

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

JANUARY 2005

January Luncheon

***“Work in the Twenty First Century: How Can You
Survive YourSELF?”***

TUESDAY, January 11, 2005

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: 1/4/05

"Do you go to work alone? Or do your heart and soul connect your passions and creativity to your paid experiences? Are you successfully balancing your life? Or have you lost the ability to align yourself with your organization's needs? How can you slow down, change direction, and increase your effectiveness? In this workshop you'll gain insight into what you can best do for the Captain of Your Ship."

Alan Cabelly, Ph.D., SPHR, has been a Human Resource Leadership faculty member at Portland State University since 1980, teaching all aspects of HR to a diverse set of groups and organizations, working with learners in all walks of life. More than anything else, he has been a student of work and workers throughout his adult life, observing the impacts they have on each other and their relevant universes. His mission is to help people achieve their vision in life; this keeps him "juiced," letting him enjoy his work to the utmost. Don't ask him when he'll retire; he still thinks he's stealing money.

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**JANUARY
LUNCHEON SPEAKER
ALLEN CABELLY, PHD, SPHR
PORTLAND STATE
UNIVERSITY**

Alan Cabelly, Ph.D., SPHR, has been a Human Resource Leadership faculty member at Portland State University since 1980, teaching all aspects of HR to a diverse set of groups and organizations, working with learners in all walks of life. More than anything else, he has been a student of work and workers throughout his adult life, observing the impacts they have on each other and their relevant universes. His mission is to help people achieve their vision in life; this keeps him “juiced,” letting him enjoy his work to the utmost. Don’t ask him when he’ll retire; he still thinks he’s stealing money.

He has been presenting this on a monthly basis for quite some time to groups as diverse as the SHRM Leadership Conference in Alexandria, New Renaissance Bookstore, The Work Trends Conference in Eugene, the Food Industry Leadership Center, and The Fred Meyer Corporation. This is not mainstream work, but is cutting edge and absolutely crucial.



**Southwest Washington
Human Resource
Management Association**

**PO Box 871285
Vancouver, WA 98687**



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SWHRMA

LUNCHEON RESERVATIONS FORM

“You Asked For It” – Networking and Roundtable Discussion

TUESDAY, January 11, 2005

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 1/4/05 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: _____

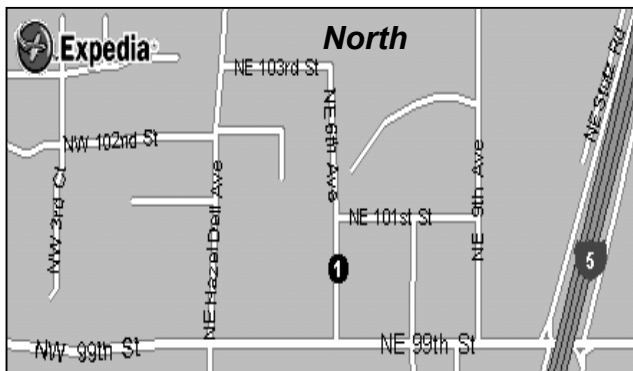
ADDRESS: _____

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

Washington State Issues

Save the Date!! Employment Law & Legislative Conference March 1, 2005

The 2005 Employment Law & Legislative Conference co-sponsored by the Washington State Council of SHRM and Dorsey & Whitney LLP has been scheduled for Tuesday, March 1 at the Meydenbauer Conference Center in Bellevue. Watch your mail and email for more details.

Washington State Supreme Court Will Hear Oral Arguments on Workers' Comp Case

The Washington State Supreme Court accepted the amicus curiae (friend-of-the-court) brief filed last week by the Association of Washington Business (AWB), Associated General Contractors of Washington (AGC) and the Washington State Farm Bureau (WSFB) in a critical workers' compensation case, Gallo v. Labor & Industries. The Court accepted the brief despite strenuous objections from the plaintiffs' attorneys stating that AWB, AGC and WSFB should not be allowed to present its views on workers' compensation to the Supreme Court.

AWB, AGC and WSFB filed the brief to urge the Supreme Court to help stop the bleeding in our state's costly workers' compensation system by overturning, or refusing to extend, the landmark 2001 decision *Cockle v. Labor & Industries*, which expanded time-loss benefits to include some fringe benefits, like health insurance.

This interpretation changed over 30 years of workers' compensation law in our state and has cost the workers' compensation fund hundred of millions of dollars. The Supreme Court decision also played a factor in the double-digit rate increases that have been proposed in workers' compensation over the last few years.

The case is set for oral argument on November 16, 2004 in Olympia, with a decision expected in late summer, 2005. Stay tuned!

Legal Update from Around the Country

(courtesy of Audrey Mross, Legislative Director, Texas State Council of SHRM)

What's In a Name? - Get out your eraser . . . again. What was the INS and then became the BCIS is now the USCIS. No more Immigration and Naturalization Service, or Bureau of Citizenship and

Immigration Services. They prefer to be called the U.S. Citizenship and Immigration Services. Change the web address to www.uscis.gov on your "favorites" list. Hint: This is where to find a fresh Form I-9, if you're looking.

