



South King County Human Resource Association



Issue: April 2009

April 16, 2009 Dinner Speakers

Register at www.skcnhrma.org



This month we are please to have a bonus speaker in addition to our regular program. We encourage you to invite your management team to this meeting as it's an opportunity for them to learn how their business will/may be impacted by the legislative process and to experience first hand what an organizing attempt could be like at their business.

A Comprehensive State HR Legislative Update *presented by Kris Tefft*

The 2009 session of the Washington State Legislature adjourns April 26, 2009. While the state's unprecedented budget deficit and state and national economic challenges are dominating the news, laws related to Human Resources and the workplace continue to be hot issues. This presentation will offer an up-to-the-hour summary on what key pieces of HR legislation have passed so far, which issues are moving and which issues are "dead" but likely to return next year. For any bills that have passed by April 16, 2009 that have compliance details, the presentation will cover those as well. Specific issue areas will include labor-management relations, wage & hour law, unemployment insurance, workers' compensation and general HR legislation.

Union Organizers – An Insider's Look at How They Will Organize Your Employees Under EFCA *presented by John Payne*

While HR professionals are familiar with the laws that management must comply with regarding unions and elections, little is known about the actual approach union organizers use when talking with your employees. This presentation will provide you with an insider's look at the organizer's strategy under impending EFCA legislation: the steps an organizer goes through to contact and organize workers, the speeches they will give to your employees, what happens at meetings between union organizers and your employers that you can't attend, and the documents your employees will be presented with and how signatures are obtained. While this presentation will focus on how organizing will take place under EFCA, it also provides rare insight into organizing tactics utilized in current union campaigns.

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Upcoming Meetings:

May 21, 2009
Breakfast Meeting
Strategically Aligning Compensation

June 18, 2009
Lunch Meeting
Employment Law Update

About the meeting presenters:

Kris Tefft joined Association of Washington Businesses (AWB) in 2003 and serves as the association's general counsel and director of governmental affairs for employment law. As general counsel, Kris manages AWB's litigation and amicus curiae ("friend of the court") program, with a special emphasis on matters before the Washington Supreme Court, where he has participated in more than 50 cases. He also provides advice and counsel to the association's leadership on a variety of legal compliance issues. Kris directs AWB's judicial evaluation and selection efforts and compiles the association's biennial Judicial Scorecard and Guide to the Washington Supreme Court.

As AWB's employment law director, Kris advocates before the Legislature and state agencies on a wide range of labor and employment issues, including workers' compensation. He is an appointee to the state's Employment Law Advisory Committee and Workers' Compensation Advisory Committee and is an industry representative to the Washington State Rehabilitation Council. A frequent speaker at continuing legal education and human resource seminars, Kris provides guidance, training, and workshops for AWB members on HR compliance issues. He is the author of *Managing Leaves of Absence: A Practical Guide* (2008).

Kris has twice been selected as a "Rising Star" by Washington Law & Politics magazine. He was educated at Seattle University, Georgetown University, and the Notre Dame Law School, and began his career as a law clerk to Justice Richard Sanders of the Washington Supreme Court.

John Payne is a partner and shareholder of Davis Grimm Payne & Marra, and is an active member of the Washington and Michigan State Bar Associations. Upon graduating cum laude from Detroit College of Law in 1979, John served for two years as labor counsel for Ferris State College in Michigan where he was responsible for contract negotiations and labor arbitration cases with numerous unions covering units of faculty members, nurses, police, clerks, and skilled trades.

Since entering private practice in 1981, John's ongoing labor relations practice includes representing management in discrimination charges, labor negotiations, arbitrations, contract administration, employment litigation, elections and charges before the National Labor Relations Board, and litigation in state and federal courts. He has conducted seminars and workshops in the areas of labor negotiations, sexual harassment, drug testing, preventing and defeating discrimination charges, and handling employee discipline.

President's Letter

Creativity.

News flash! The economy and the workplace are undergoing some changes and business is facing changes that most of us have not seen in a long time, if ever. The companies that become stronger will use the most creative approaches to issues as they arise.

