



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

SEPTEMBER 2004

September Luncheon

“Washington Workers’ Comp – Where’s the Money?”

TUESDAY, September 14, 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: 9/7/04

Rising costs of workers' compensation claims have increased the need to better manage the process in your organization.

We'll look at why:

- The crystal ball is cloudy if you don't have a system in place
- We first stop the disabling claims, then prevent the first aid claims
- Communicating with claims adjusters and the medical community is critical
- Injury and accident investigation is important - many people may have a need to know

We'll review:

- Tips and techniques for implementing and reinforcing a formal return-to-work program
- Things to ask your claims adjuster to help you with on claims
- How to incorporate the knowledge you have about your claims history into a prevention program

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September 2004

A Note from the President

Last month's monthly luncheon meeting reminded me about the basic reason why our chapter should exist. We conducted a networking session with those attending according to participants seated at the same table. It was very informative and a great deal of fun. Not only was it a safe place to "air our frustrations", it allowed for our fellow H.R. Professionals to express ideas about how we might tackle some of our most pressing problems.

On another note, Angie Sperandio-Hart has agreed to chair the annual SHRM Foundation fundraiser since we were unsuccessful at finding a person to come on to the Board of Directors specifically to coordinate that function. Angie, as you may recall, has been serving as the Chapter's Diversity Director and organized a Diversity workshop a couple of months ago. We are very fortunate to have an individual of the caliber and energy that Angie has step forward and fill this void. More information will be forthcoming but it looks like we will return to a luncheon meeting silent auction function scheduled for the meeting on the 9th of November. Please respond positively to Angie as she calls for donations to the auction and assistance putting the affair together.

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

**September 2004
Luncheon Speaker
Nancy Hawkins**

Succeed Safety & Health Services

Nancy Hawkins is the Human Resource and Risk Management Program Manager for Succeed Safety & Health Services. She has provided training, safety, and loss control consultation for over twenty years. Nancy has held key positions in the development and administration of regulatory policies and procedures in manufacturing industries, as a private business owner, and as a legislative assistant. She specializes in workers' compensation Return to Work Programs.

In addition, current activities include:

- Performing audits and inspections in safety compliance for private industry and insurance organizations across the United States
- Consultation services in HR issues
- Facilitating Change Management through Behavior Based Safety Programs

Nancy has held positions with Oregon's largest workers' compensation insurer. She graduated from the University of Oregon in Planning, Public Policy and Management and is certified as an Associate in Risk Management (ARM) and as a Senior Professional Human Resource Manager (SPHR). She is a qualified trainer for Federal OSHA's 10 and 30 hour General Industry classes. Nancy provides training in OSHA compliance programs, ergonomics, managing and analyzing workers' compensation, supervisor skills, and organizational development.

**September 2004
Luncheon Sponsor
United Employers Association**

Nancy is sponsored by the United Employers Association. UEA is a non-profit organization that provides labor relations and human resources services to member companies. UEA's members include hundreds of local metal trades manufacturers, as well as technology and service firms.

UEA's valuable services enable members to focus on profitable enterprises rather than people issues. The Association conducts compensation surveys and assists member companies with employee relations issues. It also offers full training programs on such diverse topics as leadership skills, workplace safety, and harassment prevention. In addition, UEA professionals help member companies design employee handbooks and develop effective HR policies.

United Employers Association has also partnered with SUCCEED Safety & Health Services to offer safety consultation services to member companies at a reduced rate.

Membership in United Employers Association will save your company money. UEA can guide you effectively through labor and human resource issues. For more information about United Employers Association and the services it provides, please call Christina Renck at 503-595-2171 or log onto www.unitedemployers.org.

SWHRMA
LUNCHEON RESERVATIONS FORM
“Washington Workers’ Comp – Where’s the Money?””

TUESDAY, September 14, 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 9/7/04 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: _____

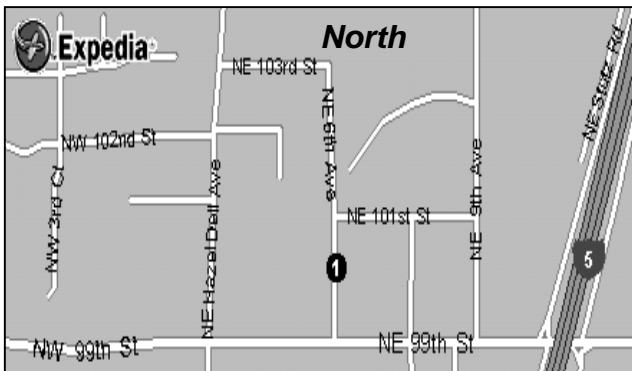
ADDRESS: _____

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

Welcome New Member!!!!

SWHRMA is proud to welcome the following new member:

Deborah Hale
HR Manager
MKA-Panasonic

Special Congratulations

SWHRMA would like to offer special congratulations to those from their HRCI Study Group that earned their Professional Certification.

The following people passed the May 2004 Professional Certification Examination:

Lynn Hunt
Kelly Stewart
Natasha Douglas
Alan Gondry
Nicole Fletcher
Lisa Hobbs

Silent Auction

It may seem too early to start thinking about Christmas shopping, but knowing how busy the life of the HR professional can be, we wanted to “plant the seed” about an upcoming event. This is the time of year when Southwest Washington Human Resource Management Association starts planning our annual silent auction. During the November 9th luncheon, we will host an auction filled with a variety of items offering anything from gift baskets to fishing rods (and who knows what else)!

All proceeds from the event will be given to SHRM to support scholarship programs and other costs associated with growing our profession. We look forward to another successful auction year of raising money for SHRM while at the same time offering a great way to find those unique Christmas gifts that you may not have the time to find on your own.

If you or your company feels that this is a cause worth donating to, or if you would like to volunteer to help with the auction, please contact Angie Sperandio-Hart. Her email address is asperandiohart@idexcorp.com and phone number is (360) 258-7651.

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

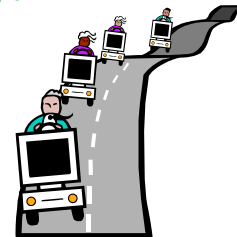
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