

AFFILIATE OF



Established 2000

March 2006

*Special points of interest:*

- March Luncheon's program features a plaintiff's perspective on employment law claims
- SWHRMA HRCI Study Group yields a 75% pass rate,
- Learn how your organization can sponsor a SWHRMA Luncheon

*Inside this issue:*

March Luncheon Speaker	2
Newly Certified HR Professionals	2
Luncheon Reservation Form	3
HR Jobs Information	4
Advertising Information	5
2006 Board of Directors	6

Southwest Washington Human Resource  
**SWHRMA**  
 Management Association

## March Luncheon

### ***"Your Worst Nightmare? Employment Law from the Plaintiff's Perspective"***

***Presented By James Gray, Attorney at Law***

**TUESDAY, March 14th, 2006**

**11:15 AM - 1:00 PM**

**11:15 – 12:00 PM – REGISTER/NETWORK/LUNCH**

**12:00 PM – 1:00 PM PROGRAM**

**Hostess House, 10017 NE 6th, Vancouver**

**\$18.00 PRE-PAID WITH RESERVATION**

**\$23.00 PAID AT THE DOOR (NO RESERVATION)**

**REGISTRATION DEADLINE: 3/7/06**

**This program is pending pre-approval for HRCI Credit**

Join us for an informative session on Employment Law, presented from the plaintiff's perspective, which may help you be more proactive rather than reactive in dealing with potential employment law claims in the workplace. Mr. Gray's discussion may help you learn to think like a plaintiff's employment lawyer so that you could spot problems when they first occur instead of waiting for a plaintiff's attorney to bring them to your attention.

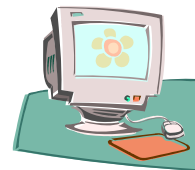
Mr. Gray will cover selected exceptions to employment at will such as:

- The National Labor Relations Act
- Discrimination
- Termination in Violation of Public Policy
- Breach of Contract
- Traditional Torts
- Wage & Hour Law

---

## March Luncheon Speaker James Gray

James F. (Jim) Gray worked as an organizer for the United Farm Workers before law school. During law school, he interned with the National Labor Relations Board (NLRB) in Washington, D.C. and was a managing editor of The Journal of Law & Inequality at the University of Minnesota.



Mr. Gray has practiced law for 21 years and is licensed to practice in both Washington and Oregon. He has been a sole practitioner since 1999, Law Offices of James F. Gray in Vancouver. His practice's emphasis is employment law and immigration law. His largest area of concentration is employment law, exclusively on the plaintiff's side. Mr. Gray received his law degree from the University of Minnesota Law School, Minneapolis, MN.

He teaches community education classes and speaks to various civic organizations about employment law. He is a member of the Clark County Labor Roundtable. He is also a member of the National Employment Lawyers Association (NELA), the Washington State Trial Lawyers Association as well as the Washington Employment Lawyers Association (WELA).

## Congratulations Certified Human Resource Professionals

Congratulations to the following participants from the **Fall 2005 Study Group** who recently became certified by successfully completing the Human Resource Certification Institute examination during the December 2005 – January 2006 exam period:

### **SENIOR PROFESSIONAL HUMAN RESOURCES (SPHR)**

Carrie Cofer, Columbia Machines  
April Rounds, Washington School For the Deaf

### **PROFESSIONAL HUMAN RESOURCES (PHR)**

Lori Fuller, Port of Longview  
Karen McNeal, Nutrition Now, Inc.  
Vicki Stewart, Sharp MicroElectronics  
April McCalmont, Charter Communications  
Joe Thompson, Coastwide Laboratories  
Elizabeth Varney

### **PHR STUDENT**

Sarah Shin

SWHRMA 2005 Fall Study Group passing rate is 75%

The National passing rate is 63-69%

*“Mr. Gray has  
practiced law for 21  
years and is licensed  
to practice in both  
Washington and  
Oregon”*

# SWHRMA Luncheon Reservation Form

*“Your Worst Nightmare? Employment Law from the Plaintiff’s Perspective”*

TUESDAY, March 14th, 2006

11:15 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 3/7/06 to: Elizabeth Stork**

SECURITAS SECURITY SERVICES USA, INC.  
7200 NE 41ST STREET, SUITE 103  
VANCOUVER, WA 98662

PHONE: (360) 604-5556  
FAX: (360) 260-2072  
EMAIL: [elizabeth.stork@securitasinc.com](mailto:elizabeth.stork@securitasinc.com)

- 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 Elizabeth (see above) if you must cancel.
- No-shows will be billed.