For someone as non-creative as myself the command to “get creative” is about as difficult as teaching my beagle to drive. In HR, many of us tend to be branded as left-brained while the creative thinkers (right-brained) are over in marketing and advertising. Because our work duties reward structure, systems and organization, HR people tend to reinforce this stereotype to both ourselves and others. Fortunately, there is good news. Being creative does not mean we need to learn pottery, painting or piano. HR needs to compare past experience to new situations and create workable solutions using years of experience and ideas from our network. Who said you have to lay off ten employees in shipping to make the budget? Maybe the real solution is to ask employees to work a modified schedule (one unpaid day every pay period) cut payroll costs and still keep trained staff. Viola! You have shown your creative side.

Hand-in-hand with being creative is the willingness to promote your ideas. The most creative ideas are worthless unless acted upon. List options for the CFO or CEO to evaluate along with the benefits and drawbacks of each choice. HR needs to provide alternatives or suggestions for dealing with issues facing companies in this business climate whether or not the suggestions are followed. When faced with a new challenge my first action is to e-mail and phone others in my HR network and get ideas and test ideas with peers. Invariably I get more ideas to present to my boss. When faced with a new problem make some calls or bring it up with others at your table during the chapter meeting. Use the contact section of the chapter website. Your questions will go directly to the correct board member and a response will be on the way. We are all in this together and together we will all be stronger and more creative if we use our group knowledge.

I hope to see you at our meeting on April 16th at 5:15pm. Chris Teft will be bringing us a legislative update that you won't want to miss, followed by a bonus speaker providing us with insights into union organizing tactics under EFCA.

See you at a chapter meeting!

Bryan Price
President



2009 Chapter Meetings			2009 Board Meetings	
CenterPoint Conference Center All meetings are held on Thursdays			Washington Employers, Inc., Kent If not on the Board but interested in attending a meeting, please contact Bryan Price at 253-872-3682 x1638	
April 16, 2009	Dinner	5:15 pm - 7:00 pm	April 10, 2009	7:15 am - 8:30 am
May 21, 2009	Breakfast	7:15 am - 9:00 am	May 15, 2009	7:15 am - 8:30 am
June 18, 2009	Lunch	11:15 am - 1:00 pm	June 12, 2009	7:15 am - 8:30 am
July 16, 2009	Dinner	5:15 pm - 7:00 pm	July 10, 2009	7:15 am - 8:30 am
August NO MEETING			August 2009	TBD
September 18, 2009	Breakfast	7:15 am - 9:00 am	September 11, 2009	7:15 am - 8:30 am
October 13*, 2009	Lunch	11:15 am - 1:00 pm	October 9, 2009	7:15 am - 8:30 am
November 19*, 2009	Dinner	5:15 pm - 7:00 pm	November 13, 2009	7:15 am - 8:30 am
December 17, 2009	Breakfast	7:15 am - 9:00 am	December 11, 2009	7:15 am - 8:30 am
*Altered schedule due to room availability				



Website Design
by Roger Gervin

www.rgervin.com

<p>Services Provided:</p> <ul style="list-style-type: none"> Website Design Website Programming Website Consulting MS Access Programming MS Excel Programming 	<p>Contact:</p> <p>Roger Gervin (253) 839.8059 Email: roger@rgervin.com</p>
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Congratulations to Krista Igel, 2008 Arrangement Chair, who had her baby on March 3, 2009. Addisyn weighed 8lbs, 9oz. Both Krista and Addisyn are doing well.



“Employee Free Choice Act” Re-introduced in Congress

Sarah R. Capelli, Jackson Lewis LLP

A bill that would change the nation’s labor law to a degree unknown since 1947 was introduced in both houses of Congress on March 10, 2009. This is the second time that organized labor has pushed for the bill’s passage.

The Employee Free Choice Act (“EFCA”) was passed by the House of Representatives in March of 2007, but was not voted on in the Senate because of fierce opposition from Republicans and then-President George W. Bush. However, with a sympathetic President in the White House, who has revitalized interest in the labor-backed measure by placing it high on his agenda and supporting it in his public statements, EFCA could become law in 2009.

