



***Our Mission: Enhance Professional Development***

*With a vision to be the premier resource for leadership and development for Human Resource Professionals and organizations within Southwest Washington.*

**MARCH 2011**

## Message from the President

### **Welcome to our New SWHRMA Members**

Please join me in welcoming our newest members.

Suzanne Cox  
Michael Cunneen  
Paula Lee  
Debra Momb

Terrie Posey  
Kevin Ellsberg  
Susan Stanley  
Mary McCarthy

Mike Robertson  
Charles Risner  
Lila Erickson



We're pleased to have you join us!

### **SHRM Members: Understand Your SHRM Membership Benefits**

As busy professionals, many SHRM members are not fully aware of the many benefits available to them – and it can be time consuming “surfing” the SHRM website at [www.shrm.org](http://www.shrm.org). To help you, there is information available reviewing many of your national member benefits at: <http://www.shrm.org/memberkit>.

### **Joining the SWHRMA Chapter – Advantages**

The SWHRMA chapter membership is separate from national SHRM membership. SWHRMA offers many exciting networking, educational, and volunteer opportunities at the local level in Southwest Washington. We meet often and host our events schedule on our website [www.SWHRMA.org](http://www.SWHRMA.org). If you are PHR, SPHR, CA-PHR, CA-SPHR or GPHR certified, many of luncheons and conferences are pre-approved for HR Certification Institute recertification credits, and provide an easy way for you to meet your recertification requirements! As a member, you receive email updates regarding our events, newsletters and volunteer opportunities to get involved in the local business community!

You can also receive and post discussions and networking through the social network LinkedIn! <http://www.linkedin.com/e/vgh/1860424/> Simply request to join the SWHRMA group and you will then be able to network with your local colleagues and gain valued information and read other postings, comments, and news at your leisure.

**Visit Us at [www.SWHRMA.org](http://www.SWHRMA.org)**

**(President's Message Continued)**

**~~~Please note: you do not need to be a SHRM member and a SWHRMA member to be able to attend SWHRMA's events, programs and conferences. We welcome non-members to attend SWHRMA's programs. The non-member rate for programs is higher than the member rate.**

**Volunteer Opportunities—Get Involved!**

To get the most out of your membership, we encourage you to become an active member in SWHRMA by volunteering. It is a great way to network and meet new HR professionals! Contact one of our board members to learn how!

We are looking for a Foundation Director and we need volunteers to help with the July's silent auction. If you would like to know more, contact any SWHRMA Board Member.

**Please Join Us For Our Next Networking Event**

The Southwest Washington Human Resource Management Association Board is pleased to bring to you another networking event!

**Thursday, March 3rd, 2011**

**5:30 PM - 7:30 PM**

**Nuestra Mesa | 228 NE 4th Ave. | Camas, WA 98607**

**[www.nuestramesacamas.com](http://www.nuestramesacamas.com)**



All HR, Business Professionals and Job Seekers are encouraged to participate. SWHRMA membership is not required; all are welcome! **No Cost to Attend--Food & Drink Will be Available for Purchase**

Please RSVP by Noon on 3-03-11 to Tracy Peterkin at [Tracy@TJandassociates.com](mailto:Tracy@TJandassociates.com) so we may provide appropriate arrangements. **We are looking forward to seeing you there!**

**Contact Us!**

If you have any questions regarding your SHRM and/or SWHRMA membership feel free to contact any one of our board members or volunteers for more information! Our contact information is on the SWHRMA website. <http://swhrma.org/index.php/board>

Sheryl Johnson, SPHR

SWHRMA 2011 President



**Visit Us at [www.SWHRMA.org](http://www.SWHRMA.org)**



## Upcoming Events

To register or to obtain more upcoming event information, visit [www.SWHRMA.org](http://www.SWHRMA.org)

### Vancouver

Lunch Sessions 11:15 a.m. – 1:00 p.m.

Breakfast Sessions 7:45 a.m. – 9:30 a.m.

Royal Oaks Country Club, 8917 NE Fourth Plain Blvd., Vancouver, WA 98662

Event	Date	Time	Cost	Description
SWHRMA Networking Event – All are Welcome!	March 3 <sup>rd</sup>	5:30pm-7:30pm	Free to attend. Food & beverages available for purchase	See below for details
Vancouver Lunch Meeting	March 8th	11:45am-1:00pm	\$25 SWHRMA Members \$35 for non-members	See “March Programs” for details <i>General HRCI Credits</i>
HR Day on the Hill	March 8th	10:00am-2:00pm	Free	See “HR Day on the Hill” article above

### Longview

11:15 a.m. – 1:00 p.m.

