

AFFILIATE OF



Established 2000

October 2005

Special points of interest:

- SWHRMA welcomes new members for October
- Donations now being accepted for the Silent Auction
- NHRMA Conference is October 10 - 12, 2005
- Legislative and Employment Law Update features recent court decisions in Washington State

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Southwest Washington Human Resource
SWHRMA
 Management Association

October Luncheon

“Diversifying the Workforce - Utilizing an Untapped Resource in Employment”

TUESDAY, October 11th, 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: 10/4/05

This month's luncheon features a panel of three experts addressing this issue of diversifying the workforce. Two of our invited guests are very visible in the Disability Management community: Paula Johnson, Vice President of O'Neill & Associates currently providing training and consultation for Clark County's Department of Community Services Developmental Disabilities Program. Mike Moses is currently employed with the City of Portland, working for the past three years as a Benefit Coordinator in the Fire and Police Disability and Retirement Fund. They have agreed to be the co-presenters at the October 11 SWHRMA luncheon meeting.

Paula Johnson will address Integration by hiring people with disabilities into the workforce while Mike Moses will cover Integration by returning existing employees with disabilities into the workforce. Paula will discuss staffing issues and proven solutions; with the unemployment rate decreasing, there may be a need to tap into the non-traditional labor market, which includes hiring people with disabilities. Both Paula and Mike will discuss the following: Effective support for employers; Disability pre-conceptions vs. skills and abilities; Meeting employer demands as well as the needs of the job seekers; Individuals at work "Disabilities Making An Impact In the Workplace"; and some success stories.

A third panel member will be Tiana Tozer, Public Relations Specialist, Standard Insurance Company who will represent the employee's perspective on this subject. Many of her comments will come from a presentation she has entitled "Dispelling the Myths" and it focuses on educating the public about people with disabilities.

This promises to be a lively program with lots of opportunity to help us think more openly and creatively about hiring people with disabilities. See you at the luncheon!

October Luncheon Speakers

Paula Johnson, Vice President of O'Neill & Associates, began her career in the disability services field in 1977 in Seattle, Washington as a member of the management team of Olympus Electronics, an innovative small business that provided training and employment for people with developmental disabilities.

For the next decade she continued to work at Olympus and served as the General Manager for five years. While living and working in California in the 1990s, she served as the Associate Director and Director of the Rehabilitation Administration Program, McLaren School of Business, at the University of San Francisco.

Since 1999, Paula has lived in Lake Oswego, Oregon and is currently providing training and consultation for Clark County's Department of Community Services Developmental Disabilities Program. She provides consultation to private and public sector employers related to the recruitment, hiring, and retention of people with disabilities. She also conducts job development training for the State of California's Department of Rehabilitation and Department of Mental Health.

Paula holds a Bachelor of Science degree in Elementary and Special Education from the University of Idaho and a Master of Science degree in Special Education from the University of Oregon. She is a member of the Vancouver Rotary Club and is active in many community activities.

Mike Moses is currently employed with the City of Portland, working for the past three years as a Benefit Coordinator in the Fire and Police Disability and Retirement Fund. The fund provides disability benefits (both occupational and non-occupational) for the City of Portland fire fighters and police officers. Mike currently serves as the President of the local chapter of Disability Management Employer Coalition (DMEC) and has served on the board for over five years. Mike has over 25 years of experience assisting employers (private and public sectors) in returning disabled employees to work.

DMEC is a national organization that promotes Integrated Disability management (IDM). IDM embraces the value of a coordinated approach to effectively prevent, manage and reduce the employers high costs associated with health and disability in the workplace. The local chapter is a resource for health, disability and workers' compensation professionals to advance their knowledge of IDM.

Tiana Tozer is responsible for supporting corporate and divisional media relations as a Public Relations Specialist for Standard Insurance Company. Along with her media responsibilities, she is a business partner to the Retirement Plans and Individual divisions, working with them on communications. She also works with the Community Relations Specialist on implementing Standard's community involvement activities.

Prior to joining Standard in 2001, Tiana was a senior associate with the public affairs consulting firm of Robertson, Grosswiler and Company. She is a member of Jostens Speakers Bureau and has spoken to hundreds of audiences in 15 years.

A graduate of the University of Oregon, Tiana earned her MA in International Relations from the University of Illinois, where she was a member of the three-time national championship wheelchair basketball team. She was also a member of the USA Women's Wheelchair Basketball team from 1990 to 1996. Tiana competed in Barcelona and Atlanta where she helped the USA team bring home the Silver and Bronze medals respectively.



"Mike [Moses] currently serves as the President of the local chapter of Disability Management Employer Coalition (DMEC)"



Welcome New Members!!!

