



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

JUNE 2004

June Luncheon

***“Pre-employment Testing and Assessment: Making the
Right Choices”***

TUESDAY, June 8, 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: 6/1/04

Tests and assessments have been used for decades as tools to help make employee selection decisions. Computers, and more recently the Internet, have expanded the possibilities and made it easier than ever to integrate these tools in the application process. Despite these advances, there exist many challenges and pitfalls.

Join Rainer Seitz and Jeff Johnson from SHAPE Consulting for an overview of the current practice of pre-employment testing and assessment. Discover what options are available for your organization. Among the issues covered in the presentation:

- Types of tests that are available and which ones can get your organization in trouble
- Types of tests that are most appropriate and effective for certain positions
- The effectiveness of different types of testing and traditional selection procedures
- Issues that testing can help your organization address
- The role of testing in applicant tracking systems and internet-based application
- How to integrate testing into your hiring process to maximize the likelihood of selecting the best candidates

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JUNE 2004

A NOTE FROM THE PRESIDENT

This past week the Board of Directors was saddened to receive the written resignation of our Founding President Mary Tierney. Past President Mary had continued on the Board of Directors after her year and a half service as Founding President by taking on responsibilities such as SWHRMA Liaison to the NHRMA conference held in Portland last year and SHRM Foundation fundraiser Chair. Either one of those assignments would have been plenty to do, let alone both. At a time when many past Presidents would wind down their service and prepare to leave work on the Board of Directors to others, Mary was continuing to show that incredible energy and enthusiasm for the Chapter that she has had since her vision to start up an SHRM affiliated chapter in Southwest Washington back in 1999 and early 2000. Mary's desire was to continue on with the Board in 2004 as SHRM Foundation Fund-raiser Chair, but then a serious illness of her sister caused her to have to make sacrifices of her own business interests and volunteer service in order to attend to her sister and her sister's family. This is a fine example of "No Greater Love" when you set aside your life and your personal interests for another.

Once again my mind is drawn to our theme as I think about this special lady. "Prize the Past while we Build the Future!" We shall always prize our past experiences with Mary at the head of our newborn organization that has grown rapidly to a midsize chapter with an incredible reputation of one of the best start up chapters ever. We shall in respect to Mary continue to build a future for the chapter fitting her vision and energy and desire to excel. Mary will attend as she can over the next few weeks and months, and don't be surprised to see her come back and serve on the Board again one day. If distractions disappear, and she rebuilds her business to a suitable level, I predict Mary will not be able to refrain from diving in with that uncontainable energy of hers to help "build our future" that rests upon that firm foundation of our past that she was instrumental in laying.

We love and respect you Mary, and we wish you well in your endeavors. Our desire for you is health, happiness and prosperity in rich abundance with time to be able to return and participate with us, at first as just a chapter member, and then as time permits in the future in a leadership role once again, for which you just seem to have been born!

Once again I extend an open invitation to all chapter members to call me with any thoughts or ideas you have for the chapter this year. As a Board of Directors, our primary goal and objective is to meet your needs as chapter members, and second to be recognized as **the** professional Human Resource Organization in Southwest Washington.

Regards,

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

JUNE LUNCHEON SPEAKERS

Rainer Seitz, MS & Jeff Johnson, PhD

SHAPE Consulting

Rainer Seitz, MS, and Jeff Johnson, PhD are founding partners of SHAPE Consulting, a management consulting firm specializing in employee and leadership selection. SHAPE works with organizations to maximize their leadership and employee talent by leveraging the proven scientific principles of business psychology. Rainer's 11-year career includes tenures with two Fortune 200 firms. During that time he was responsible for designing selection systems for one of the world's largest staffing firms. His experience also includes designing performance management systems and assessing human potential. Jeff has 11 years of experience in assessing leadership potential, creating employee performance management systems, and assessing employee motivation. Rainer and Jeff also teach HR management courses at WSU-V and PSU, respectively. Their degrees are in Industrial & Organizational Psychology.

SWHRMA

LUNCHEON RESERVATIONS FORM

“Pre-Employment Testing and Assessment: Making the Right Choices”

TUESDAY, June 8, 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 6/1/04 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: _____

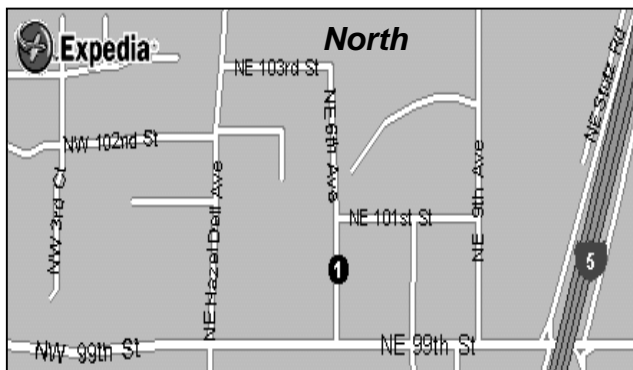
ADDRESS: _____

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

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/pr Obst/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.

