isolated to urban office environments. According to a report by the Williams Institute in 2011, approximately 700,000 adults in the United States identify as transgender. No doubt that number has increased dramatically in the last year.

Currently, 19 states and the District of Columbia have passed laws prohibiting discrimination on the basis of gender identity, and several federal agencies have issued related guidance. While some businesses have cutting-edge diversity practices, others are still struggling to keep sex jokes off the shop floor. All of them can benefit from an explanation of what it takes to be legally compliant in this area now, and from the best practices we have gleaned from businesses that have already experienced a transgender employee transition.

In *Walking the Transgender Tightrope: How to Balance Culture and Compliance in the Modern Workplace*, Jodi will explain the current legal requirements for employers, provide tools for creating compliant practices in the workplace, and describe best practices for avoiding harassment and privacy issues related to transgender employees. The presentation will include real-life examples from companies who have recently had transgender employees transitioning in the workplace, and will cover practical HR issues such as non-discriminatory practices, preventing harassment, background checks, job applications, record-keeping, employment policies, restrooms, communication, and privacy.

This program has been approved for SHRM and HRCI re-certification credits.

Many thanks to our luncheon sponsors:



WSHRMA President's Message

Hello WSHRMA Members!

Wow, it's hard to believe that that fall is here! It seems like only a few weeks ago we were sitting at our Spring Conference - and now in a few short weeks, we'll be heading back to our Fall Conference. It's the well-known "time flies" syndrome, isn't it?

Well, we've accomplished much, and I'm proud to share a quick recap of what we've done so far...

- Joined other chapters on the Party Bus to attend HR day on the Hill!
- Held our monthly luncheons with some outstanding speakers!
- Held one of the most outstanding spring conferences!
- Held our annual June Law Update Breakfast!
- Organized our Annual July Member Social!
- Won the SILVER EXCEL Award for our 2015 SHRM SHAPE program!
- Won a State Leadership award from for our district on the State Council!
- We have been awarded the privilege of hosting the 2018 NHRMA Conference!

Of course, we're not done yet. We are looking forward to a couple more luncheons and our Fall Conference!

Next year should prove to be a busy and exciting year as we step up to the challenge of planning the 2018 NHRMA conference. There is no time like the present, if you have thought about joining the board or volunteering in any capacity, please let me know!

With that said, we are calling all 2017 volunteers! That's right! October brings the beginning of the development of next year's WSHRMA Board of Directors. If you are interested in serving in 2017, let us know. We welcome prior, current, and of course, new volunteers. See the article in this newsletter for more details.

Thanks to all of you, we're certainly having a banner year!

Shellie Schultz, SPHR, SHRM-SCP

2016 WSHRMA President



WSHRMA FALL WORKSHOP

Session Title: Creating a Strategic Mission for Human Resources
Presenters: Jim Hessler and Shannon Bruce
Date/Time: November 9, 2016, 8am-12:00pm, Check-in starts at 7:30 AM
 Breakfast Provided.
Location: Kitsap Conference Center
Price: \$80 WSHRMA members/\$95.00 Non-WSHRMA members
RSVP: [Registration via Eventbrite no later than October 27th.](#)

[Register Here For WSHRMA Fall Workshop](#)

Problems with registering? Email: wshrma@artanderson.com

Evidence mounts every day about the causative relationship between employee engagement and organizational effectiveness, which means the role of Human Resources/Organizational Development must be at the leading edge of strategic development and execution. Many organizations marginalize the Human Resource/OD functions, and many Human Resource/OD professionals marginalize themselves through activities that are tactical and reactive in nature.

In this workshop, we will propose 6 strategies for the Human Resource/OD professional to become a more strategic force in their organization – to create an elevated sense of mission for the HR/OD function.

Key Take-aways:

- A big picture, systems thinking approach toward HR as a Strategic Partner within the organization.
- A clear road map with critical action steps for each participant to consider as he/she makes the mental and organization shift to HR Strategist.
- 5 ways to empower and enable your managers to deal with people issues before they hit HR to help workshop participants practice becoming an HR Strategist.
- A personal 30-day commitment based on the information and conversations shared during the workshop.