Cheryl Hamilton
Emily Jackson

Stormie Priest
Wendee Shull

Elizabeth Stork

SWHRMA Luncheon Reservation Form

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TUESDAY, October 11th, 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 10/4/05 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: _____

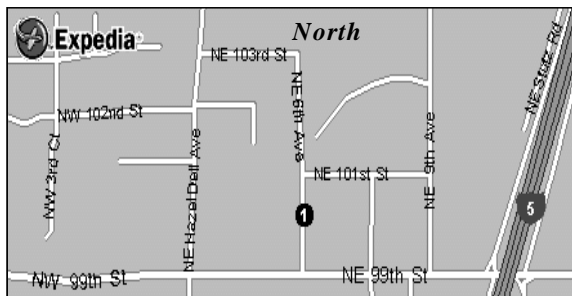
CITY, ST, ZIP: _____

PHONE: _____ FAX: _____

E-MAIL: _____ GUEST: _____

Check all that apply:

- My check for \$ _____ made out to SWHRMA is (circle one): 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 your 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

67th Annual NHRMA Conference and Tradeshow Mark Your Calendar!

When? Monday, October, 10th – Wednesday, October 12th, 2005

Where? Sunriver Resort
Sunriver, Oregon

The *"Over the Mountain and Around the Bend, A Roadmap to HR Success"* theme of the conference is a timely one. Join us for unique educational sessions focusing on the most compelling issues facing today's workplace. Whether you are interested in hearing an overview of strategic management, investigation and legal documentation, identity theft, military leave, professional and personal development or recruitment and retention. The NHRMA conference has something for everyone!

The conference will also include social events that will provide opportunities to network and discuss your work challenges with a diverse group of HR professionals. We encourage you to take advantage of the exquisite surroundings at Sunriver Resort as you refresh body, mind, and spirit at the spa and health club, or during Monday's golf tournament, or at the festive BBQ and 'Hoe-down' celebration on Tuesday evening. We also hope you will participate in the annual Fun Run and Walk on Tuesday morning surrounded by beautiful golf courses, rolling hills and spectacular views.

Please visit www.nhrmaconference.org/index.html for more information and to register.



"It is events such as this [Silent Auction] that enable SHRM to offer the services that they provide to better the HR Profession"



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



Legislative & Employment Law Update

Increase in workers' comp rates proposed—The state Department of Labor and Industries has proposed an average increase in workers' compensation insurance rates of 3.8 percent for next year, which would go into effect Jan. 1. The proposal is intended to cover anticipated increases in the cost of medical and wage benefits for workers injured on the job, according to an announcement.

Hearings on the matter will be held beginning Oct. 11. Labor and Industries Director Gary Weeks will announce a final decision on 2006 rates in mid-November.



Court Rules Against UPS in Workers' Comp Case—A Washington Court of Appeals ruled that a UPS mechanic is eligible for workers' comp benefits after suffering a heart attack on the job, citing nexus between job demands and heart attack. Employers in this state should pay close attention to this case as it give an indication of the court's thinking. To learn more, visit www.courts.wa.gov/opinions/?fa=opinions.opindisp&docid=231739MAJ.

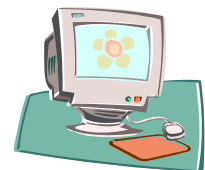
Reimbursement for Prescription Drug Costs Possible – Federal Deadlines Loom

Employers who pay for prescription drug benefits for Medicare-eligible employees or retirees may qualify for partial reimbursement of those costs. Employers must enroll Aug. 15-Sept. 30 and send letters to eligible employees/retirees informing them of the benefit by Nov. 15. It is recommended that the letters be sent no later than early October. The reimbursement only applies to the retiree coverage but the requirements apply to covered employees as well as retirees. Medicare recipients may enroll in the program Nov. 15-May 15. The price goes up for every month of delay after May 15. See www.cms.hhs.gov/medicarerereform/pdbma/employer.asp.

*“State Overpaid
UI Benefits by
\$118 Million
Last Year”*

State Overpaid UI Benefits by \$118 Million Last Year—In 2004, Washington overpaid UI claims by \$118 million, according to the U.S. Dept of Labor. Nationally, claimants were estimated to be responsible for most overpayments. A task force has been set up to study UI and recommend ways to reduce employer costs. AW B is taking an active role on that task force. If you would like to provide input, contact Mellani McAleenan at (360) 943-1600 or MellaniM@awb.org.

Your Input Needed on “Workplace Bullying” Issue—Last year, Representative Kelly Linville introduced a bill that would have prohibited “bullying” in the workplace. While no one endorses harassing conduct at work, this bill would have set a dangerously low threshold for workplace conduct. We need to go on the offensive this year on this issue and share information about existing policies regarding harassment in the workplace to demonstrate that employers are already taking measures to prohibit such inappropriate conduct. The last thing we need is more regulations! Please share with us how your organization defines harassment and any steps (including training) that you use to address this issue. Send this information to Jenifer@terrasvc.com or to your chapter legislative representative. Please be sure to put “workplace bullying” in your subject line.



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



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

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