

AFFILIATE OF



Established 2000

August 2005

Special points of interest:

- Free Mediation Video Available from EEOC
- Donations now being accepted for the Silent Auction
- 2005 Employment Law and Legislative Conference is on September 22, 2005
- HRCI Study Group will be in August and go through November

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Southwest Washington Human Resource
SWHRMA
Management Association

August Luncheon

“Training & Development”

TUESDAY, August 9th, 2005

11:30 AM - 1:00 PM

Hostess House, 10017 NE 6th, Vancouver

11:30 AM - REGISTER/NETWORK

12:00 PM - PROGRAM

\$18.00 PRE-PAID WITH RESERVATION

\$23.00 PAID AT THE DOOR (NO RESERVATION)

REGISTRATION DEADLINE: 8/2/05

Tom Kelley from IEC Group will be this month's speaker and will be discussing the following:

- How Engaged Are Your Employees?
- Best Companies with Engaged Employees-a Hewitt Survey
- What does "engaged" mean?
- How do people speak about their organization?
- Measuring the Strength of the Workplace (Gallup poll)
- Twelve areas of focus
- Five keys to retention
- Other key areas of influence in an "engaged" organization - Areas to address in your organization

August Luncheon Speaker Tom Kelley, SPHR

Tom Kelley is a past national chairman of the Society for Human Resource Management (SHRM). He has been a national and international speaker on “Human Resource Management in the Nineties,” and was the first recipient of the Triumph of Excellence Award in 1989 presented by the Portland Chapter of the Society for Human Resource Management.



Tom’s experience includes executive positions in human resources in the financial services industry where he served as director of human resources for a \$5.5 billion savings and loan and a \$2 billion insurance company.

He has extensive experience in recruitment and staffing, employee relations, health care cost containment, employee communications, and performance management and productivity issues. Tom holds a degree in Business Administration from the University of Washington and a graduate degree in banking from Pacific Coast Banking School.

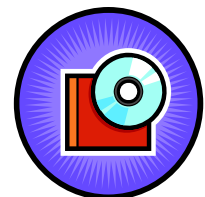
Free Mediation Video Available from EEOC!

The U.S. Equal Employment Opportunity Commission (EEOC) is eager to share with human resource professionals information about our National Mediation Program. When a charge of discrimination is filed against a company, mediation usually is an alternative to the traditional investigation process. An early resolution also can avoid the need for litigation down the road.

“96% of employers who have tried the EEOC’s mediation program tell us that they would do so again”

Participating in mediation is always voluntary and 96% of employers who have tried the EEOC’s mediation program tell us that they would do so again. That’s why we are proud to bring you a brand new video - 10 Reasons to Mediate - featuring testimonials from employers about their positive experiences with the National Mediation Program. To view a trailer, and learn more about the program, please visit our web site at www.eeoc.gov.

The EEOC will be pleased to send every requestor a free compact disc containing the entire 14-minute presentation. You are welcome to obtain one for your own company and/or for display at an upcoming group meeting. To request a copy, please send an e-mail request to MediationCD@eeoc.gov or leave a voice message at (202) 663-4823.



SWHRMA Luncheon Reservation Form

“Training & Development”

TUESDAY, August 9th, 2005

11:30 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 8/2/05 to: Katrena Lathim

C-TECH INDUSTRIES, INC.
4275 NW PACIFIC RIM BLVD.
Camas, WA 98607

PHONE: (360) 833-1600 EXT. 117
FAX: (360) 817-9077
E-MAIL: kat.lathim@c-techind.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 Katrena (see above) if you must cancel.
- No-shows will be billed.