This program has been approved for SHRM and HRCI re-certification credits.



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



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.

Thank you to our sponsors!



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COMMEMORATING 25 YEARS OF THE AMERICANS WITH DISABILITY ACT (ADA)

Submitted by Rita Birang, Workforce Readiness Director

The ADA was signed into law in 1990. The intent of the Law was and continues to be increase the inclusion of people with disabilities in all aspects of community life, including employment.

Did you know one of the early laws to assist people with disabilities was enacted in 1920? Signed into law by President Woodrow Wilson, the Smith-Fess Act (also known as the Civilian Vocational Rehabilitation Act) established the Vocational Rehabilitation program for Americans with disabilities. It is modeled on an earlier law that provided for the rehabilitation of World War I veterans with disabilities. The Act only applied to individuals with physical disabilities.



October is National Disability Employment Awareness Month. This year's theme is “# Inclusion Works” – Celebrating Disability Inclusion for more than 70 years. This provides us the opportunity to celebrate the contributions of individuals with disabilities and reminds us of the value of a diverse workforce inclusive of their skills and talents.

What can you do to celebrate this important month? Check out ideas provided by the U.S. Department of Labor at <https://www.dol.gov/odep/topics/ndeam/>

Here are some ideas:

- Review your policies to ensure they convey a commitment to an inclusive workplace culture
- Establish an Employee Resource Group (ERG)
- Create a display celebrating accomplishments made by individuals with disability
- Educate employees
- Publish articles in your internal Newsletter
- Celebrate National Disability Employment Awareness Month on your Social Media



Can we prohibit political discussions at work in this heated election season?

Submitted by Margaret Henning Farber, Legislative Director

Many managers are wondering how to deal with the level of highly charged debate surrounding the current election cycle. SHRM, in their June HR Magazine, posited a response to the question, “Can we prohibit political discussions at work in this heated election season?” Shari Lau, SHRM-SCP, SHRM’s knowledge manager, answered the question by writing:

“In many cases, yes. But you might want to consider whether that’s worth trying to police. After all, these conversations are going to take place whether you ban them or embrace them.

If you’re tasked with recommending an organizational approach or enforcing a policy already in place, you should know how federal and state laws affect such discussions as well as your ability to intervene.

No federal statute protects private employees who want to express their political opinions at work. The right to free speech under the First Amendment of the U.S. Constitution only guards against government censorship. So while public employers must be aware of their limitations, private companies have no such obligations under the amendment. Therefore, when Joe Employee says he has the right to free speech at work, you can confidently tell him otherwise.

However, there is a federal law to consider when politically based chats turn into group discussions on the terms and conditions of employment, such as health care benefits. The federal National Labor Relations Act (NLRA) guarantees both union and nonunion employees the right to “protected concerted activity,” meaning they can discuss employment conditions among themselves freely, even passionately, and employers cannot quell such dialogues or take adverse actions against the employees. While you can limit such discussions to the employees’ own time, know that their lunchroom conversations, after-work talks and social media postings could be protected under the NLRA.

Only a few states provide safeguards for workers expressing political beliefs, and most of those protect only an employee’s right to pursue legal off-duty political activity. Oregon offers more protection, though. The state’s 2009 Worker Freedom Act prohibits employers from forcing employees to attend political meetings and from distributing political communications.

So, where state law allows, employers can hold mandatory political meetings and distribute politically based communications to their employees. The U.S. Supreme Court in its 2010 decision in *Citizens United v. Federal Election Commission* lifted restrictions on financial contributions that corporations and unions can make to support political advertising or issues as long as they don’t contribute directly to a candidate. The ruling gave birth to “Super PACs” (political action committees), through which companies can indirectly support candidates or issues.

The decision also removed limits on employer communications with rank-and-file employees regarding an organization’s political leanings. It means that employers are allowed to communicate their political beliefs directly to employees and to require them to attend meetings or other political activities. Previously, employers could only require managers to do so.

