



**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

JULY 2004

## July Luncheon

**“How to Protect Your Company From Discrimination  
Claims”**

**TUESDAY, July 13, 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: 7/6/04**

Phyllis Harris, a licensed attorney from PHD & Associates, will be presenting guidelines to protect your company against discrimination claims.

Topics of discussion will include:

- Federal and State Laws
- Theories of discrimination
- Defenses to discrimination
- Pro-active steps to prevent discrimination claims

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**JULY 2004**  
**A NOTE FROM THE PRESIDENT**

I now find myself half way through my term as President of SWHRMA. I cannot believe how quickly the time is passing. The Board of Directors working with me represents some of the choicest people I have ever had the privilege of associating with. It is wonderful to observe them fulfilling their volunteer service to the chapter with such energy and enthusiasm. You can expect to see many more fine luncheon meetings as well as conferences in the months ahead. Our record management from financial to written is very professional and you can trust that the Board has been a very reliable and responsible organization. You are probably aware of the outreach to the community of Human Resource professionals that has occurred through our communications efforts, student chapter efforts and areas of interest such as legislative and diversity.

There is just one area on the Board where we need a volunteer to step up and help us with. We need an SHRM Foundation Director. This position exists to help the chapter carry out an annual fundraiser so that we can send monies to SHRM to be used in research and further development of the HR profession. If you would like to join a dynamic board and wouldn't mind organizing a fundraiser for the chapter, please contact me. We even have a well-laid out plan on how to have a successful fundraiser if you don't want to get creative.

Thank you for all of your support for the chapter. As we continue to prize our past we are ever searching for ways to build an even brighter future for the chapter and the members thereof. Please call me or contact me by e-mail to volunteer or to share

any ideas and or concerns you might have about the chapter.

Regards,

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

**JULY LUNCHEON SPEAKER**  
**Phyllis Harris**  
**PHD & Associates**

Phyllis N Harris is a licensed attorney specializing in employment law issues, as well as a generalist in human resource and labor relations. She has worked for several Fortune 500 Companies and is currently a senior principle in her own consulting firm of PHD & Associates.

Southwest Washington  
Human Resource  
Management Association

**PO Box 871285**  
**Vancouver, WA 98687**



Published Monthly by SWHRMA  
Dave Konz, Editor

[www.swhrma.org](http://www.swhrma.org)

# SWHRMA

## LUNCHEON RESERVATIONS FORM

***“How to Protect Your Company from Discrimination Claims”***

**TUESDAY, July 13, 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 7/6/04 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](mailto: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: \_\_\_\_\_

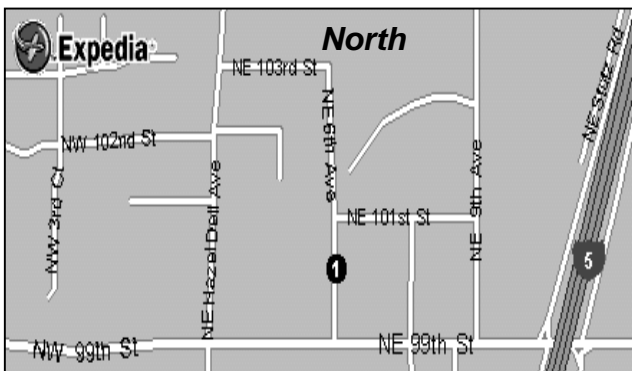
ADDRESS: \_\_\_\_\_

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 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.

## 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](http://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](http://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](mailto:jenifer@terrasvc.com)

## ANNOUNCEMENTS

### **Take Your HR Career to the Next Level**

SWHRMA's next study group for the Human Resource Certification Exam will be starting September 9, 2004 and go from 6:00 PM till 9:00 PM every Thursday until November 18, 2004.

#### **Who should attend?**

- HR professionals who want to review before taking the PHR or SPHR certification exams.
- HR professionals with increased responsibilities who would like a broad-based refresher.
- HR professionals returning to the field for an update of current practices.
- Individuals and students wanting to transition into an HR career.

If you are planning on obtaining your professional certification and want to join a study group to prepare, then this article is for you! SWHRMA's study group for Fall 2004 will begin meeting in September and will last through November.

