

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



SWHRMA
Southwest Washington Human Resource Management Association

*Helping to Further Develop Human Resource Professionals
as Strategic Partners*

Established 2000

FEBRUARY 2004

February Luncheon

“Process Mapping for HR Professionals”

TUESDAY, February 10, 2004

11:30 a.m. – 1:00 p.m.

Hostess House, 10017 NE 6th, Vancouver

11:30 A.M. – REGISTER/NETWORK 12:00 P.M. – PROGRAM

\$18.00 PRE-PAID \$23.00 PAID AT THE DOOR CASH OR CHECK ONLY

RESERVATION DEADLINE: 2/3/04

Organizations are systems of processes: Planning processes, design processes, production and service realization processes, and administrative processes. Understanding and managing these processes -- and their relationship with each other -- ensures the organization's goals are met in practical and efficient ways.

HR serves a pivotal role in process management:

- Ensuring the right people are in the right place at the right time via recruitment and training processes
- Developing and communicating performance objectives that support the organization and its customers by flowing down organization goals through processes to jobs
- Helping process owners achieve their process improvement objectives

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FEBRUARY 2004 PRESIDENT'S MESSAGE

We held a great retreat during December where we review accomplishments for 2003 and established goals for 2004. We will publish both documents to chapter members in the near future.

The theme for the year that I shared with the Board was **"Prizing the Past, Building the Future"**. I want to leverage upon our past successes as a chapter and build upon them this year. I think you will see evidence of that as you review 2003 and look at what we have planned for 2004.

I look forward to working and associating with each of you this year as we continue to make the honorable profession of Human Resource Management even more visible and respected in Southwest Washington this year!

See you at the chapter meetings. Please feel free to call me with any thoughts or ideas you have for the chapter this year.

Ronald K. Kramer, SPHR
President of SWHRMA

FEBRUARY LUNCHEON SPEAKER VICTORIA HAWLEY PROCESS FLOW SPECIALISTS

Victoria Hawley has been on both sides of the fence: First as a corporate process improvement coordinator for Pacific Telecom and then 11 years as an independent consultant and president of Process Flow Specialists, Inc.

She works with all sizes and types of organizations in the public and private sector to map, measure, document and improve

their processes. Recent projects include Electro Scientific Industries, Logic General, Beaver Heat Treating, and Oregon Department of Transportation. Victoria developed the Enterprise Map concept of identifying and linking processes across the organization and a process-based performance measurement system.

WELCOME NEW SWMHRA MEMBERS!!

April Rounds

Washington School for the Deaf

Maria Castaneda

Foster Farms



Southwest Washington
Human Resource
Management Association

**PO Box 871285
Vancouver, WA 98687**



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SWHRMA

LUNCHEON RESERVATIONS FORM "Process Mapping for HR Professionals"



TUESDAY, February 10, 2004

11:30 a.m. – 1:00 p.m.

Hostess House, 10017 NE 6th, Vancouver

\$18.00 Pre-paid \$23.00 Paid at the door Cash or Check Only

Federal ID#91-2052754

Complete and return this page before 2/3/04 to: Becky Whitten

C-TECH INDUSTRIES, INC.
4275 NW PACIFIC RIM BLVD.
Camas, WA 98607

PHONE: (360) 833-1600 EXT. 207

FAX: (360) 817-9077

becky.whitten@c-techindustries.com

- Reservations are required whether you pre-pay or pay at the door.
- We must receive your check before the luncheon in order for you to receive the pre-paid price. We accept cash or a check at the door, but not credit cards.
- Call Becky Whitten (see above) if you must cancel.
- No-shows will be billed.

YOUR NAME: _____ SPHR PHR OTHER _____

EMPLOYER: _____

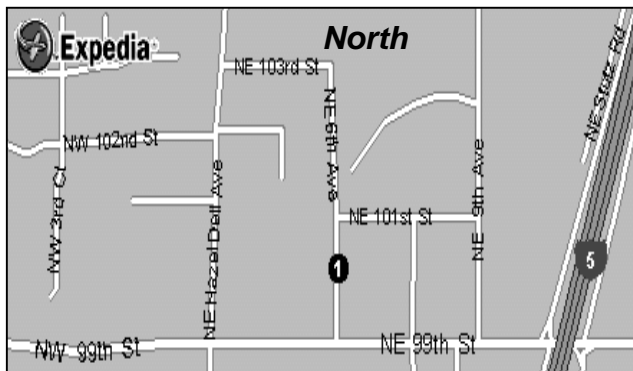
ADDRESS: _____

PHONE: _____ FAX: _____

E-MAIL: _____ GUEST: _____

Check all that apply:

- My check for \$_____ made out to SWHRMA is enclosed (\$18 per attendee.)
- I will pay \$23 for each attendee at the door, cash or check.
- Vegetarian lunch requested.
- Send membership information to my address.
- My contact information above (employer, address, e-mail, phone) has changed.**
- This is the first SWHRMA meeting I've attended.***



DIRECTIONS TO LUNCHEON

From I-5 take Exit 5 to access 99th Street. After exiting from I-5, turn west onto 99th Street. Continue to 6th Avenue (there is a bank on the corner of 6th and 99th) and turn North (right). The Hostess House is on the right side of 6th Avenue. For more information, call the Hostess House, (360) 574-3284.



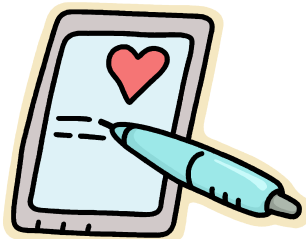
Washington State Council Legislative Update

Jenifer Lambert, SPHR
Legislative Director



As you all know, the legislative session for Washington State kicked off on January 12th. As my predecessor, Don Millikan, has done in the past, I will be working closely with The Association for Washington Business (AWB) to keep an eye on bills that could have an impact on employers and HR professionals. You are all used to receiving a monthly update email. During the State legislative session, I will be emailing more frequently as issues come up.