EFCA seeks to amend three areas of labor relations law:

1. the process by which a union gains recognition as the exclusive bargaining representative for a unit of employees;
2. the initial collective bargaining process; and
3. employer penalties for violating the law.

Union Certification: “Card Checks” Replace Secret Ballot Elections

Current law provides two ways for unions to gain recognition. The most common is the secret-ballot election process. Once a union proves that 30% or more workers in a bargaining unit have signed union cards, the Board steps in and conducts a secret-ballot election. In reality, unions typically wait until they obtain signed cards from a majority of workers before petition for an election.

The alternative method is called “card check.” If more than 50% of employees in an appropriate unit have signed recognition cards, unions can utilize “card checks” to gain recognition if the employer is willing to forego the right to a secret-ballot election. Employers rarely do so voluntarily because they often question the means by which union organizers acquired signatures on cards.

The bill largely would eliminate the secret-ballot election process because, if EFCA becomes law, unions can gain recognition simply by proving that a majority of an employer’s workers in a given work unit has signed union recognition cards. No Board-conducted secret-ballot election would be held. As soon as a single employee informs the Board that a majority of workers in a unit have signed union cards, the Board would investigate the claim. If the Board verifies the claim, the employer would be obligated to recognize and bargain with the union, possibly as early as ten days after a majority of the workers signed the cards.

Initial Bargaining: Strict Timetables, Mediation and Binding Arbitration

EFCA places stringent timetables on initial collective bargaining between an employer and a newly recognized union. No such timetables presently exist. Under EFCA, within ten days of gaining recognition, the union and the employer may have to commence negotiations. If the parties fail to hammer out a collective bargaining agreement within ninety days from the date bargaining begins, the bill requires the parties to permit the Federal Mediation and Conciliation Services (“FMCS”) to mediate any disagreements if a party requests such assistance. Should mediation prove unsuccessful within thirty days of such a request, EFCA sends the parties to

binding FMCS arbitration over the agreement. There is no limit on how long the arbitration may take. Once the arbitrator decides the terms of the collective bargaining agreement, the parties are bound for at least two years. Employees may never get a chance to vote on the agreement. The parties may extend any of these time periods by mutual agreement. It is unclear whether arbitration would commence in the event neither party requests mediation.

Employer Penalties for Violating the Amendments

The bill mandates that the Board investigate virtually **any charge** of an employer unfair labor practice from the start of an organizing drive until the completion of first contract negotiations. EFCA requires the Board to accord such a charge priority processing (that is, the Board will place such charges before all others for investigation and disposition) and to seek an injunction for alleged violations where the Board believes such relief is warranted.

Additionally, EFCA provides employees who are deemed victims of such unfair labor practices with a remedy of triple back pay. The bill also imposes a civil penalty of up to \$20,000 on an employer for each violation found to have been committed that is willful or repetitive.

Any non-unionized company, or any company with portions of its workforce that have yet to be unionized, is well advised to begin preparing for the likely passage of EFCA. While every employer and situation is unique, possible approaches include: (1) **training** your supervisors to spot union activity as quickly as possible and to communicate lawfully and effectively with employees about card signing; (2) **auditing** your practices and employee relations posture to develop “best practices” so that employees are satisfied with treatment, compensation and benefits; and (3) **communicating** with employees regularly to ensure they fully understand the consequences and risks of signing a union authorization card.

Founded in 1958, Jackson Lewis is dedicated to representing management exclusively in workplace law with 530 attorneys practicing in 40 cities nationwide. Jackson Lewis has a wide-range of specialized practice areas including: Affirmative Action and OFCCP Diversity Planning; Disability, Leave and Health Management; Employee Benefits, including Complex ERISA Litigation and Workplace Privacy; Global Immigration; Labor, including Preventive Practices; Litigation, including Class Actions, Complex Litigation and e-Discovery; Trade Secrets, Not-Competes and Workplace Technology; Wage and Hour Compliance; and Workplace Safety Compliance. In addition, JL provides advice nationally in other workplace law areas including: Reductions in Force, WARN; Corporate Governance and Internal Investigations; Drug Testing and Substance Abuse Management; International issues; Management Education, including e-Based Training; Alternative Dispute Resolution; Executive Compensation; and Public Sector Issues.

