

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 2005

February Luncheon

“Motivating Your Employees”

TUESDAY, February 8th, 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: 2/1/05

Recruiting employees is just part of the war for talent. How do you keep them once you have them?

Motivating employees is a key part of the retention equation. Isaac Dixon, SPHR will share some insights and tips from his more than 20 years of Human Resources experience for making your workplace one where employees will be more productive and content working.

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**February
Luncheon Speaker
Isaac Dixon, SPHR
Unitus Community Credit
Union**

Isaac E. Dixon earned his Bachelor of Business Administration degree from Warner Pacific College in Portland, Oregon. He earned his Master of Arts degree in Interdisciplinary Studies with an emphasis in Organizational Communication from Marylhurst University. Isaac is currently enrolled as a Doctoral student at Capella University with his field of study emphasizing Human Resources Management.

He is a certified Senior Professional in Human Resources via the Human Resources Certification Institute. He serves on the Board of Directors of the Portland Urban League as well as serving as an adjunct faculty member for Portland State University's Professional Development Center.

In his day-to-day role as Vice President Human Resources, Isaac is responsible for all human resources activities at Unitus Community Credit Union including, recruitment and selection, employee and labor relations, compensation, benefits administration, organizational development and training. He also serves as a member of the OTCCU Leadership Team.

Prior to joining Oregon Telco Community Credit Union, Mr. Dixon served in a wide variety of human resources management positions. He has worked in human resources in federal, state and local government as well as with corporations such as Nike, General Electric and Pitney Bowes.

Among Isaac's most noteworthy personal achievements are his recognition by the Northwest Human Resources Management Association as one of its Distinguished Members (for the second time) and the Port-

land HR Management Association Award for Professional Excellence. He has also been recognized by Who's Who in American College's and Graduate School Programs.

Isaac resides in Portland with his wife Lauri.

**February
Luncheon Sponsor
Employer's Reference Source -
Northwest**

Employer's Reference Source –NW (ERS), a pre-employment screening company, will sponsor the February 8th Luncheon. An increasing number of employers are finding the need for a more in-depth screening of applicants. ERS is a company that provides complete background-screening services for employers on potential employees. ERS has been in business since 1991 and is based in Vancouver, WA. ERS serves the entire continental US, with a client base of over 300 satisfied customers. ERS helps employers lower employee turnover costs and provides the complete picture of new hires. Many employers that do internal criminal history checks, or use other verification services, may be obtaining their information from outdated database systems. ERS has over 3000 searchers all over the US that physically search court records. ERS helps you have a more cost effective and efficient hiring system.

- Do you really know who you are hiring?
- Did you know that employee theft is placed at \$120 billion dollars a year?
- Is your goal to make a safe and secure working environment for your employees and customers?

ERS can help you make a fully informed hiring decision. For more information, or if you have any questions on background screening, please call Janet Minton at (360) 737-2744 or e-mail jminton@ersnw.com. You may also check the ERS web site for further information at www.ersnw.com

SWHRMA

LUNCHEON RESERVATIONS FORM

“Motivating Your Employees”

TUESDAY, February 8th, 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 2/1/05 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: _____

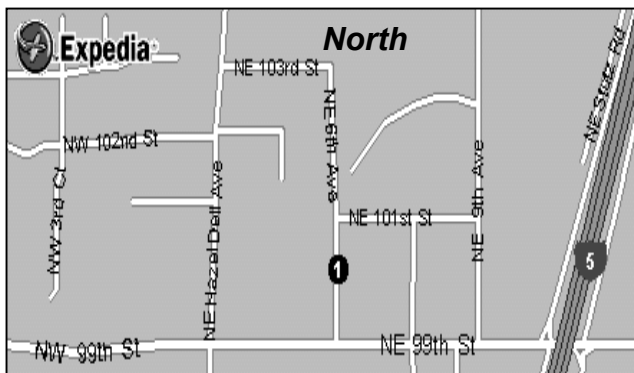
ADDRESS: _____

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

CERTIFICATION – YOUR PROFESSIONAL EDGE

TAKE YOUR HR CAREER TO THE NEXT LEVEL

Join the SWHRMA Study Group to prepare for the Human Resources Certification exam.

Day/Time: Wednesday, 6:00 PM – 9:00 PM
Length: February 9 – April 27
Location: WSU Vancouver
Classroom Building #14

Why Become PHR or SPHR Certified

- Skill Development
- Confidence
- Competitive Advantage
- Credibility
- Personal Satisfaction
- Challenge
- Recognition From Peers

“My work experience and education made me the perfect candidate for my current position, but in the recruitment phase “points” were given to candidates for certification. My points gave me the edge to get the interview and experience did the rest.” -Gretchen McKinney, PHR

“In a hard, competitive business, it’s good to have a personal grounding knowing that you’ve met the challenge of certification. It is one of the best professional and personal achievements I’ve accomplished.” - Alice McGrath, PHR

BENEFITS OF STUDY GROUP

The Spring and Fall 2004 study groups resulted in a 100% passing rate of those who took the exam.

