

AFFILIATE OF



Established 2000

February 2006

Special points of interest:

- Ralph Stevens of RBA International to present at the February Luncheon
- 2005 SWHRMA Financial Statement
- FMLA expansion proposed in Congress
- Employment Law & Legislative Conference March 23, 2006

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Southwest Washington Human Resource
SWHRMA
 Management Association

February Luncheon

“Leadership, Communication and Management Practices”

Presented by Ralph Stevens

TUESDAY, February 14th, 2006

11:30 AM - 1:00 PM

Hostess House, 10017 NE 6th, Vancouver

11:30 AM - REGISTER/NETWORK

12:00 PM - PROGRAM

\$18.00 PRE-PAID WITH RESERVATION

\$23.00 PAID AT THE DOOR (NO RESERVATION)

REGISTRATION DEADLINE: 2/7/06

We all work hard to be great managers and we want to use our skills to grow into great leaders. Before becoming a great leader, how do you truly measure your performance as a manager?

The simple, yet very complex answer is, ask your staff. The presentation will focus on the areas of management that you need feedback on, and how to get feedback that is honest and frank. This can be complex because after a survey is done, employees will expect to see improvement. The other challenge is pride. You thought you were doing well in an area and the feedback tells you otherwise.

- Are expectations made clear?
- Are reasons for important decisions explained?
- Are performance reviews helpful?
- Are meetings productive?
- Do they think you listen?
- How is conflict dealt with?
- Is good performance celebrated?

It will be interesting to see how your self-assessment compares to your staff. Should we also get feedback from your supervisor? Let's discuss.

The bottom line: This presentation will give you tools to learn what others think of your performance as a manager and allow you to develop a plan to improve those skills.

February Luncheon Speaker

Ralph Stevens is currently Vice President of Business Development for RBA International. RBA is an innovator in software development. Recent product includes a Debit Card that prevents identity theft. Ralph has had experience in banking as well as owning Image Consultants, a marketing company for five years. Prior to that Ralph was at American Honda for 17 years as Executive Director of the Northwest Zone. During that experience, he received extensive management training. This helped him achieve distinction of Executive of the Year seven times.



Ralph's community involvement includes the following:

- 2001 - Present Is currently on the Board for United Way
- 2003 - Present Is currently on the Board of First Book
- 2000 - 2005 Sat on Vancouver Chamber of Commerce, Chairman of East Chamber Council, and Chairman of the Marketing Committee.
- 2002 – 2004 Co-chaired a Professional Development Committee for Woman in Action

“Ralph [Stevens] was at American Honda for 17 years as Executive Director of the Northwest Zone”

SWHRMA 2005 Financial Statement to Membership

Total Income = \$22,138.44

Total Expenses = \$23,190.64

Net Income = (\$1,052.20)

Members are encouraged to contact Mindy Harter at mharter@idexcorp.com with any specific questions regarding the financials of the chapter.



SWHRMA Luncheon Reservation Form

“Leadership, Communication and Management Practices”

TUESDAY, February 14th, 2006

11:30 AM – 1:00 PM

Hostess House, 10017 NE 6th, Vancouver

\$18.00 Pre-paid (with Reservation) \$23.00 Paid at the door (No Reservation)

Federal ID#91-2052754

Complete and return this page before 2/7/06 to: Tamara Janecki

LACAMAS COMMUNITY CREDIT UNION
403 NE FIFTH AVENUE
Camas, WA 98607

PHONE: (360) 834-3611 EXT. 5993
FAX: (360) 817-5988
E-MAIL: tamara.janecki@lacamas.org

- Reservations are required whether you pre-pay or pay at the door.
- You must register in advance in order for you to receive the pre-paid price. Same day reservations will pay \$23.00 at the door. We accept Cash, Check, Visa and MasterCard.
- Call Tamara (see above) if you must cancel.
- No-shows will be billed.

YOUR NAME: _____ SPHR PHR OTHER _____

EMPLOYER: _____

ADDRESS: _____

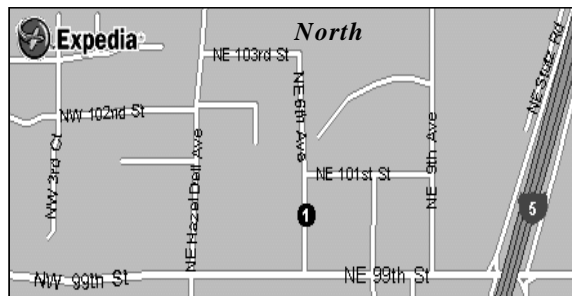
CITY, ST, ZIP: _____

PHONE: _____ FAX: _____

E-MAIL: _____ GUEST: _____

Check all that apply:

- My check for \$_____ made out to SWHRMA is (circle one): Enclosed In the Mail
- I will pay \$_____ with Visa or MasterCard
- 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 Legislative Update: Recent Legislation Seeks to Expand Washington State FMLA



House Bill (HB) 2777 would require 40 hours (5 days) of paid sick leave for every employee of every employer for every six months of employment. In other words, 10 days of paid sick leave per year. Part-time employees would be entitled to a proportionate amount of leave. The leave is both for illness and for care of a sick family member. A companion, Senate Bill (SB) 6592, was also recently introduced. This bill is co-sponsored by Senator Jeanne Kohl-Welles (Chair of the Labor & Commerce Committee) and Senator Karen Keiser.

HB 2777 and SB 6592 join HB 2392 and SB 6185, which would expand federal FMLA rights (unpaid leave) into state law, as the legislative majority's alternative to previous years' paid family leave bills. In addition, HB 2392 would expand FMLA to employers of as few as 25 employees.

Please visit the Association of Washington Business' website at www.awb.org for updates on these House and Senate Bills.

8th Annual Employment Law and Legislative Conference

Date & Time: March 23, 2006 @ 8AM - 4PM
Location: Meydenbauer Center, Bellevue, Washington

Join the WA State Council and the global law firm of Dorsey & Whitney at the highly regarded event. There will be both general sessions as well as break-out sessions on a variety of topics that will include:

- 2006 Employment Law Update
- Federal and State Legislative Update
- Competition Law
- New Issues in Compensation and Benefits
- Best Companies to Work For Panel
- Technology and the Law
- Global HR Management

Keynote Speakers:

Carol K. Nelson, President and CEO, Cascade Bank. Carol was recently named the 9th most powerful woman in banking in the US. She will be joined by Debbie A. Bronson, SVP, HR to talk about their collaboration in making Cascade Bank one of the Best Places To Work.

Executive Track Program:

Corporate Ethics, Intellectual Property, and other Legal Issues in Terminations
Enrollment is limited to 25

Cost (which includes the program, materials, continental breakfast, lunch afternoon break, and parking)

- \$199 SHRM Members
- \$225 Non-SHRM Members
- \$249 Executive Track

To register, visit www.dorsey.com/shrm2006

If you have questions, contact Jennifer Wheeler at 206-903-2391.

*“HB 2777....
join HB 2392
and SB 6185,
which would
expand
FMLA”*

HR Careers

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.



Post HR Job Openings

Does your company have a job opening for an individual in Human Resources? If so, forward the information to Tamara Russell at trussell@cfamhc.org. She will post the information at the monthly Chapter luncheon meetings.

“Does your company have a job opening for an individual in Human Resources?”

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



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We're on the Web!
www.swhrma.org

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