



SWHRMA
Southwest Washington Human Resource Management Association

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

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

Established 2000

MAY 2004

May Luncheon



“Working With Interns”



TUESDAY, May 11, 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: 5/4/04

The thing that holds some of us back from utilizing the HR intern program at WSU is that we have no idea what the needs are. We don't know how to make the experience a win-win for both our companies and the interns.

We have a committee here at the May Luncheon to answer your question. The committee consists of Tahira Probst, Ph.D. WSU Program Coordinator, Tamara Smith WSU Student Intern and President of the Student Chapter, Rhea Van Calcar WSU Student Intern, Julianne McCord Field Supervisor and Adam Robbins, Internship Coordinator with Washington State Vancouver.

With this committee we will be able to bring you all points of view of the intern experience and answer any questions you may have about the program and how it may work in your organization.

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MAY 2004
A NOTE FROM THE PRESIDENT

Recently we had a frightful experience at the plant where I work. A contractor inadvertently jack hammered into a high voltage power line while working on a remodeling project. Fortunately for him, he stopped at the first hint of contact with power. He left to ask a regular maintenance employee for advice and by the time they returned to the job site the breach had totally grabbed hold of the jackhammer and moments later erupted into a powerful electrical fire. We narrowly escaped a devastating fire because the recently installed fire sprinkler system worked and the fire department response time was excellent.

This experience caused me to think about our theme this year of "Prize the Past while we Build the Future!" If the contractor had been "prizing the past" he would have done a more thorough job of locating electrical lines or other utility lines buried in his working area long ago before "building the future". There has of necessity been a delay in "building the future" at our plant now, as we have had to repair the damages and step back to fully investigate what happened.

I hope as we continue on in the chapter this year and in our professional and personal lives as well, we will continue to "Prize the Past while we Build the Future!" Though it sometimes requires a bit more time to consider what we have done in the past and how we have done it, it might save us from lots of grief. An initiative or project, just like a building, is only as strong and effective as the foundation upon which it is built. At least for the foreseeable future, this recent experience will cause me to be a little more thorough in my examination of the past (or foundation) upon which I am building before charging ahead into the future.

Please feel free to call me with any thoughts or ideas you have for the chapter this year. As a Board of Directors we desire first to be meeting your needs as chapter members, and second

to be recognized as the professional Human Resource Organization in Southwest Washington.

Ronald K. Kramer, SPHR
President of SWHRMA
360-835-9507
rkramer@bbafiberweb.com

APRIL LUNCHEON SPONSOR
Lee Hect Harrison
Global Career Services

Lee Hecht Harrison is the leading global career service company specializing in providing outplacement, leadership consulting and career development services. Our exclusive focus is helping organizations of all sizes deal with career transitions, career management and the effect of change on careers, work and

employability. Lee Hecht Harrison, with over 190 locations, is a division of Adecco S.A., the world's largest employment services company.

Our website, www.lhh.com, provides HR professionals with information on outplacement, career development and workforce consulting services. It also features free recruiting sources, Resume Reserve and LeadLink.





SWHRMA

LUNCHEON RESERVATIONS FORM

“Working With Interns”



TUESDAY, May 11, 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 5/4/04 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: _____

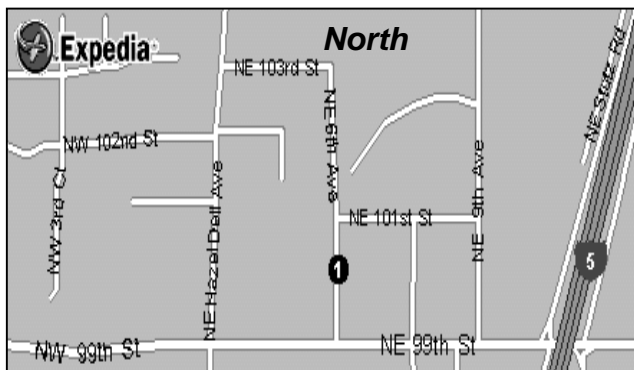
ADDRESS: _____

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

Washington State

Our state legislature is currently out of session so nothing new is happening on the state front. In an upcoming update, I will provide you with a summary of some legislation that passed in other states to give you an insight into trends that we all need to watch closely. Historically, once a piece of legislation passes in one state, other states follow suit and Washington State tends to get out ahead of the curve especially in legislation and regulations that affect the workplace. We can breath a sigh of relief that no bills of any significance passed that would adversely affect employers this session, but we need to stay on guard. More to come on that topic...

The Other Washington (D.C.)