Website Wisdom - The EEOC has posted new guidance on [1] employing workers with intellectual disabilities; and [2] complying with the ADA in a restaurant/food service setting on their site at www.eeoc.gov. The VETS division of the DOL is facilitating the hire of military veterans via www.hirevetsfirst.gov, which has tools to translate military skills into civilian job duties and links to vet resume databases.

Taxing Situation - SSA tax rates will not change in 2005, but the taxable wage maximum will rise from \$87,900 to \$90,000. The employee tax rate will stay at 6.2% (12.4% for the self-employed) and the Medicare rate stays at 1.45%.

Overtime Debrief - Despite howls of protest and dire warnings that 6 million workers would lose their overtime under the revised FLSA "white collar" exemptions, the DOL's top lawyer reports that just the opposite is happening. Most of the changes involve employees being reclassified as nonexempt and gaining overtime, leaving employers to deal with unhappy employees who see their new status as a "downgrade" and are reluctant to punch a clock. There have also been additional moves to rescind or limit the changes in Congress, but the regulations remain in full force and effect for the foreseeable future. If that changes, I promise to let you know pronto!

In Case You Were Wondering - Yes, properly drafted noncompete and confidentiality agreements are being enforced. A former business development director for an IT firm who went to work for the competition learned the hard way, and owes \$238,000 for breaching his agreement. Ouch. *Omicron Sys Inc. v. Weiner* (Pa. Super. Ct. 10-7-04)

Too Much Information - A policy that requires a medical diagnosis before sick leave is paid could violate the ADA. The federal court decided the inquiry was appropriate where a safety-sensitive job was at issue, or if the employer was trying to detect fraud, as evidenced by an individual's pattern of excessive absences. "Curbing sick leave abuse" was not sufficient to satisfy the ADA's "business necessity" requirement, when making medical inquiries of all current employees who were absent due to illness or injury. *Transport Workers Union v. NYC Transit Authority* (SDNY 10-12-04)

ANNOUNCEMENTS

Take Your HR Career to the Next Level

SWHRMA's next study group for the Human Resource Certification Exam is beginning soon!

Who should attend?

- HR professionals who want to review before taking the PHR (Professional in Human Resources) or SPHR (Senior Professional in Human Resources) 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.

If you are planning on obtaining your professional certification and want to join a study group to prepare, then this article is for you! SWHRMA's study group for the Spring 2005 will be starting in February 2005 and will last through April 2005, from 6:00 PM till 9:00 PM every Wednesday.

Previous participants stated that the study group sessions met the objective in helping them prepare for the certification exam.

"The group discussion was very beneficial. It's always easier to learn something when you understand how it can be applied in the real world."

"I though the group discussion was great. Getting other perspectives helps me remember the information."

The Spring 2004 study group session resulted in a 100% passing rate of those who took the exam.

The study group fees will remain as follows:

\$100.00	Members of SWHRMA/SHRM
\$175.00	Non-members
\$100.00	Returning Study Course Participants
\$30.00	Student Members

Other expenses associated with certification are the exam cost and purchase of other resource materials for study aids. HRCI costs are in addition to the study group fee. We will also loan you the resource materials. You may access detailed information on the HRCI exams, including cost, application process, registration deadlines, and other valuable information by visiting the website www.shrm.org/hrci or calling 703-548-3440.

For more information, please contact Lisa Hobbs, 2005 Professional Development/Certification Chair, at lhobbs@esd.wa.gov or (360) 735-4980.

Volunteers Wanted

SWHRMA's Spring 2005 study group for the HRCI PHR/SPHR certification examination will be starting in February and run through April. We are currently looking for current PHR or SPHR volunteers to facilitate the study group. This is a great opportunity to share your knowledge of HR practices and experiences, act as a mentor to study group participants, as well as earn recertification credits up to 4.5 hours.

Please contact Lisa Hobbs at lhobbs@esd.wa.gov or (360) 735-4980.

SWHRMA 2005 BOARD OF DIRECTORS

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Lacamas Credit Union
(360) 817-5986 / jmccord@lacamas.org

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Micropump
(360) 253-2008 / asperandiohart@idexcorp.com

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(360) 833-1600 x207 / becky.whitten@c-techindustries.com

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Mindy Harter, SPHR
Treasurer
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Lisa Hobbs, SPHR
Professional Certification Director
Arbor
(360) 753-4980 / lhobbs@esd.wa.gov

Mollie Hubler
Membership Director
m.hubler@comcast.net

Angie Sperandio-Hart
Diversity Advocate
Micropump
(360) 253-2008 / asperandiohart@idexcorp.com

Tamara Russell
Education Director
Family Health Centers
(360) 636-3892 x160 / russell@cfamhc.org

Rhonda Kates
SHRM Foundation Director
Landerholm Law Firm
(360) 696-3312 x451 / rhondak@landerholm.com

Ann Nordquist, SPHR
Legislative Director
Physicians Hospital, LLC
(503) 257-5622 / anordquist@physicianshospitalportland.com

Cerise Jolliver
Student Chapter Liaison
Red Lion
(360) 750-4905 / cerisej@pacifier.com

Ron Kramer, SPHR
Past President/Programs
BBA Nonwovens
(360) 835-9507 / rkramer@bbafiberweb.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 Becky Whitten 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.