



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

AUGUST 2004



August Luncheon



“You Asked for It!!!!”

TUESDAY, August 10, 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: 8/3/04

The opportunity to network has been a major draw for many of the HR professionals who attend monthly luncheons. Developing relationships with individuals, who face similar challenges, can offer you invaluable resource. The August luncheon will offer you the opportunity to do just that. A Round Table discussion will open up some dialog and encourage attendees to discuss the issues that affect them.

What are some of the challenging issues that we are faced with as HR professionals? What knowledge base do we currently need and what will we need in the future? How would you or a colleague handle difficult situations as they arise? How can you have an impact on your organization because of what you do and do not know?

Join us and get the opportunity to network as well as address a number of the questions pertinent to you, the Human Resource Professional. Volunteer facilitators will help lead the Round Table discussions offering an opportunity for you to discuss topics and current issues of interest to you.

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August 2004

A Note from the President

I could not believe it when Dave Konz, our editor of the chapter newsletter indicated it was time for another edition to be sent out. In fact, as I write this brief note I am three days late getting it to Dave. Perhaps you shall never see it, or see it in a different format as I try to get a letter into the September newsletter if I am indeed everlastingly true late for the August newsletter.

I guess as I think of what has been happening this past month since I last wrote, the thought that is foremost on my mind is the extremely rapid pace of business that seems to be throwing change at all of us at an ever increasing rate. Many days now seem to be pressing me to my limit of capability of getting it all done with tasks going right up to the deadline before I am ready. By Fridays I am almost brain dead it seems. Good thing I have most weekends off to try and recuperate by setting aside the things of the office and doing work around the house and serving in my calling at Church. I hope we see the wisdom that Management Consultant and Author Steve Covey has shared for years about the need to “sharpen your saw”. There has to be some break in our routines to allow us to recover and be “sharp” (pardon the pun) once we do return to work. I would encourage all of you to be protective of your off work hours and not get in the habit of “bringing work home”. Not only does your family deserve your full attention, but also you need to let go of the work and recover as I have mentioned.

“Prize your past” by taking the time to think about it occasionally and then utilize the lessons learned thereon to “build your future”. 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

SWHRMA LUNCHEON RESERVATIONS FORM

“You Asked for It!!!!”



TUESDAY, August 10, 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 8/3/04 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: _____

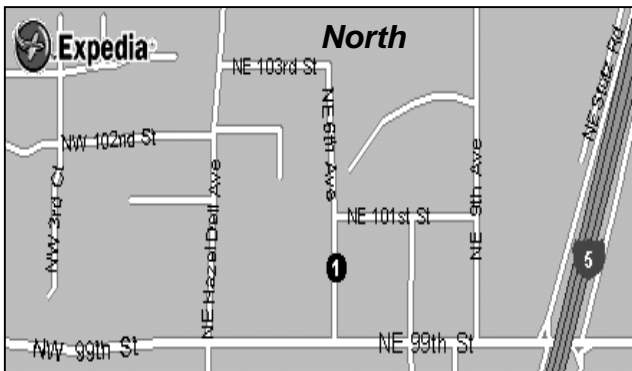
ADDRESS: _____

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

The state legislature may be out of session, but we're neck deep in politics given that this is an election year.

Know the Score. The Washington State Council has enjoyed a strong partnership with the Association of Washington Business. AWB is pleased to announce its incumbent endorsements for the November 2 election. "These senators and representatives have a proven track record of working towards our goal of making this state a better place for business," said Gary Chandler, AWB's Vice President of Governmental Affairs. "We gladly endorse these incumbents and hope they will be back in Olympia next session." Visit

www.awb.org/cgi-bin/absolutenm/templates/?a=650&z=2.

Incumbent legislators who scored 80% or better on AWB's legislative scorecard (meaning they voted consistently with AWB's legislative agenda at least eighty percent of the time) earned an automatic nomination.

Get Out the Vote. Many political analysts agree this will be the most expensive and closest election by far in our nation's history. With voter registration and turnout steadily declining in our nation, elections from President to local legislators will be decided by fewer voters. Employers must make sure their associates, suppliers, family, friends and customers know what the issues are, where the various candidates stand on issues important to creating jobs, support pro-jobs and competitiveness candidates, and vote on election day. You can go to www.awb.org to register to vote and for important information about candidates and issues.

The Other Washington (D.C.)

Special thanks to Audrey E. Mross, Labor & Employment Attorney with Haynes and Boone, LLP in Dallas TX for contributing the following material.