Cowlitz County Expo Center, 1900 7th Avenue, Longview, WA 98632

Event	Date	Time	Cost	Description
Next Longview Event: Universal Accommodation Programs and Other Strategic Risk Management Practices	April 20 <sup>th</sup>	11:15am – 1:00pm	\$25 SWHRMA Members \$35 for non-members	David Black Jackson Lewis

# March Program

## Learn More With Less Risk: Improving Job Reference Check Practices

**Tuesday, March 8, 2011**  
**Royal Oaks Country Club**  
**Vancouver, WA**  
**Check in and lunch at 11:15 a.m.**  
**Program 11:45 a.m. - 1:00 p.m.**

Disclosure of Employee Information to Prospective Employers –  
How to Be Fortright and Assure Your Business is Protected  
Under Washington's Liability Immunity Statute.

Attendees will understand:

- How to assure their business is protected under this statute.
- How to transition from providing prospective employers with only the former employee's name, position and dates of employment to providing references that address performance, skill, diligence and reliability.



### **Linda Frischmeyer** **Landerholm, Memovich, Lansverk & Whitesides, PS**

Linda E. Frischmeyer practices employment law. She is licensed in both Washington and Oregon. Her practice includes assisting business owners and human resource professionals to develop strategies to address difficult employment situations; supervisor training; advising about employment policies, employee drug testing, wage and hour rules, discrimination, sexual harassment, disability accommodation and leaves of absence. Linda represents businesses before the administrative agencies that enforce employment laws and handles negotiations, mediation, and arbitration. Linda has also had experience as a mediator and is available as a mediator to assist non-clients who choose this ADR option to resolve disputes.



This program has been approved for 1.00 (General ) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org).

*The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*

Visit Us at [www.SWHRMA.org](http://www.SWHRMA.org)

# SWHRMA Networking Event!

Article by: Wendy Henderson, PHR, Past SWHRMA President

It has been said that 80% of job offers come from who you know and 20% come from what you know. That being said, the Southwest Washington HR Management Association has a profound interest in getting our members the networking opportunities they deserve.

As you are aware **our mission** is to “**Enhance Professional Development**”. We declare to accomplish this by:

- Connecting People
- Providing Relevant Resources
- Giving Back to the Community
- Advancing the Profession

One way we help our members, affiliates, businesses and job seekers is by connecting you to other people in the community through networking opportunities!

**Networking is pivotal to obtaining an advantage in both business and professional development arenas. We strive to obtain a standard of professionalism and excellence with all activities that are planned and hope that the turnout for this event will be such that we can continue to provide networking opportunities in the future!**

We encourage each member and affiliate to promote and encourage fellow colleagues to join our SWHRMA chapter. This is a great opportunity, not only to learn about pertinent information regarding current HR issues, but also to network with many HR professionals in the Southwest Washington area.

SWHRMA provides many more benefits such as professional development luncheons and conferences, PHR/SPHR certification study groups, and reduced fees for attending chapter events.

**I believe in our association and the importance of what we do for the community, members, and the human resource profession. The SWHRMA Board, current President Sheryl Johnson and I look forward to meeting you at our networking event on Thursday, March 3rd!**



## **Wondering how you can help Advance the Profession ~ Serve the Professional?**

This is a GREAT opportunity to promote and show your support to HR Students and let SHRM national know WA State SHRM members are an active group!

**Volunteers Needed Saturday, March 5th!** The SHRM Pacific West Regional Conference is coming to Lake Washington Technical College in Kirkland on **March 4 and 5th.**

### **WE NEED YOUR SUPPORT AND ASSISTANCE TO MAKE IT A SUCCESS!**

The Case Study-Solving Competition is a high-energy, interactive program enabling participating students to showcase and apply their HR knowledge to real-life business situations. Approximately 20 volunteers are needed to serve as room monitors and SPHR-certified judges for the Competition. We hope you will attend the event – and bring a few of your HR colleagues along with you! There is no cost for volunteers to attend. To register online, or to view the volunteer position descriptions, please see below.