YOUR NAME: _____ SPHR PHR OTHER _____

EMPLOYER: _____

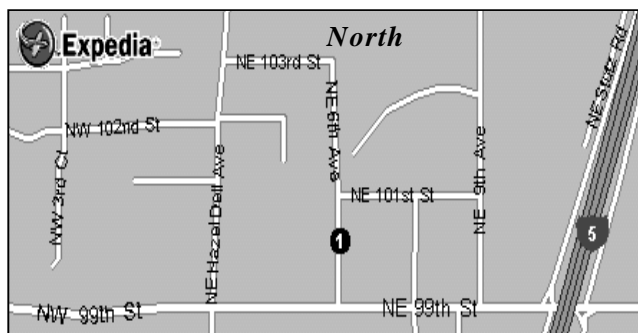
ADDRESS: _____

PHONE: _____ FAX: _____

E-MAIL: _____ GUEST: _____

Check all that apply:

- My check for \$_____ made out to SWHRMA is: Enclosed 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 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.

SWHRMA's Silent Auction

WHAT: Southwest Washington Human Resource Management Association Annual Silent Auction

WHY: To support SHRM. The Foundation advances the profession and enhances the knowledge and competency of HR professionals through its funding of research, publications, and educational programs.

WHEN: November 8, 2005 during the monthly SWHRMA Luncheon so mark you calendars now!

WHERE: Hostess House

HOW CAN YOU HELP: We need both donations and shoppers to make the auction a success! If you and/or your company think that you would like to donate items, please connect with an auction committee member. We also need shoppers...plan to bring a friend and your Holiday shopping list!

We hope to see you there! Remember, it is events such as this that enable SHRM to offer the services that they provide to better the HR profession!

Questions? Contact: Rhonda Kates
(360) 816-2451 or email rhonda.kates@landerholm.com

Volunteers Wanted

SWHRMA's Fall 2005 study group for the HRCI PHR & SPHR certification examinations will be starting in August and go through November. We are currently looking volunteers who are PHR or SPHR certified to facilitate the study group. This is a great opportunity to share your knowledge of HR practices and experiences, act as a mentor to study group participants, as well as earn re-certification credits up to 4.5 hours.

Please contact Lisa Hobbs at lhobbs@esd.wa.gov or (360) 735-4980.



“Remember, it is events such as this that enable SHRM to offer the services that they provide to better the HR Profession”



Special Thanks to the Hostess House

SWRHA would like to give a big “Thank You” to everyone at the Hostess House for all they do for the chapter. They are always willing to accommodate SWHRMA Members and their guests with such things as flexibility in menu items for those that cannot eat what is being served. Additionally, they always provide meals for those register at the door.



Their ability to exceed our expectations at the luncheons is greatly appreciated!

Legislative Update from Jenifer Lambert, SPHR

Washington State

With the legislature out of session and the court battle ended in the Governor’s race, everyone is taking a deep breath. Now is a great time to contact your legislators to thank them for their service. It’s also a good time to thank legislators who supported legislation that was important to you and express disappointment in those who did not. It’s important that our elected officials know that we pay attention to their votes and it’s equally important that they know how you feel about their actions. Remember, they represent you. Keep them accountable!

Across the Nation

The following information is a quick look at pending legislation and court decisions from around the country:

- **Mr. Personality (Not)** – The 7th Circuit held that a pre-employment and promotion test meant to assess personality, but which asks if the person “sees” things others do not or has uncontrollable fits of crying, is a prohibited medical exam under the ADA. Even though the MMPI was scored using a vocational (not clinical) protocol and was not evaluated by a psychiatrist, the Court relied on the EEOC’s guidance in finding that the test identified mental impairments or disorders and the employer’s use of the tool had the effect of weeding out employees with such disorders. *Karraker v. Rent-A-Center* (7th Cir. 6-14-05).
- **Blood Money** – IL has a new state law requiring employers to provide employees with up to one hour of paid time off when they donate blood. The leave can be requested once every 56 days and is limited to local and state government employers, and private sector employers of 50 or more.
- **Post-It!** – Among the more mundane “things to do” in HR is the posting of federal and state law notices which inform workers of their rights under the law. The failure to do so, however, can breathe new life into an otherwise dead claim. Two hotel workers in Puerto Rico may proceed with their untimely (32 and 23 days past the 300-day deadline) filed EEOC charges by invoking the equitable tolling doctrine, because the EEO poster was nowhere to be found in the workplace. *Mercado v. Ritz-Carlton San Juan Hotel* (1st Cir. 5-31-05).