A National Survey of Consumer Attitudes Towards Companies that Hire People with Disabilities

Gary N. Sipersteina,*, Neil Romanob, Amanda Mohlerc and Robin Parkera
aUniversity of Massachusetts, Boston, MA, USA
America's Strength Foundation, Ellicott City, MD, USA

In the midst of high unemployment among people with disabilities, a large fraction of the public has worked along side coworkers with a disability, as well as been served by people with disabilities. More importantly, ***the public has had positive experiences with people with disabilities***. Because one can assume that the public's positive feelings are drawn from their actual experiences, it is encouraging that, as a coworker, they rate the job performance of people with disabilities as high, and as a customer, they are very satisfied by the services they have received from people with disabilities. Given the public's high exposure to people with disabilities in the workplace and the positive experiences that accompany this exposure, it is no wonder that they look favorably toward companies that hire people with disabilities.

The public, across all ages and education, views companies that hire people with disabilities as favorably as they do companies that provide healthcare to all workers and actively protect the environment. Companies are aware of the public's concern over health and environmental issues. What they need to be more aware of is that hiring people with disabilities falls under the umbrella of corporate social responsibility and is an important building block in creating a reputable image. In addition to the benefits the public perceives for themselves as a customer, they also overwhelmingly acknowledge the value of employment for the person with a disability. The public strongly believes that companies that hire people with disabilities help them to lead more productive lives, while at the same time show their customers that they care about all workers.

In their review of employer attitude literature, Hernandez et al. found that while most attitude studies have shown that employers hold generally positive attitudes toward people with disabilities, when queried about the actual hiring of people with disabilities, employer attitudes are more negative. Furthermore, even when employers express a willingness to hire applicants with disabilities, they often do not follow through. Taken together, these trends present a formidable challenge. That is, moving employers from their general positive attitudes toward people with disabilities to actually hiring people with disabilities in their company. ***To date, the best way to break down employers' negative fears and expectations is the positive experience of having a person with a disability employed in the company. Positive experiences lead to positive attitudes.***

Although the authors did not highlight this finding, Morgan and Alexander found that companies are aware that consumers do not possess negative attitudes toward employees with disabilities. For example, only 10% of employers who had hired workers with disabilities were concerned with the negative attitudes of consumers when making hiring decisions. Interestingly, this finding was also true for employers who had not hired workers with disabilities. However, it is not just the fact that consumers do not have negative attitudes about employees with disabilities, companies need to be made aware that consumers are *positive* in their feelings about companies that hire workers with disabilities. ***The consumers' message is that they are favorable toward companies that hire people with disabilities and companies need to***

recognize that hiring people with disabilities can contribute significantly to their reputation.

In the global market, it is not enough for companies to have a product that represents quality and value. The companies' "reputation" has become increasingly important. Consumers, more than ever, want their government and the companies they do business with to be socially responsible. The consumer is more often looking beyond the brand name and more closely at the company itself. The results of the present study unequivocally show that the public view hiring a person with a disability as the socially responsible thing to do, as well as a gainful business practice. ***It is therefore important, given the present findings, that companies not only act expeditiously to hire people with disabilities, but also communicate this practice to the consumer.*** By so doing, companies will be able to strengthen their workforce with employees that are found to be reliable, committed and hardworking while also benefiting from consumer enthusiasm, appreciation and support for their company and its brand.

Kitchen and Laurence describe convincingly that "customers are by far the most important influence on corporate reputation". ***In the mind of the consumer, the importance, value and benefits of employing people with disabilities are not only extended to the worker with a disability, but also to the company and its workforce.*** It is our view that the benefits of employing people with disabilities, as voiced by the consumer, can be effectively communicated to business leaders in order to close in on the unemployment gap for people with disabilities.

The Employer Gag Rule (HB 1528 & SB 5446) is Dead! After ethical questions are raised over Union lobbying.