#### **We could still use a number of volunteers in the following capacities:**

- 3 Presentation Judges (SPHR certified) 9:30am-2:30pm
- 3 Written Judges (SPHR certified) 9:30am-2:30pm
- 11 Room Monitors (4 hours slots on Saturday)

**Register to be a volunteer: (note website says Friday, but it should say Saturday)**

Volunteer Registration: <http://shrmregionalstudentconferences.i-volunteeronline.com/pwstudent11>

#### **MORE INFORMATION:**

The SHRM Pacific West Regional Conference:

(<http://www.shrm.org/Conferences/StudentConferences/Pages/PacificWestRSC.aspx>)

This event gives students from across the region the chance to engage with fellow students and HR professionals in networking, learning, career development and idea-sharing opportunities– and also features our first annual SHRM Case-Solving

Competition <http://www.shrm.org/Communities/StudentPrograms/Pages/CaseCompetitionRules.aspx>.

#### **Volunteer**

**Descriptions:** <http://www.shrm.org/Communities/StudentPrograms/Pages/CaseCompetitionVolunteer.aspx>

This is a wonderful opportunity to meet with and engage HR students – the future of our profession! If you have any questions, please let us know!



SHRM WASHINGTON STATE COUNCIL *and* ASSOCIATION FOR  
WASHINGTON BUSINESS



*are pleased to present*

# HR Day on the Hill

When: Tuesday, March 8, 2011  
Time: 10:00 AM – 2:00 PM  
Cost: None & Free HRCI Credits Pending  
Location: WA State Capitol, Olympia, WA  
Legislative Building, Columbia Room

### Why should you attend this event?

- Become informed on current legislative reforms being proposed by Legislators & meet HR movers and shakers
- Meet Legislators in a comfortable forum to discuss current legislation affecting your business.
- NETWORK!! – There's never a better time to meet other HR Professionals!

### Tentative 2011 "HR Day on the Hill" schedule:

- **Legislative Update:** Which bills have been introduced, which "have legs" and where can you make your voice heard? Key dates and legislative issues. Presented by AWB General Counsel **Kris Tefft**
- **Key legislation issues:** *Pending - TBA*
- **Lunch with Legislators:** Key legislators will be invited to speak to the group and field questions about pending legislation. Make your voice heard on issues that matter to your business and as an HR professional!
- **Capitol Tours.** *Self-guided tours before and after event, attend public hearing (advance scheduling recommended).*

### What to be aware of Today and in 2011:

**Labor Relations:** New NLRB Posting requirements, Turmoil at Board, pending law  
**Federal level:** WOTC Extension, GINA Regulations, EEOC focus, DOL Ramp-up  
**State level:** Education Leave, Family Leave Funding, Medical Marijuana in Workplace, Veterans' Preference, Unemployment Insurance, Training Wage

### What can I do?

- Promote consistent laws and regulations between state and federal.
- Promote not implementing new programs until funding and administration is determined and raised.

**Space is limited! Register at: [www.washrm.ning.com](http://www.washrm.ning.com)**  
**For more information, please contact:**  
**David Black, Esq. ([blackd@jacksonlewis.com](mailto:blackd@jacksonlewis.com))**  
**Legislative Director, SHRM Washington State Council**



SHRM WASHINGTON STATE COUNCIL *and* ASSOCIATION FOR  
WASHINGTON BUSINESS



*are pleased to present*

# HR Day on the Hill

## AGENDA

- 10:00 AM Welcome & Introductions
- 10:15 Introduction to Legislative Process & State Legislative Update  
\* Kris Tefft, General Counsel, Association for Washington Business
- 11:15 From the Defense: Comments on State, Federal and Administrative Legislative Developments  
\* David Black, Attorney, Jackson Lewis, LLP
- 11:45 Work Opportunity Tax Credits  
Health Care Reform (Patient Protection and Affordable Care Act) Notes  
\*Jim Gregson, Parker Smith & Feek
- 12:00-12:30 Lunch & Q&A with Legislators  
Open Networking
- 1:00 Additional Comments on Federal Legislative and Administrative Update OR Washington Administrative Agency Panel -- TBD
- 1:45 Closing Comments, SHRM's A Team, Pending Initiatives, and the Legislative Calendar  
\*David Black
- 2:00 Pre-arranged Capitol Hill Tours  
Additional Open Networking
- 3:00 Adjourn