On March 25, the U.S. Senate defeated a proposal by Sen. Patty Murray (D-Wash.) that would have affectively broadened the Family and Medical Leave Act (FMLA) and make sweeping changes to the unemployment insurance system. Murray's plan, which had wide-ranging implications for employers of all sizes, would have expanded the FMLA to cover injuries resulting from domestic violence and to make the victims of domestic violence eligible for unemployment compensation.

The vote was 53-46. The Senate went on to pass the Unborn Victims of Violence Act, which Murray had hoped to amend with her proposal. Murray's proposal would have lowered the threshold for FMLA compliance to 15 employees compared to the current 50 employees threshold for FMLA coverage and would have included coverage for part-time workers and independent contractors. Thank you to the many Washington State SHRM members who wrote letters to their Member of Congress asking them to defeat this amendment.

Debate over white-collar reform continues; Department of Labor (DOL) to issue FINAL Rule. On March 23, Senate Democrats, lead by Sen. Tom Harkin (D-Iowa), attempted to offer an amendment that would rescind any part of a final DOL rule that would cause workers who currently are eligible to receive overtime to lose that eligibility. The underlying bill, S. 1637, an export tax bill, was tabled and removed. U.S. Senate Majority Leader Bill Frist (R-Tenn.) tabled and removed the amendment's underlying bill because Republican and Democratic leadership could not reach an

agreement on the number of amendments to be offered to S. 1637.

After S. 1637 was tabled, Harkin insisted that the "vote would send a strong message to the Bush administration that they have to cease and desist in their efforts to finalize the proposed overtime rule." Harkin indicated that once offered, the overtime amendment would be adopted, citing the support of six key Republican Senators.

Meanwhile, the DOL continues to work toward finalizing the proposed modifications to part 541 of the Fair Labor Standards Act (FLSA). The final white-collar exemption modifications have been sent to the U.S. Office of Management and Budget (OMB) for clearance. This represents the final step in the rulemaking process prior to publication by the DOL in the Federal Register.

Once the white-collar modifications are finalized, SHRM and other organizations will conduct an extensive review of the implications and provide information online at www.shrm.org. SHRM expects that Senate Minority Leader, Tom Daschle (D-S.D.), will file a Congressional Review Act (CRA) resolution of disapproval once the rule has been published in the Federal Register. The CRA will allow Congress to review and disapprove of rules and regulations finalized by administrative agencies. The CRA nullifies final agency rulemakings as if the rule or regulation had never been promulgated. The CRA has been used once successfully in March 2001 to nullify the Clinton administration's ergonomics standard.

(Action Item: Contact your members of Congress to express your desire to see these reforms implemented. Please visit the SHRM website (www.shrm.org) to learn more about the proposed reforms. A sample letter is also on the SHRM website.

SHRM "Write Your Member of Congress"

It was another fantastic month for letter writing in Washington State! Thank you to all who sent letters. This month we had so many individual writers that space doesn't permit me to recognize them all individually. Thanks to your efforts, Washington State placed fourth in letter writing totals with 359 letters. We've been on the leader board three months in a row! Let's keep the momentum going! If you have any questions regarding this update, please let me know.

Jenifer Lambert, SPHR
Legislative Director
jenifer@terrasvc.com

ANNOUNCEMENTS

Membership Madness is Here Again

SWHRMA won the 2003 Membership Madness challenge thanks to all of you. Now we get to send a SWHRMA member to the National Conference in New Orleans this June.

So what do you say we do it again for 2004! Not only did the SHRM membership dues drop from \$160 to \$145 for annual membership, SWHRMA would like to offer new SHRM/SWHRMA members a gift from us. Please let us know if you are new to SHRM/SWHRMA as of January 2004 by contacting Mollie Hubler via e-mail at m.hubler@comcast.net.

Now, we can't leave out our faithful members who assist us with the membership drive. If you have referred a new SHRM/SWHRMA member to our group this year, we would like for you to have lunch on us. Please send an e-mail to m.hubler@comcast.net with the name and phone number of the new member you referred and SWHRMA will send you a \$10.00 gift certificate to the lunch place of your choice.

Thank you for all your help and let's win this one again for 2004.

Guest Speaker Opportunities

The WSU-Vancouver Human Resources Society needs speakers for their Wednesday 4:00-5:30pm chapter meetings. Chris Nye is the current program coordinator and is in charge of organizing speakers for the year. He can be reached at nye30@hotmail.com or check out the Student Chapter website at: <http://www.vancouver.wsu.edu/fac/probst/hr society/hr society.html>.

Field trips are also a great way to spotlight your business for the students. If you have other questions, please contact Cerise Jolliver, Student Chapter Liaison at cerisej@pacifier.com.

Southwest Washington
Human Resource
Management Association

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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.