“IL [Illinois] has a new state law requiring employers to provide employees with up to one hour of paid time off when they donate blood.”



HRCI Fall Study Group

CERTIFICATION – YOUR PROFESSIONAL EDGE TAKE YOUR HR CAREER TO THE NEXT LEVEL

Join the SWHRMA Fall Study Group to prepare for the Human Resources Certification exam.

Day/Time: Wednesday, 6:00 PM – 9:00 PM
Session Period: August – November 2005
Location: Washington State University Vancouver

Why Become PHR or SPHR Certified

Skill Development	Confidence	Recognition From Peers
Competitive Advantage	Credibility	Challenge
Personal Satisfaction		

“My work experience and education made me the perfect candidate for my current position, but in the recruitment phase “points” were given to candidates for certification. My points gave me the edge to get the interview and experience did the rest.”

Gretchen McKinney, PHR

“In a hard, competitive business, it’s good to have a personal grounding knowing that you’ve met the challenge of certification. It is one of the best professional and personal achievements I’ve accomplished.” - Alice McGrath, PHR

BENEFITS OF STUDY GROUP

The Spring and Fall 2004 study groups resulted in a 100% passing rate of those who took the exam.

The 2005 Spring Study Group received an overall “Excellent” evaluation after each module session. In the overall final evaluation, all the participants stated that the study group met the objective in helping them prepare for their certification exam, i.e.:

“I just wanted to let you know, I did pass the PHR yesterday!! I am sure you can imagine how thrilled I was!!! Thank you over and over for facilitating the class that I am sure was instrumental in my success! Thank you again for everything”.

“I also passed the PHR exam this weekend! I really enjoyed the study group and did find the discussions very helpful in figuring out the best answers on the test. Thanks for all your help and thanks also to the facilitators!”

- Application-oriented Sessions - designed for networking opportunities, group discussions and application exercises.

“The presentations were well put together and informative. The group discussions were good and helpful to hear others’ experience. The study group format was great. The facilitators were excellent.

“I thought the group discussion was great. Getting other perspectives helped me remember the information.”

“The group discussion was very beneficial. It’s always easier to learn something when you understand how it can be applied in the real world.”

HRCI Fall Study Group Continued...

MORE BENEFITS

- Cost Effective – discount rate for SHRM members and current students of HR management.
- Convenient Hours – offered after work hours
- Guidance and mentorship by HR certified facilitators, sharing their expertise and personal experiences with the certification exam process.
- Current References of HR Practices
 - Application activities
 - Periodic progress checks
 - Glossary of HR related terms
 - Review of sample tests after each session

WHO SHOULD ATTEND

- HR professionals looking for a resource to review and to prepare them for the HRCI PHR (Professional in Human Resources) or SPHR (Senior Professional in Human Resources) certification exam.
- HR practitioners with increased responsibilities interested in acquiring a broader overview of HR management.
- HR professionals returning to the field for an update of current practices.
- HR specialists expanding their understanding of all functional areas of HR management.
- PHR certified professionals upgrading their certification to the SPHR level.
- Individuals and students transitioning into an HR career, providing them with a solid foundation of HR management.

STUDY GROUP COST

\$125.00	Members of SWHRMA
\$200.00	Non-members
\$ 75.00	Returning Study Course Participants
\$ 55.00	Student of HR management courses

Other expenses associated with the certification are the exam cost and purchase of other resource materials for study aids. HRCI costs are in addition to the study group fee. We will provide participants with a Resource Binder and will make available for loan other reference materials.