**Space is limited! Register at: [www.washrm.ning.com](http://www.washrm.ning.com)**

**For more information, please contact:**

**David Black, Esq. ([blackd@jacksonlewis.com](mailto:blackd@jacksonlewis.com))  
Legislative Director, SHRM Washington State Council**

# 2011 SWHRMA

## Diversity & Inclusion Conference

Tuesday, May 17<sup>th</sup>

8:00AM – 1:00PM

Royal Oaks Country Club, Vancouver, WA

### Save the Date!

Registration Opens Soon.  
Watch event calendar at  
[www.swhrma.org](http://www.swhrma.org)  
Registration only \$79

### Sponsorship Opportunities!

Contact  
Amy Ferdinando at  
360.713.6908

**Taking A Broader View of Diversity.  
Emerging Trends. **New Strategies.** Fresh Perspectives.**

Learn from diversity thought-leaders from our community, and take away actionable and measurable strategies to positively impact your organization's diversity & inclusion goals.

Don't miss this high-impact event!

For more information about  
this event contact:  
Meridith Green  
Diversity Director, SWHRMA  
253.740.1992

Visit Us at [www.SWHRMA.org](http://www.SWHRMA.org)

# SWHRMA's Mentor Program

Article by Dave Konz, PHR, College Relations Director

SWHRMA has recently launched a mentorship program in Southwest Washington and we need your help! Developing a mentor program is one way of formalizing the relationship between individuals in a professional SHRM chapter (mentors) and students in a college chapter (protégés). Mentor programs offer a structured setting in which to develop beneficial one-on-one relationships between students and professionals. Acting as a friend, a teacher, and a guide to the real world, mentors have the opportunity to encourage and advise students by sharing their own experiences and knowledge of the HR profession.

## Benefits of a Mentor Program

A successful mentor program provides opportunities for students to:

- Explore the world of work through interaction with professionals in the HR arena.
- Gain an experienced HR practitioner's perspective on applying textbook concepts to the actual workplace.
- Familiarize themselves with corporate protocol.
- Identify long-term professional development needs.
- Realize the value of networking.
- Develop a meaningful professional relationship over a specified period of time.

A mentor program benefits professionals by allowing them to:

- Contribute to the professional development of the future HR workforce in our local community.
- Identify potential interns and new hires for their organization.
- Enhance their professional network.
- Networking resources and knowledge between one another.
- Assist students in beginning successful careers.

Interested in Mentoring? Please contact David Konz, SWHRMA College Relations Director, at [david.konz@tidewater.com](mailto:david.konz@tidewater.com) or 360.693.1491 for more information or to sign up.



# SWHRMA Board & Committee Members

## 2011 SWHRMA Board Members

<b>Sheryl L. Johnson, SPHR</b>	<b>President</b>
<b>Earl Meininger, PHR</b>	President Elect
<b>Wendy Henderson, PHR</b>	Past President & Interim Foundation Director
<b>Matthew Warner, MBA, SPHR</b>	Vice President
<b>Tracy Peterkin, PHR</b>	Secretary
<b>David Konz, PHR</b>	College Relations Director
<b>Brenda Wallace, SPHR</b>	Programs Co Chair & Registrar
<b>Kelly Kidd, SPHR</b>	Communications Director
<b>Stephanie Leach, PHR</b>	Workforce Readiness Director
<b>Meridith Green, SPHR</b>	Diversity Director
<b>Tami Harmon, PHR</b>	Professional Development & Certification Co -Chair
<b>Tracy Whitmore, PHR</b>	Professional Development & Certification Co-Chair
<b>Elizabeth Stork</b>	Legislative Director
<b>Steve Weinberg, Ph.D.</b>	Membership Director
<b>Foundation Director</b>	Position Open

## 2011 SWHRMA Committee Members

<b>Amy Ferdinando</b>	Sponsorship & Advertising Committee Chair
<b>Skye Mercer, MBA, SPHR</b>	Communications Committee Chair; Foundation Committee
<b>Cerise Jolliver, PHR</b>	Membership Committee Chair
<b>Delena Martin</b>	WSUV Student Chapter President
<b>Mitzi Ang</b>	College Relations Committee Chair
<b>Tamara Russell, PHR</b>	Membership Job Postings
<b>Krista Holland</b>	Website Coordinator
<b>Linda Hoyt, SPHR</b>	Co-Registrar
<b>Carol Zaharko, SPHR</b>	Longview Committee Chair
<b>Julie Nelson, PHR</b>	Longview Committee Member
<b>Debbie Troyer, PHR</b>	Longview Committee Member
<b>Debbie Luchau, SPHR</b>	Longview Committee Member
<b>Lisa Straughan, PHR</b>	



**SWHRMA Recently Welcomed Three New Board Members:** Stephanie Leach, Workforce Readiness Director; Elizabeth Stork, Legislative Director and Brenda Wallace, Programs co-Chair & Registrar.