- Previous participants stated that the study group met their objective in preparing them 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 thought the group discussion was great. Getting other perspectives helped me remember the information.”

- Application-oriented Sessions - designed for networking opportunities, group discussions and application exercises.
- Cost Effective – discount rate for SHRM members and current students of HR management.
- Convenient Hours – offered after work hours
- Guidance and mentorship by HR certified facilitators, sharing their expertise and personal experiences with the certification exam process.
- Current References of HR Practices
 - Application activities
 - Periodic progress checks
 - Glossary of HR related terms
 - Review of sample tests after each session

WHO SHOULD ATTEND

- HR professionals looking for a resource to review and to prepare them for the HRCI PHR (Professional in Human Resources) or SPHR (Senior Professional in Human Resources) certification exam.

- HR practitioners with increased responsibilities interested in acquiring a broader overview of HR management.
- HR professionals returning to the field for an update of current practices.
- HR specialists expanding their understanding of all functional areas of HR management.
- PHR certified professionals upgrading their certification to the SPHR level.
- Individuals and students transitioning into an HR career, providing them with a solid foundation of HR management.

EXAM COST

| | |
|----------|-------------------------------------|
| \$100.00 | Members of SWHRMA & SHRM |
| \$175.00 | Non-members |
| \$100.00 | Returning Study Course Participants |
| \$ 30.00 | Student of HR management courses |

Other expenses associated with the 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 provide participants with a Resource Binder and will make available for loan other reference materials.

CONTACT INFORMATION

Study Group
 Lisa Hobbs, SPHR
 Professional Development & Certification
 Director
lhobbs@esd.wa.gov
 (360) 735-4980

EXAM INFORMATION

The Society of Human Resources
 Management Association
www.shrm.org
 (703) 548-3440

Human Resources Certification Institute
 (HRCI)
www.hrci.org

**CONGRATULATIONS
 CERTIFIED HUMAN RESOURCE
 PROFESSIONALS**

Congratulations to the following participants from the Fall 2004 Study Group who recently became certified by successfully completing the Human Resource Certification Institute examination:

**SENIOR PROFESSIONAL HUMAN
 RESOURCES (SPHR)**

Kris Codron
 Heidi Levan
 Stacey Smith

**PROFESSIONAL HUMAN RESOURCES
 (PHR)**

Kris Ketterer
 Pam Noll

The SWHRMA Spring and Fall 2004 Study Groups had a 100% passing rate of those who took the HRCI exam.

**Southwest Washington
 Human Resource
 Management Association**

**PO Box 871285
 Vancouver, WA 98687**



Published Monthly by SWHRMA
 Dave Konz, Editor

www.swhrma.org

**“Need HR Help NOW??
Get it with LIVE HELP
from SHRM”**

What is Live Help?

Live Help is an interactive, one-to-one chat feature that connects you directly to an SHRM staff member for quick real-time assistance. It is provided for both customer service inquiries and quick answers to HR questions and is accessible during regular SHRM business hours (Monday through Friday, 8:30 am to 5 pm ET). The link for instructions to use this service can be found at <http://www.shrm.org/help/whatis.asp>.

How does it work?

Click the live help button and answer a few quick questions so SHRM can direct you to the appropriate department. You will then be greeted by a staff person and can submit your question. You will receive a response within seconds and may be able to get an immediate answer during your brief chat. If no one is available at that moment to respond, you will be given the option of sending an email instead.

Who are the "live persons" on the other end of Live Help?

Live Help is brought to you by the Information Center and the Customer Service Departments -- the same SHRM Staff who answer your questions via the SHRM phone and email services. Many staff take turns on Live Help, so different people may be "on" at different times of the day. The staff of the SHRM Information Center provides the "Answers to HR questions" section of Live Help. The Customer Service Representatives, experts on SHRM

membership benefits, conferences and seminars, provide Live Help for many non-HR questions.

Can I get a record of the discussion I have?

Yes. At the conclusion of your chat you may choose to provide an email address where a transcript of your session will be sent within seconds.

What if I have a follow-up question?

If it is necessary for you to be in touch with the same staff member you chatted with previously, and that individual is no longer available on chat, your request will be directed to them via email for a separate response. Complex issues are best addressed by phone or email in most cases. If your question takes more than a few lines to type, or you have several questions about an issue, it is probably best to ask it through email or the telephone. Live Help is best suited to one quick question.

Why does it sometimes take several seconds for a response?

There may be a brief delay before you see a response for many reasons, one of which is that they may be chatting with up to three visitors at one time. In addition staff may be pulling up a link to provide you or another member with a response to a question. They respond as quickly as possible, but complicated HR-related questions or those requiring system research may result in delays of a few seconds. Live Help is busiest late in the day when more individuals tend to be on the SHRM website conducting Internet research. You might want to try it again at a less busy time of day.

SWHRMA 2005 BOARD OF DIRECTORS

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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.