CONTACT INFORMATION

Lisa Hobbs, SPHR
Professional Development/Certification Director
lhobbs@csd.wa.gov
(360) 735-4980

HRCI Fall Study Group Registration Form



SWHRMA Professional Development HRCI Certification



Name _____
Last First Initial

Home _____
Address Street City Zip

Home Phone () _____ Work Phone () _____

Company Name _____

Address _____
Street City Zip

E-Mail Address _____

Current HR Specialty _____

Currently a member of SWHRMA? YES [] NO []

What level of certification will you be testing for? SPHR [] PHR [] PHR- Full-Time Student []

- Please enroll me at the Chapter member rate of \$125.00
- Please enroll me at the non-Chapter member rate of \$200.00
- Please enroll me at the returning participant Chapter member rate of \$75.00
- Please enroll me at the full-time student member rate of \$55.00

To enroll under the full-time student member rate you must meet the following criteria:

- Current full-time student enrolled either in a bachelor's or graduate degree program in Human Resource Management and who does not have two years of exempt-level (professional) HR work experience.

OR

- Recent graduate in Human Resource Management and not currently employed.
- You are also eligible under the HRCI "Student/Recent Graduate Eligibility Requirements" to pay the student exam fee and test for the PHR level exam only.

Students/recent graduates who meet the two-year exempt-level (professional) HR work experience requirement must enroll at the Chapter or non-Chapter member rate.

The fees do not include the suggested study materials. It is expected that you obtain the materials on your own unless other wise arranged through the study group facilitator. You will need to register directly with HRCI and pay the exam fees.

Total amount enclosed \$ _____

SWHRMA Use Only
Check # _____
Amount \$ _____

Register Now!

2005 Employment Law and Legislative Conference

Thursday, September 22, 2005

8:00 AM – 5:00 PM

*Club Green Meadows
7703 NE 72nd Ave., Vancouver*

Featuring:

Amber Carter, Governmental Affairs Director,
Association of Washington Business

Linda Frischmeyer, Attorney

Marcia Maynard, Accessibility and Cultural Diversity Educator

Registration Form



2005 Employment Law and Legislative Conference

Sign up for:	Price
<input type="checkbox"/> Professional	\$119.00
<input type="checkbox"/> Student	\$59.00
Total:	_____

Special Offer

Early Bird Drawing! Register and pay before July 15 to qualify for a drawing to win a full rebate on your registration fee! One lucky winner will attend the conference for FREE!

Name

Company

E-Mail Address

Please send registration form and check to:



SWHRMA
400 E. Evergreen Blvd., Suite 209
Vancouver, WA 98660

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.

*“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 136th Street
Vancouver, WA 98685
(360) 576-4223

Leah.Cox@adaliscorp.com



Congratulations Certified Human Resources

Congratulations to the following participants from the Spring 2005 Study Group who recently became certified by successfully completing the Human Resource Certification Institute examination:



SENIOR PROFESSIONAL HUMAN RESOURCES (SPHR)

Tim Hagan – Vancouver, WA
Bobbi Trusty, Comcast Communications – Vancouver, WA
Wendy Wagler, Warner Pacific College – Portland, OR

75% passing rate; the national passing rate is 53-58%

PROFESSIONAL HUMAN RESOURCES (PHR)

Mark Erickson, Sabroso Company – Woodburn, OR
Casey Ferreira, MOSAIC Rehabilitation – Vancouver, WA
Mary Ferreira, Evergreen Healthcare – Vancouver, WA
Dontai Johnson, FritoLay-Vancouver, WA
Malyia Pladziewicz, Millennium Funding Group – Vancouver, WA
Tamara Russell, Cowlitz Family Health Center-Longview, WA

100% passing rate; the national passing rate is 63-69%

PHR STUDENT

Michelle Alan, Vancouver City Attorney's Office
Laura Merry, Kelso School District
Ashley Stein, Columbia Vista Group-Vancouver, WA

75% passing rate; the national passing rate is 63-69%

Overall Passing Rate for PHR & SPHR is 86%

Advertising

You can advertise your HR related products or services on South-west Washington's leading website for Human Resource professionals. Visit www.swhrma.org for more information.



*“You can
advertise HR
related products or
services... Visit
www.swhrma.org
for more
information”*



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David Konz, Editor

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

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