



West Sound Happenings

Chapter #0229

October 2014

www.wshrma.shrm.org

Save The Dates

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

October 8, 2014

WSHRMA Luncheon
Oxford Suites, Silverdale

November 12, 2014

Half Day Conference
Bremerton Conference Ctr.

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

WSHRMA October Luncheon

Session Title: Discovering the Benefits of Supported Employment
Presented by: Shauna Warren & Dedra Miller, Holly Ridge Center
Date/Time: October 8, 2014, 12:00 pm – 1:30pm
Price: \$25 WSHRMA Members, \$35 Non-WSHRMA Members
Location: Oxford Suites, 9550 Silverdale Way NW, Silverdale, WA
Session Description:

Do you have coworkers and employees that love coming to work every day? These people are morale boosters and contribute to a positive culture in the work place. Hiring individuals with disabilities provides profound and real benefits for the businesses that choose to do so. Companies all over Washington state have attested to the positive impact that hiring individuals with disabilities has had in the overall environment of their workplace.

Every hire you make should benefit the bottom line of your company or organization. According to the Washington Initiative for Supported Employment, 87% of those surveyed would prefer to patronize businesses that employ people with disabilities. Couple this with increased productivity, a reduction in absenteeism, and possible tax credits, this translates into real dollars for your business.

As human resource professionals, you know that employing individuals with disabilities is considered best practice in your hiring and recruiting program. In this session we will focus on additional benefits to your business, give you real data to take back to your managers, and discuss the hiring, interviewing process, and ADA guidelines for making a great hire.

Special guests, Steffani Lillie and Tommy Fernandez, from Kitsap Transit will present information on the various options for van pools and ride shares that are available to businesses for their employees' commutes.

Date: October 8, 2014
Time: 12:00 p.m. to 1:30 p.m.
Check-in starts at 11:45
Place: Oxford Suites, Silverdale
Cost: WSHRMA members \$25
Non-members \$35
Late RSVP add \$10
RSVP: By October 2nd to:
wshrma@artanderson.com

REMINDER: For all WSHRMA luncheons, "no shows" will be billed the cost of the event, without exception, unless the cancellation is received prior to the Registration deadline. We know that life happens and sometimes members are not able to make it at the last minute. However, the Chapter is still responsible for the RSVP and is billed for the meal whether or not you are there. There will be an additional \$10 charge for late RSVPs and walk-ins. Please be aware that we can't guarantee a seat or lunch with late registrations.



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.

Luncheon Sponsor:



WSHRMA President's Message

By Rachael Taylor, Co-President

Enhance Your Professional Skills Volunteer for the 2015 WSHRMA Board

Volunteering for the WSHRMA Board is a great way to showcase your talents, network, and most of all, play an important role in the success of this chapter.

Some of the benefits of becoming a WSHRMA Board member include:

- The chance to make an impact and assist in the development of the WSHRMA chapter.
- An opportunity to be recognized as a leader in the field of human resources.
- The valuable opportunity to network with peers and colleagues within the HR profession and/or within the local business community.
- Hours spent as a volunteer leader can be counted toward re-certification hours for HRCI.

If you would like to join the Board for 2015 please send an email no later than **Friday, October 10th** to the 2015 Chapter President, Stacey Scalf at sscalf@regtox.com. There are many opportunities available for next year, so email Stacey for information today!

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.

You are cordially invited to the Goodwill Employers Event on October 7th. 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 this upcoming event:
Employers Event – October 7, 2014 at 10 AM

Contact: Shelli Schultz, WSHRMA Workforce Readiness Director
Email: sschultz@myfinancialgoals.org
Phone: 888.282.5492 X 1133

WSHRMA Fall Conference

Conference 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, Buffet starts at 8:00
Location:	Bremerton Conference Center

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.

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.

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 .

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:

10/16/14 11/20/14 12/18/14



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>.

Expect. Employ. Empower.

By: Rita Birang, WSHRMA Diversity Director

October is "Disability Awareness Month". Held each October, National Disability Employment Awareness Month (NDEAM) is a national campaign intended to raise awareness about disability employment issues and to celebrate the contributions of America's workers with disabilities. Per the US Department of Labor, the theme for 2014 is "Expect. Employ. Empower."

We have a great presentation scheduled for our October 8th Luncheon. Our speakers are members of the Holly Ridge Center and will talk to us about "Discovering the Benefits of Supported Employment".

We will hear about their Adult Employment Services Program (AES). Holly Ridge Center is a private non-profit agency whose mission is to enable children and adults with differing abilities to reach their fullest potential, creating a positive, lasting impact on the community. They provide supported employment services for job training and placement services within our community for more than 249 individuals each year. The AES program is certified by the:

- Washington State Department of Vocational Rehabilitation (DVR)
- Division of Developmental Disabilities (DDD)
- The Commission on Accreditation of Rehabilitation Facilities (CARF)

Please join us for lunch on October 8 and learn about ways to diversify your workforce.

Welcome New Members!

We are pleased to announce the following newest members to our chapter.

Please introduce yourself to them at our next chapter meeting.

James McCanna

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Stacey Scalf

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