



West Sound Happenings

Chapter #0229

September 2014

www.wshrma.shrm.org

Save The Dates

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

[No Sept. Luncheon](#)

[October 8, 2014](#)

WSHRMA Luncheon
Oxford Suites, Silverdale

[November 2014](#)

Half Day Conference

Please visit our website
<http://www.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.

Luncheon Sponsor:



WSHRMA President's Message

By Stacey Scalf, Co-President

The WSHRMA board strives to provide our members with meaningful monthly presentations on topics that are important to today's HR professionals, and conducted by expert presenters in their respective fields. In the month of September, the chapter does not have an official luncheon presentation, as most members are preparing to attend the NHRMA conference in Spokane. Recognizing that we won't have an official program, I would like to take this opportunity to share with you a useful message that is timely and hope you find a way to incorporate it into your monthly staff communications.

Talk to your employees about safe driving habits as children return to school

Millions of children will be going back to school soon, which means it is back to vigilance for everyone who drives. Consider using your company newsletter or intranet to remind employees of the need for extra caution as the school year begins. You can also take this opportunity to remind employees about general driving safety.

Key points for keeping everyone safe on the road as school starts include:

- It's illegal in all 50 states to pass a school bus that is stopped to load or unload children.
- Red flashing lights and an extended stop sign arm on a bus signal to motorists that the bus is stopped and children are getting on or off.
- The area 10 feet around a school bus presents the greatest risk for children being hit.
- Children are unpredictable; watch out as they get off a bus or are walking.
- Never pass a school bus on the right. It is illegal and could have tragic consequences.

Vehicle crashes are a leading cause of employee fatalities. Use this opportunity to review overall safe driving procedures with your employees. Make sure your policies are up to date. Ensure that employees know the rules and the consequences of breaking them.

Your safe-driving refresher should cover:

Seat belts. Seat belts are the single most effective means of reducing deaths and serious injuries in vehicle crashes. They save nearly 12,000 lives and prevent 325,000 serious injuries in the United States each year.

Distracted driving. Distraction is a factor in 25 to 30 percent of all traffic crashes. With hectic schedules and roadway delays, many employees feel pressure to multitask in the car, but the most important thing your workers should be doing behind the wheel is driving safely. Many companies have banned all calls (even from hands-free devices) while driving and require employees to pull over to take or make a call.

Alcohol and drug-impaired driving. Businesses pay a high price for alcohol and drug abuse, as alcohol is involved in nearly 40 percent of all work-related traffic crashes. Make sure you're appropriately monitoring.

Fatigued driving. Driving while drowsy is a factor in tens of thousands of crashes each year. Employees need to be well rested, alert, and sober on the road so they can defend themselves from drivers who don't make that choice.

A workplace safe-driving program should include these elements:

- Senior management commitment and employee involvement;
- Written policies and procedures;
- Driver agreements;
- Motor vehicle record checks;
- Crash reporting and investigation;
- Vehicle selection, maintenance, and inspection;
- Disciplinary action;
- Reward/incentive program;
- Driver training; and
- Regulatory compliance.

Let's all work together to start this school year off safely for everyone! I look forward to seeing some of you at NHRMA and catching up at our October meeting.

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:

09/18/14 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

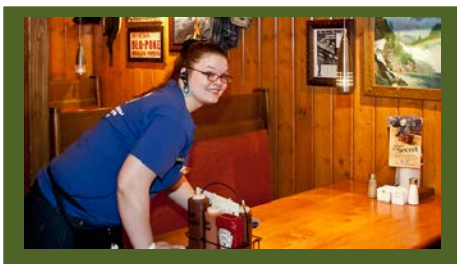
October is "Disability Awareness Month". Held each October, National Disability Employment Awareness Month (NDEAM) is a national campaign intended to raise awareness about disability employment issues and to celebrate the contributions of America's workers with disabilities. Per the US Department of 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. WSHRMA is currently awaiting approval for certification credits from HRCI.



WSHRMA has grant money to give away!

The mission of the West Sound Human Resource Management Association 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.

Do you know of a non-profit organization seeking funds for a project aligned with our mission?

We have grant money set aside to donate to a worthy cause. The cause needs to fit with our chapter's mission. It could be something that assists job seekers or a certain segment of the unemployed population. Or it could be a group or project preparing youth for the workforce. You get the idea.

We really want to put our money to work in the community. Just tell the organization to go to <http://wshrma.shrm.org/wshrma-grant-application> to get a grant application.

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.

Cynthia Smith

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