News Release:

Joint statement from Gov. Chris Gregoire, Senate Majority Leader Lisa Brown and Speaker of the House Frank Chopp on the Worker Privacy Act.

"We are no longer considering action on House Bill 1528 and Senate Bill 5446, also known as the Worker Privacy Act.

"Immediately upon becoming aware of an email linking potential action on the bill to campaign contributions, bringing the bill forward was no longer an option.

"The email raises serious legal and ethical questions."

"The matter has been referred to the Washington State Patrol for investigation."

South King County Human Resources Association Sponsored – PHR/SPHR Certification Study Group

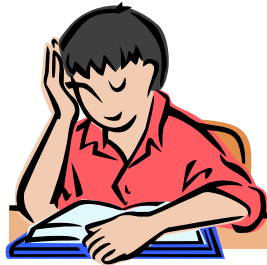
Professional Certification in Human Resources Management is an important step in your career. Certification will demonstrate your mastery in the Human Resource body of knowledge, assist you with career advancement, and provide national recognition of your professional achievement.

The next SPHR/PHR exam cycle will be May 1 to June 30, 2009. Those wanting to sit for the exam have until April 13, 2009, to apply. This is the late registration deadline. The cost for late registration is \$300 for SHRM members and \$350 for non SHRM members.

For those interested in participating in a study group, the South King County Chapter will be hosting a study group on Wednesdays starting April 1, 2009, at 5:30 PM at the following location:

Place:
Washington Employers, Inc.
24437 Russell Road, Suite 110
Kent, WA 98032

If you are interested please email Jim Cassidy, SPHR at Jim.Cassidy@7-11.com



SHRM Sons and Daughters Scholarship Program

24 Scholarships awarded annually!

The Program

The Society for Human Resource Management (SHRM) has established a scholarship program to help finance higher education for children of its members. The program is independently managed by Scholarship America, a national nonprofit educational support and student aid service organization. Awards are given without regard to race, color, creed, religion, sex, disability, or national origin.

Eligibility

Applicants must be children of national members of SHRM. Applicants may be either high school seniors, high school graduates or first-year college undergraduates enrolled or planning to enroll in a full-time course of study at an accredited four-year college or university.

Scholarship Awards

Awards are \$1,500 each and may only be used for the first or second year of undergraduate study only. A total of twenty-four (24) scholarships are awarded annually.

Application

Students must complete the application and mail it along with a complete high school or college transcript of grades to Scholarship America, postmarked no later than May 15. Applicants are solely responsible for gathering and submitting all necessary information. All information submitted is confidential and will be reviewed only by Scholarship America personnel.

[Application Instructions](#) | [Download the application](#)

Recipient Selection

Scholarship recipients are selected on the basis of academic achievement, leadership and participation in school and community activities, honors, work experience, statement of educational and career goals, and recommendation by an adult.

Scholarships awarded will be based on Scholarship America selection procedures and available funds. Not all applicants will receive awards.

Selection of recipients will be made by Scholarship America. In no instance does any member or officer of SHRM play a part in the selection.

All applicants will be notified of their status in late June.

Payment of Awards

Scholarship payments are authorized by SHRM and processed by Scholarship America.

Payments are made in two equal installments on August 15 and around December 30. Checks are mailed to each recipient's home address and are made payable to the school for the student.

Obligations

Scholarship recipients must enroll in their educational programs no later than Fall of the year in which their awards are given. Recipients have no obligations to SHRM. They are, however, required to provide Scholarship America with current transcripts and to notify Scholarship America of any changes of address, school enrollment, or other pertinent information.

Revision Policy

The general conditions and procedures under which scholarships are made are subject to periodic review by SHRM, including termination of the program.

For More Information Contact:

SHRM Sons & Daughters Scholarship Program
Scholarship America
One Scholarship Way
P.O. Box 297
Saint Peter, MN 56082
Telephone: 1-800-537-4180

New Chapter Members

Please welcome the following new members who have designated South King County as their chapter.