The study group fees will remain as follows:

\$100.00	Members of SWHRMA/SHRM
\$175.00	Non-members
\$100.00	Returning Study Course Participants
\$30.00	Student Members

Other expenses associated with certification are the exam cost and purchasing an interactive CD to study with. You may access detailed information on the HRCI ex-

ams, including cost, application process, registration deadlines, and other valuable information by visiting the website [www.shrm.org/hrci](http://www.shrm.org/hrci) or calling 703-548-3440. HRCI costs are in addition to the study group fee.

For more information, please contact Colleen Kuhn, Professional Certification Director, at [ckuhn@danner.com](mailto:ckuhn@danner.com) or (503) 251-1100 ext. 1235.

### **Volunteers Wanted**

SWHRMA's fall study group for the HRCI Examination will be starting in September and run through November. We are currently looking for volunteers to facilitate the study group. This is a great opportunity to share your knowledge of HR practices and experiences as well as earning recertification credits. Plus, facilitators can typically earn up to 4.5 hours of recertification!

Additionally, SWHRMA is looking for someone to Co-Chair the HRCI Study Group. This would be a great opportunity to work with great people on SWHRMA's Board of Directors!

Please contact Colleen Kuhn if you are interested in these opportunities. Her phone is (503) 251-1100 ext. 1235 and her e-mail is [ckuhn@danner.com](mailto:ckuhn@danner.com)



**The Value of Inclusion vs. the  
Danger of Exclusion  
(Is it Harassment?)**

**Who: Phyllis Harris Esq.**  
**When: Tuesday, July 13, 2004**  
**Time: 8:30 am-11:00 AM**  
**Where: The Hostess House-10017 NE 6<sup>th</sup>  
Ave in Vancouver**

We know that Diversity is an issue that as Human Resource Professionals, we all face. In some organizations, "diversity" is only viewed as the ethnic make-up of a workforce while other employers take into account different ways of thinking, cultural upbringing, gender biases, etc as all being critical components to understanding a company's workforce. **But, what most of us want to know is "how do we reduce our liability"?** Phyllis Harris' vast background and experience will offer her a wealth of information to draw from as she educates the group on how we can avoid diversity lawsuits while at the same time managing and valuing diversity on a daily basis.

**About the Speaker:**

Phyllis N Harris is a licensed attorney specializing in employment law issues, as well as a generalist in human resource and labor relations. She has worked for several Fortune 500 Companies and is currently a senior principle in her own consulting firm of PHD & Associates.

***For more information, please see page 8 of this newsletter.***

*\*Please note that attending the workshop will offer credits counted towards re-certification.*

**SWHRMA 2004 BOARD OF DIRECTORS**

**Ron Kramer, SPHR  
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(360) 835-9507 / [rkramer@bbafiberweb.com](mailto:rkramer@bbafiberweb.com)

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Vice President/Treasurer**

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**Colleen Kuhn, SPHR  
Professional Certification Director**

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**Mollie Hubler  
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[m.hubler@comcast.net](mailto:m.hubler@comcast.net)

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Diversity Advocate**

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**Cerise Jolliver  
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Red Lion Hotels  
(360) 750-4905 / [cerisej@pacifier.com](mailto:cerisej@pacifier.com)

**Carol Zaharko, SPHR  
Past President**

G. Loomis  
(360) 225-6516 x263 / [czaharko@gloomis.com](mailto:czaharko@gloomis.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](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.

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

[Leah.Cox@adaliscorp.com](mailto: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](http://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](http://www.swhrma.org) for more information.

## Workshop Registration

### Diversity –The Value of Inclusion vs. The Danger of Exclusion (*Is it Harassment?*)

**Workshop Fee for SWHRMA Member: \$35.00**

**Workshop Fee for Non-Member: \$45.00**

\_\_\_\_\_  
Name

\_\_\_\_\_  
Company

\_\_\_\_\_  
Address

\_\_\_\_\_  
Address

\_\_\_\_\_  
Phone

\_\_\_\_\_  
Email

Payment by check must be enclosed with this registration.

**Registration deadline is July 7, 2004.**

If you are unable to attend you may send someone in your place. In order to receive a refund, cancellations must be made before July 9, 2004 by calling the registrar.

#### **MAIL THIS REGISTRATION WITH PAYMENT TO:**

**BECKY WHITTEN, REGISTRAR**

**C-Tech Industries, Inc**

**4275 NW Pacific Rim Blvd.**

**Camas, WA 98607**

**Phone: (360) 833-1600 Ext. 207**

**Fax: (360) 817-9077**

**Email: [beckyw@c-techindustries.com](mailto:beckyw@c-techindustries.com)**