So, if your employer wants managers to hold mandatory political meetings with employees who then cry foul, you can cite the Supreme Court’s decision where state law allows it.

On a final note, this year’s harsh campaign rhetoric in particular could prompt negative comments regarding women, religion and national origin, so consistently enforcing your existing anti-discrimination and anti-harassment policies—and perhaps conducting some timely retraining—will serve you well.”

Meet our Spotlight Member



Marilyn Hoppen, SPHR, SHRM-SCP

Marilyn Hoppen is the Senior Vice President and the Director of Human Resources for Kitsap Bank. She is responsible for the Bank's HR and training strategy and practices. She is a longtime SHRM member.

Marilyn first became involved with SHRM as a member of Seattle SHRM in the 1980s as a way to develop her HR skills and learn as much as possible about the HR Profession. In 1990 she founded the South King County Chapter and later served as the first president. In 1991 she joined the staff of SHRM and served as the Regional Manager for SHRM's Pacific West Region for 15 years. Upon leaving SHRM as an employee she joined the board of Northwest Human Resource Management Association (NHRMA) in 2007. She served on the NHRMA board for four years and served as president in 2009. In 1996 and again in 2010 she was recognized as a NHRMA Distinguished Member for her outstanding contributions to the HR profession. Marilyn joined the WSHRMA board of directors in 2011 and served as President in 2012.

When asked for an HR tip, Marilyn said, "You need to be an effective business partner. Understand how your company makes money. Also, understand the parts of your business – accounting, finance, marketing, etc.". She has a MBA and will never regret making this investment in herself. It has allowed her to be a much more effective HR professional. She is passionate about making a difference. When she is involved with a project at work she wants to do her best to achieve success. She feels the same way about what she does in her personnel life.

When asked what she does in her spare time, Marilyn told us she is an active member of the Rotary Club of Gig Harbor Midday. Currently, she is the president-elect of this club. When not involved with Rotary projects, she loves spending time with her family. She and her husband recently celebrated 40 years of marriage. Their only daughter and her husband live in Richmond Beach, just north of Seattle, with their grandson who just turned one. Marilyn stays active running and sailing with her husband in their classic 40-foot wooden sailboat that was designed and built by his father.

Marilyn shared with us that the best advice she ever received from a mentor at a very young age who told her: **"Anything worth your time, is worth doing well".**

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



Events Around the Area

Discover Washington's Hidden Workforce –

October 11, 2016 8:30am – 1:00pm Washington State Fairgrounds Pavilion, for additional information please visit <http://www.washingtonci.com/about-ci/news-events/news-archive/ces-forum.html>

Change Connect 4 Symposium –

October 10th & 11th Portland Art Museum
For more information please visit <http://acmppnwnetwork.org/change-connect/>

SHRM Webcasts

Demystifying the World of Assessments

October 4, 2016, 1 p.m. ET / 10 a.m. PT
Sponsored by [PAN](#)

How to Prepare for the SHRM-CP/SHRM-SCP Exam

October 5, 2016, 2 p.m. ET / 11 a.m. PT

7 Fundamental Steps for Building a Great Place to Work

October 11, 2016, 12 p.m. ET / 9 a.m. PT
Sponsored by [Limeade](#) and [TINYpulse](#)

1095 Forms Are Due in Approximately 100 Days. Are You Ready?

October 11, 2016, 2 p.m. ET / 11 a.m. PT
Sponsored by Sovos Compliance

Diversity: An Entirely Different Perspective

October 11, 2016, 4 p.m. ET / 1 p.m. PT
Sponsored by [BambooHR](#)

The Good, Bad and Ugly: Create a Culture of Feedback

October 12, 2016, 2 p.m. ET / 11 a.m. PT

Getting C-Suite Buy-In for Employee Recognition Programs

October 12, 2016, 12 p.m. ET / 9 a.m. PT
Sponsored by [AnyPerk](#)