How Much Time Do I Have? - Four years, if you are suing an employer using the Civil Rights Act of 1866 (aka Section 1981 claims). The U.S. Supreme Court announced, on May 3, that the four-year federal statute of limitations (at 28 USC sec. 1658) applies to statutes enacted after 12-1-90, but that the law need not be brand new. Since the ability to use the Civil War era statute in employment cases was made possible by enactment of the Civil Rights Act of 1991, the 4-year federal SOL will apply, instead of the patchwork of state SOL's.

EEOC Limitation on ADEA - Faced with the prospect that employers might cut back on or eliminate retiree medical benefits coverage in response to the EEOC's interpretation of the ADEA, EEOC changed its tune in 2001 and put it down on paper (in a proposed regulation) on April 22, 2004. Previously, employers who reduced or cut off company health benefits to retirees as they became eligible for Medicare faced a potential claim of age discrimination. Now, the pending reg makes clear that such changes do not violate the statute. Sam Johnson (R-Texas) was among Congressional members who urged the EEOC to move forward in promulgating the new rule. More info is available in a special section of the EEOC homepage at www.eeoc.gov.

C'Mon Back - Raytheon is the first multi-state employer to sign a "referral back" agreement with the EEOC. The program puts charges of discrimination filed with the agency on ice for 60 days, to allow the complainant and employer time to resolve the issue using the employer's internal

procedures. The complainant must agree to the deferment and the employer must have an established ADR program that does not charge a fee to the complainant. If there is no written settlement, the matter goes back to the EEOC and charge processing resumes.

Beck Update - The last issue of Legal Briefs for HR described the obligation of certain federal contractors to post "Beck" notices, informing workers of their rights not to join a union or to pay agency fees for activities not involved with representation, such as union political activities. On April 19, the U.S. Supreme Court thwarted a United Auto Workers-led attempt to argue that the executive order requiring notice is preempted by the NLRA, by refusing to review a D.C. Circuit opinion rejecting the UAW's challenge.

Outsourcing Roadblock - Among the flurry of position papers on the pros and cons of outsourcing is an interesting analysis of the legality of protectionist measures. The authors point out that at least 36 states have introduced more than 100 bills to restrict outsourcing of work overseas, ranging from complete bans to various "carrot and stick" approaches. Some of these legislative fixes, however, may violate the commerce clause of the U.S. Constitution, which gives the federal government responsibility for foreign trade and commerce. Exporting the Law: A Legal Analysis of State and Federal Outsourcing Legislation, by the National Foundation for American Policy can be found at http://dev.nfap.net/researchactivities/studies/NFAPStudyExportingLaw_0404.pdf.

Whaaaaat? - NIOSH is kicking off the field study portion of a plan to accommodate noise-exposed, hearing impaired workers so that they can continue to work safely without further loss of hearing, by using various protective devices. General Motors and the UAW are participating in the

study, but the results (due in 2005) may be of interest to any employer with a noisy workplace . . . and maybe parents of teenagers?

OSHA's Got a Brand New Bag - A new special assistant for motor vehicle safety will be named, to make employers aware of the benefits of employees driving safely while on company business. Even though vehicle safety is regulated by state and local law (or by other federal agencies, such as DOT for commercial drivers), there is little or no regulation targeted to driving company cars, or employees using their own cars on company business. 22% of all worker deaths are caused by vehicle crashes and proper training and risk management may address some of the causes -- multi-tasking while behind the wheel (talk on phone, read report and apply mascara), speeding to appointments, driving unfamiliar cars (e.g., rentals) and driving on unfamiliar roads. OSHA's offerings could range from mandated safety measures to a voluntary approach with incentives . . . stay tuned.

SHRM "Write Your Member of Congress"
Looking for an idea for a letter this month? Write or call your state legislator. Let them know that you checked their legislative report card on AWB's website. Legislators with low scores can be encouraged to consider how their vote affects jobs and competitiveness in the next session. Legislators with high scores could be congratulated and thanked. If you want this letter to track on SHRM's reports, you will need to go to the SHRM website and choose the "compose your own message" option

If you have any questions regarding this update, please let me know.

Jenifer Lambert, SPHR
Legislative Director
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 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 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



SWHRMA 2004 BOARD OF DIRECTORS

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Carol Zaharko, SPHR
Past President

G. Loomis
(360) 225-6516 x263 / 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), 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 web site for Human Resource professionals. Visit www.swhrma.org for more information.

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Human Resource
Management Association

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