- Rebekah Ross, Sr. Recruiter, Another Source
- Pamela Seymour, Asst Director, Clinical Support Services, VA Puget Sound Health Care System
- Amanda Gayles, HR Consultant, Group Health
- Carrie Uhalen, Senior Hr Generalist, Wesley Homes
- Lisa Michaels, HR Manager, Comcast Cable
- Rosemarie Steele, HR Generalist, Outpatient Physical Therapy
- Carol Hill

Welcome



JOB BANK

Have You Checked The Job Bank Lately?

The South King County HRA Job Bank is a resource for companies to list local human resource job opportunities and for job seekers to find those opportunities. It is easy to access through the chapter website at www.skcnhrma.org. Simply click on "Job Bank" located on the right side of the blue menu bar at the top of the home page. Click on "Select Here" on the next page to go directly to the job bank site.

The SKCHRA job bank postings are free to organizations and it is a good place to post South King County human resource positions.

Meal Deal 2009

Don't Miss this Opportunity to Save!

Your pocketbook, or your employer, will appreciate your cost conscious decision to purchase a 2009 Meal Deal Card. Besides saving money the Meal Deal Card makes registration for chapter meetings a snap by simplifying the payment process to one check/charge and one receipt. No more having to write a check or charge each month. Plus, it also reduces the number of expense reports you have to prepare and reimbursement checks your employer has to process. Those members who have used the Meal Deal Card love the convenience!

You may purchase a convenient Meal Deal Card at any Chapter meeting, good toward attendance at **2009** SKCHRA Chapter meetings of your choice (if you are a SHRM* member!). If you are unable to attend a meeting, you may have someone else from your organization use your card or you may also use your card for a guest. **Plus, your Meal Deal card is good toward \$5.00 off any SKCHRA social event!** The following Meal Deal packages are available with savings of 10% or more:

MEAL DEAL CARD COST	Cash/Check	Charge
2009 Meal Deal - 5 Meals	\$90.00	\$94.00
2009 Meal Deal - 8 Meals	\$140.00	\$146.00
2009 Meal Deal - 11 Meals	\$190.00	\$198.00

Meal Deal card holders must still notify the Arrangements Chair during the pre-registration period for any meeting they plan to attend to insure adequate seating, food and hand-outs are available for everyone.

For additional information contact Lorrie Williamson
lwilliamson@pacprop.com
or 253.872.7767

*Our chapter is a "100%" chapter meaning our entire membership belongs to SHRM and no additional dues are required to designate us as your home chapter.

Please speak with any Board member if you wish information about becoming a member of SHRM.

Meeting Registration/Cancellation Policies

In order for our SHRM Chapter to provide adequate seating and food at our chapter meetings we must notify the venue three days prior to the event with our registration headcount. Knowing the number of attendees also helps our presenter determine how many hand-outs they need to bring. Additionally, it prevents us from having to turn away attendees who really want to hear the presentation because there isn't enough space for them.

Pre-registration

The deadline to pre-register for our monthly meeting is **12:00 noon** on the **Monday** immediately preceding our meeting. (Example: pre-registration deadline for our April 16th meeting is Monday, April 13th at noon.)

Door Registration

Registrations submitted after the Monday deadline will be considered Door Registrations and will not receive the discount given to attendees that pre-register. (Additional \$4 fee will be charged.)

Cancellations

To cancel a reservation without penalty, please call the registrar indicated in the current month's newsletter no later than **12:00 noon** on the **Monday** preceding the meeting. If you leave a voice message, please include your full name, company name and a daytime phone number where you can be contacted. Please do not fax or e-mail cancellations.

Cancellations made after the Monday 12:00 noon deadline and 'no-shows' will be responsible for the meeting cost and will be sent a bill. If you are unable to attend, feel free to allow someone to take your place. Attendee substitutions are encouraged for those not able to get away at the last minute.