YOUR NAME: \_\_\_\_\_ SPHR PHR OTHER \_\_\_\_\_

EMPLOYER: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

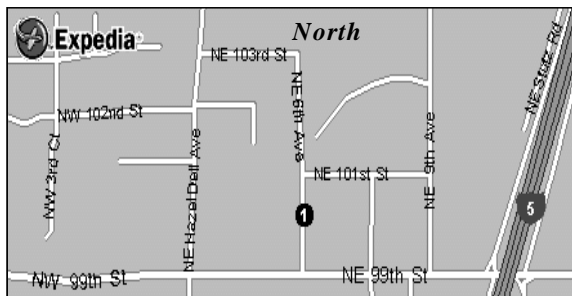
CITY, ST, ZIP: \_\_\_\_\_

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

---

## HR 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](http://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](mailto: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 136<sup>th</sup> Street  
Vancouver, WA 98685  
(360) 576-4223

[Leah.Cox@adaliscorp.com](mailto:Leah.Cox@adaliscorp.com)

## Advertising

You can advertise your HR related products or services on Southwest Washington’s leading website for Human Resource professionals. Visit [www.swhrma.org](http://www.swhrma.org) for more information.





SWHRMA  
P.O. Box 871285  
Vancouver, WA 98687

Published Monthly by SWHRMA  
David Konz, Editor

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



## 2006 Board of Directors

**Julie McCord, SPHR**  
President  
HR Basics  
(360) 695-1013 / [mccordhr@comcast.net](mailto:mccordhr@comcast.net)

**Lisa Hobbs, SPHR**  
VP/Programs Chair  
[lehobbs@aol.com](mailto:lehobbs@aol.com)

**Angie Sperandio-Hart**  
President Elect/Programs Co-Chair  
Micropump  
(360) 258-7651 / [asperandiohart@idexcorp.com](mailto:asperandiohart@idexcorp.com)

**Krista Holland**  
Communications/Secretary  
Riverview Community Bank  
(360) 514-5103 / [kholland@riverviewbank.com](mailto:kholland@riverviewbank.com)

**Mindy Harter, SPHR**  
Treasurer  
Micropump  
(360) 253-2008 / [mhart@idexcorp.com](mailto:mhart@idexcorp.com)

**Tamara Russell, PHR**  
Workforce Readiness Director  
Family Health Center  
(360) 636-3892 x160 / [trussell@cfamhc.org](mailto:trussell@cfamhc.org)

**Ann Nordquist, SPHR**  
College Relations  
(360) 574-6799 / [annnord222@hotmail.com](mailto:annnord222@hotmail.com)

**Cerise Jolliver**  
Membership Director  
Red Lion at The Quay  
(360) 750-4905 / [cerisej@pacifier.com](mailto:cerisej@pacifier.com)

**Pam Noll, PHR**  
SHRM Foundation Director  
(360) 921-8028 / [noll1@prodigy.net](mailto:noll1@prodigy.net)

**Katie Policar, SPHR**  
Professional Development/Certification Chair  
First Independent Bank  
(360) 699-4380 / [kathryn@firstindy.com](mailto:kathryn@firstindy.com)

**Michelle Allan, SPHR**  
Professional Development/ Certification Co-Chair  
City of Vancouver  
(360) 574-5708 / [booday@comcast.net](mailto:booday@comcast.net)

**Michael Larman**  
Student Chapter President  
WSU  
(360) 600-8596 / [michael-larman@yahoo.com](mailto:michael-larman@yahoo.com)