Some of you have asked about another SHRM Day in Olympia. I'm pleased to hear that there is a lot of support for continuing this important activity. I am in conversation with Amber Balch Carter at AWB to coordinate that event. She will advise us on the best day for that visit based on the timing of votes and hearings on key bills that affect the employer/HR community. At this point we're targeting early to mid-February as this will be near the mid-point for this year's short 60 day legislative session.



Speaking of early February...make sure you register for the Washington State Council's Annual Legislative & Employment Law Conference on February 3rd. It promises to be another fantastic program this year and we do anticipate a sell-out crowd (50 registrations had been received within days of the registration materials being mailed!). Please promote this to your chapter board members and chapter members. If you need additional information, shoot me an email.



It promises to be an exciting legislative season in this Washington this year. Governor Gary Locke's (D) decision not to run for re-election opens the door for a tough political battle as the parties not only vie for the state's top seat, but also over a narrowly divided Senate (one-seat division) and Assembly (eight-seat division). I encourage all Legislative Directors at the chapter level to visit the AWB website frequently for updates (www.awb.org) as well as Washington Votes (www.washingtonvotes.org).

ANNOUNCEMENTS

Take Your HR Career to the Next Level

In a few short weeks SWHRMA's Study Group for the Human Resource Certification Exam begins.



Who should attend?

- HR professionals who want to review before taking the PHR or SPHR certification exams.
- HR professionals with increased responsibilities who would like a broad-based refresher.
- HR professionals returning to the field for an update of current practices.
- Individuals and students wanting to transition into an HR career.

**Preparation classes to be held on
the Vancouver WSU campus on
Thursday evenings 6:00 to 9:00 p.m.**

Classes Begin on February 19, 2004

Cost for preparation review
\$100 for members, \$175 for non-members
\$ 50.00 for returning participants and
\$30.00 for students.

For information about HR Certification and to get the application form, check the web site at www.shrm.org/hrci

You do not have to be a member to access this information.

**For additional information about
SWHRMA's preparation review course
contact:**

Dianne Johnson, SPHR
djohnson10@chartercom.com
Fax to: (503) 382-2535

Colleen Kuhn, SPHR
ckuhn@danner.com
Fax to: (360) 828-6791



Request for Volunteers

The 2004 Spring SHRM Study group will begin meeting February 19, 2004 at Washington State University. The group will meet for eleven sessions utilizing the SHRM Learning System to help group participants prepare for the certification examination. We are currently looking for certified SHRM members to assist in leading the study group sessions. This is a great way to meet recertification requirements and gives you an opportunity to help other HR professionals to reach their goals.

Volunteering means that you will need to review and be prepared to present on an assigned topic. The topics range from Workforce Planning to Employee Relations. All study group meetings are held Thursday from 6:00 p.m. to 9:00 p.m. at WSU.

If you are currently certified and interested in presenting on one of the study group topics please contact Dianne Johnson at djohnson10@chartercom.com or call (360) 828-6659.

SWHRMA 2004 BOARD OF DIRECTORS

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Carol Zaharko, SPHR
Past President

G. Loomis
(360) 225-6516 x263 / czaharko@gloomis.com

JOB BANK

If you are searching for employment opportunities, or your company needs to fill a Human Resource position, go to the SWHRMA web site (www.swhrma.org), and click on "Job Bank". This links directly into the Portland Human Resource Management Association Job Bank. While there is no charge to an individual posting their resume, there is a small charge to businesses posting openings.

HR JOB OPENINGS

Does your company have a job opening for an individual in Human Resources? If so, forward the information to Mollie Hubler at m.hubler@comcast.net. She will post the information at the monthly Chapter luncheon meetings.

LUNCHEON SPONSORS

If you know of a business that might be interested in sponsoring an upcoming SWHRMA luncheon, please contact Leah Cox at:

417 NE 136th Street
Vancouver, WA 98685
(360) 576-4223

Leah.Cox@adaliscorp.com

HR LEARNING OPPORTUNITIES

As we become aware of local Human Resource training and education opportunities for our members, we will add them to the Calendar location on our website, along with registration links when possible.

If you are aware of such opportunities, please forward that information to Carol Zaharko via the SWHRMA website (Contact Us) at www.swhrma.org.

ADVERTISING

You can advertise your HR-related product or service on Southwest Washington's leading website for Human Resource professionals. Visit www.swhrma.org for more information.



Columbia Willamette Compensation Group Program

Paula Barran of the law firm Barran Liebman will present

"Labor Law Compliance - FLSA Changes and Oregon/Washington State Labor Laws"

Thursday, February 19, 2004, 8:00am - 10:30am

Legacy Emanuel Hospital, Lorenzen Auditorium, 2801 N. Gantenbein Avenue, Portland,
OR

\$40 for members and \$60 for nonmembers

Learn about the proposed changes to the Fair Labor Standards Act and what employers must do to be in compliance. This presentation will also cover Oregon and Washington state labor laws.

Directions: See the following link for map and directions:

<http://www.legacyhealth.org/findus/hospitals/ehhc/ehhc.ssi#overview>

Agenda:

8:00am	Registration and Continental Breakfast
8:30am	Workshop on "Oregon and Washington State Labor Law"
10:30am	Questions and further discussion

Parking: Free at parking structure #3 on the corner of N. Graham Street and N. Vancouver Avenue

Registration: Please e-mail cwcg@canby.com, call CWCG at 503-263-1792, or register on our website www.cwcg.org. The fee is \$40 for members and \$60 for non-members. You may pay with a check or a Visa/MasterCard.