Meeting Registration

Date: **April 16, 2009**

Time: 5:15 a.m. Registration & Networking

5:45 –7:00 p.m. Program

7:00 -7:30 p.m. Bonus Speaker

Place: **CenterPoint Conference Center**

20809 – 72nd Ave S
Kent, WA 98032

Pre-Registration Cost:

Cash/Check	Credit Card	
\$20.00	\$21.00	SHRM Members & Sponsored Guests
\$23.00	\$25.00	Non-members
\$10.00	\$11.00	SHRM Student Members

Door Registration Cost:

\$24.00	\$25.00	SHRM Members & Sponsored Guests
\$27.00	\$29.00	Non-members
\$14.00	\$15.00	SHRM Student Members

For your convenience you may pre-register at monthlymeetingregistrar@skcnhrma.org. If you have questions phone Lorrie Williamson at (253) 872-7767.

Payment is to be made at the meeting by cash, a personal or company check made out to **SKCHRA**, or by Visa or MasterCard. Meal Deal Card holders must still register in advance

If you must cancel, call Lorrie Williamson at (253) 872-7767. Cancellations made after the pre-registration deadline are billed, as will no shows.

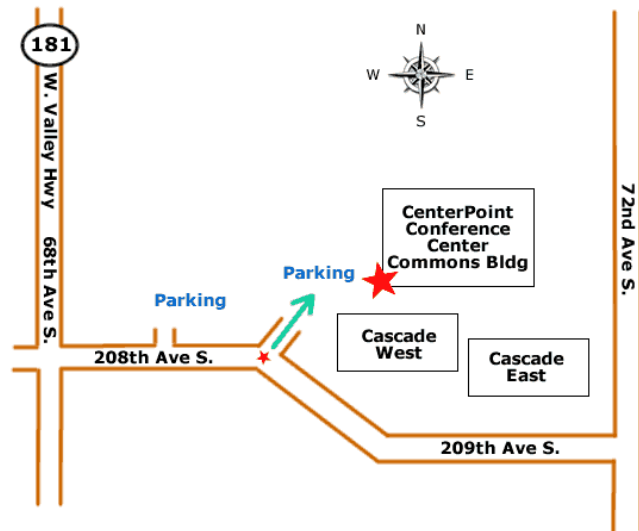
Please include your name, title, and phone number in your correspondence.

Chapter Meeting

April 16, 2009

Pre-registration Deadline:
April 13, 2009, 12:00 Noon
CenterPoint Conference Center
20809 72nd Ave S.
Kent, WA 98032

The best way to find us is to travel via WA 181 (also referred to as West Valley Hwy and 68th Ave. S)... then turn east onto 208th Ave. S... then left into the parking area when 208th comes to a "Y" shaped intersection.





2009 Board of Directors

President	Bryan Price, SPHR	206-276-9477	bwprice@comcast.net
President Elect	Rockie Ward, PHR	253-796-6111	rockiew@omax.com
Secretary	Rhonda Watt, PHR	425-981-1292	rhondaw@rainier.com.
Treasurer	Pam Gibbons, SPHR	253-458-3483	pamg@exoticmetals.com
Foundation Chair	Diane Finley	206-248-0010	diane@winstaffing.com
Programs Co-Chair	Jacque Edelen, PHR	206-664-7238	jbedelen@wa-emp.com
Programs Co-Chair	Heather Smith, SPHR	206-802-1516	smith_hc@hotmail.com
Membership Chair	Leigh Booth, SPHR	425-235-2750 x223	LBooth@aimseattle.com
Membership Chair	Greg Carpenter, SPHR	206-834-9758	gwcarpenter@gmail.com
Legislative	Gail Gervin, PHR	206-664-7246	gailgervin@wa-emp.com
HRCI Accreditation	Jim Cassidy, SPHR	206-714-5889	jim.cassidy@7-11.com
Arrangements	Lorrie Williamson, PHR	253-872-7767	lwillaimson@pacprop.com
Newsletter	Rebecca Shorrock, PHR	253-867-3230	rshorrock@petrocard.com
Diversity Coordinator	Erin Colwell, PHR	253-661-7805 x203	erin.colwell@orionworks.org
Workforce Readiness	Annette Coder, PHR	253-835-7678 x106	annettec@multi-servicecenter.com

SKCHRA
 South King County Chapter
 c/o Rebecca Shorrock, PHR
 PetroCard Systems, Inc.
 P.O. Box 38
 Kent, WA 98035