**About Stephanie Leach, PHR**

Stephanie is the HR Representative for nLight Photonics. She has two years HR experience in various areas. She has a double major Bachelors Degree in Personnel Psychology and Human Resource Management from Washington State University, and also holds her Professional Human Resource (PHR) certification through the Human Resource Certification Institute (HRCI). Stephanie is new to the board this year.

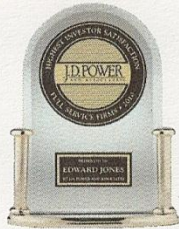
**About Elizabeth Stork, MBA**

Elizabeth Stork has more than 12 years of experience in human resources. Her focus has been HR management and labor relations in manufacturing, health care and service industries, including multi-state locations. Elizabeth was certified as a Professional in Human Resources by the HRCI in 2004. She achieved her MBA from Washington State University in Vancouver, WA, in 2010.

**About Brenda Wallace, SPHR**

Brenda Wallace SPHR has been the Human Resource Manager at Nutter Corporation since November 2001. She has worked in the Payroll/Benefits arena for many years prior to that. In June of 2008 she earned certification as a Senior Professional in Human Resources (SPHR). Brenda has been a member of the Society for Human Resource Management (SHRM) since 2006. She is also an active member of the Southwest Washington Chapter of Society for Human Resource Management (SWHRMA) currently serving on the Board of Directors as Programs Co-Chair and Chapter Registrar.

**Thank you to our March sponsors!**



**Edward Jones ranked “Highest in Investor Satisfaction with Full Service Brokerage Firms, Two Years in a Row”**

Visit [jdpower.com](http://jdpower.com)

**Matthew J Stack**  
Financial Advisor

700 SE Chkalov Drive Suite 15  
Vancouver, WA 98683  
360-253-2611

[www.edwardjones.com](http://www.edwardjones.com) Member SIPC

**Edward Jones**  
MAKING SENSE OF INVESTING



mail: 14903 NE Salmon Creek Avenue, Vancouver WA 98686  
visit: 1800 F Street, Vancouver WA  
talk: 360.852.5599  
email: [amy@amypearsonphotography.com](mailto:amy@amypearsonphotography.com)



Visit Us at [www.SWHRMA.org](http://www.SWHRMA.org)

## **Sponsorship & Advertising**

### **Interested in becoming a SWHRMA sponsor?**

Depending on the level of sponsorship you commit to, benefits of becoming a sponsor include:

- Your Logo in the newsletter and e-invite
- Your Website link in newsletter and e-vite
- Up to 5 minutes in front of group before the main speaker
- A free meal for the sponsor meeting attendee (additional meals are \$30 each).
- Ability to collect business cards for follow up by offering a giveaway with a minimum value of \$25
- 3x5 Business card ad on the e-newsletter
- After the event, a thank-you email to the group again including your logo and website
- 6 foot table display near registration table at event

**For more information about SPONSORSHIP contact Amy Ferdinando at  
360-713-6908 or [aferdinando@unitusccu.com](mailto:aferdinando@unitusccu.com)**

---

### **Local Internship Opportunity**

nLight is currently looking for a responsible student who is currently enrolled in a Human Resource Management degree program or a related field to fill an internship opportunity. This position will assist with entry level Human Resources responsibilities which will include, but not be limited to: assisting with benefits administration, assisting with planning company events, auditing and maintaining personnel and applicant files, scheduling candidates for interviews and filing paperwork and documents into appropriate employee files, and other clerical duties.

We are looking for a fast learner that is able to work efficiently with little supervision. Experience with Microsoft Outlook and Excel are required, and you must be able to work 18-20 hours a week. To apply please send your cover letter and resume to [Stephanie.Leach@nlight.net](mailto:Stephanie.Leach@nlight.net)

**Visit Us at [www.SWHRMA.org](http://www.SWHRMA.org)**