The Business Value of Wellness and a Healthy Workforce

October 18, 2016, 4 p.m. ET / 1 p.m. PT
Sponsored by [WebMD](#)

How to Have a Successful HR System Implementation

October 26, 2016, 2 p.m. ET / 11 a.m. PT
Sponsored by [Cultiv8 Consulting](#)

Best Practices for Hiring the Best Talent

October 27, 2016, 1 p.m. ET / 10 a.m. PT
Sponsored by [Adobe](#)

Emerging Trends in Performance Management and Compensation

November 2, 2016, 2 p.m. ET / 11 a.m. PT
Sponsored by [Cornerstone](#)

For a full list of upcoming webcast please visit:

<https://www.shrm.org/LearningAndCareer/learning/webcasts/Pages/calendar.aspx>

2016 WSHRMA Certification Scholarship

WSHRMA will award a \$200 Certification Scholarship to a WSHRMA member again this year. 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 2016 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. Application deadline: **October 3, 2016**

See our website for an application <http://wshrma.shrm.org/2015-wshrma-certification-scholarship-program>

WSHRMA Grant Application

West Sound Human Resource Management Association's (WSHRMA) mission 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.

West Sound Human Resources Management Association is seeking applications requesting funds for projects that benefit West Sound area communities. Projects must be in areas that pertain to WSHRMA's mission, such as workforce readiness, diversity and inclusion, or government affairs and advocacy.

Applications are due by **10/3/2016** and may be submitted to WSHRMA by mail or email. Please send them to: WSHRMA@artanderson.com

or
WSHRMA
P.O. Box 1285
Bremerton, WA 98337

Visit our website for complete details and an application form.

<http://wshrma.shrm.org/wshrma-grant-application>

Distinguished WSHRMA Member of the Year Award

We are accepting nominations for the Distinguished WSHRMA Member of the Year Award! This award honors a WSHRMA member for his/her leadership and achievements, who has made significant contributions to the profession, the community and/or the Association. This award is intended to be a Human Resources Professional Achievement award and is awarded to individuals who have provided exceptional service to the profession over a period of years.

The deadline for nominations is November 18, 2016

For more information, see our website:

<http://wshrma.shrm.org/sites/wshrma.shrm.org/files/Distinguished%20Member%20Nomination%20Form%202016.pdf>

We are looking for you!

We are looking for board members who are passionate about what we do as HR professionals, are willing to give back to the local HR Community.

Board Positions serve a term of 12 months. To learn more about each of our Chapter's Board positions, and review a specific position description, please [click here](#). The average time commitment is 5 to 10 hours per month, including board meetings and chapter meetings.

Some benefits of becoming a Chapter Board member include:

- The chance to make an impact and assist in the development of your local chapter and the HR profession as a whole.
- The opportunity to be recognized as a leader in the field of human resources.
- The valuable networking with peers and colleagues within the HR profession and within the local small business community.
- Hours spent as a volunteer leader can be counted toward re-certification.
- The opportunity to attend SHRM's Annual Leadership Conference in Washington, DC. The conference is **FREE** for the incoming Chapter President (this includes airfare and hotel accommodations).

Some general requirements and responsibilities that you should consider before deciding to run for or accept a Board position:

- Be an active and engaged Board member. This includes attending monthly board meetings, as well as chapter meetings and conferences. This includes coming prepared for Board meetings, asking critical questions, and helping the Board come to agreement in making decisions that affect chapter membership.
- Know or build your knowledge about your chapter, SHRM, and its governing bylaws. Learn about SHRM and its role with your chapter.
- Be willing to provide contacts and resources to help your chapter grow and develop as an organization.
- Maintain confidentiality of chapter Board issues and membership data.
- Be a SHRM National and WSHRMA Chapter member in good standing.

If you are interested in joining the 2017 Board, and would like to discuss how your interests may best align with the needs of the chapter, please contact the Nominating Committee Chair, Stacey Scalf, at 253-328-7954.



2016 Board of Directors

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