



South King County Human Resource Association



Issue: May 2009

May 21, 2009 Breakfast Speaker

Register at www.skcnhrma.org

Strategically Aligning Compensation

“The greatest management secret... you get what you reward!”

Amanda Close MBA, SPHR, CPT

Money is tight in almost every organization right now and it is time to ask the question “Is your compensation system working for or against your organization’s success?” Savvy companies are striving to unearth and capitalize on every opportunity during these trying economic times. Being strategic, strengthening partnerships, working smart and making every dollar count are the emphasis. Thinking long term and having a robust compensation system is key to surviving this economy and coming out stronger. This is the perfect time to align compensation with organizational strategic objectives.

The objective of this 1-hour presentation is to demonstrate (using a case study) the process of realigning a compensation system that will reinforce and encourage the achievement of organizational goals and objectives. I will also share my favorite facilitation tools for maximizing buy-in and involvement.

Amanda is the president of the Close Group and has worked with clients such as World Vision, Boeing, City of Seattle, Seattle Public Utilities, Pacific Medical Centers, McKinstry Co., Providence Hospital, Seattle Pacific University, Community Transit, Optiva Corporation, Ocean Beauty Seafoods, West Coast Paper, Bastyr University, Cruise West and Tyson Sea Foods.

Ms. Close has over a decade of experience helping organization improve the “business” of employees. Her services include strategic planning, HR infrastructure alignment, (pay for performance programs, wellness programs, health and safety programs), Executive coaching, Conflict resolution, Team facilitation, Key7note speaker and Custom training. She is also the creator of the communication assessment tool, Communication Works!™ She has also created WellMeals-4U.com, an integral part of a successful corporate Wellness Program.

Amanda is the instructor/developer of a line of courses offered through the Close Group. She brings her engaging style and real world experiences into the classroom to help other HR professionals become strategic business partners and enhance their effectiveness.

Inside this Issue:

President’s Letter	3
NHRMA Conference	4
Scholarships	7-10
New Members	11
Meeting Registration	14
2009 Board Members	15

Upcoming Meetings:

June 18, 2009
Lunch Meeting
Employment Law Update

July 21, 2009
Dinner Meeting
Reasonable Accommodations

President's Letter

Morale

I recently read a new diagnosis of low morale called "recession fatigue." The constant onslaught of bad economic news can drag down even the best employees. I talk with HR folks daily and I hear this fatigue in their voices as they work to boost morale in the workplace. It is tough to stay "up" when faced with normal human resources issues; however it gets even more difficult when faced with a depressed workforce that is looking for any good news. Being optimistic is contagious, but there are currently few places to catch optimism. Good news! Chapter meetings are one place to escape and enjoy some good food, networking and programs. The opportunity to meet others is highly beneficial as I have a chance to discover that we all share the same challenges. Not to diminish the programs or the food, but the interaction with other guests always leaves me charged up and ready to deal with my daily issues. (I know, I need to deal with my issues!)

Keeping with the good news format: In June we will be having another \$5 meeting. The cost of lunch and the program is only five dollars plus two non-perishable food items or personal hygiene supplies. This was a great success in February and June will be another opportunity to bring along a co-worker and contribute to the local food bank. Remember, you will need to pre-register.

And more good news! Several pieces of proposed legislation are fading under the pressure of letters and calls to representatives. The Employee Free Choice Act (EFCA) is a great example of what can happen when business is galvanized and focused. A big thank you to everyone who wrote letters; this demonstrated the power of our collective voice. Follow along in the newsletter for updates from our legislative chair Gail Gervin. Thanks also to Pam Gibbons and Gail for being local motivators behind this letter writing campaign.

Happy Easter (belated) and I hope to see you at our breakfast meeting where we will learn more about compensation planning with Amanda Close.

Here's hoping for a healthy Spring!

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	
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>
---	---

NHRMA's 71st Annual Conference & Tradeshow

Wednesday, September 30 – Friday, October 2, 2009

Oregon Convention Center | Portland, Oregon

www.nhrmaconference.org



INVITATION TO ATTEND

The Northwest Human Resource Management Association invites you to connect with HR leaders from across the Northwest at its 2009 Conference & Tradeshow. The conference will feature nationally known speakers that will draw an expected 500+ HR professionals.

Visit www.NHRMAconference.org for detailed session information and to register online.

<u>Full Registration</u>	<u>Standard</u>	<u>Late</u>
	(4/1 - 8/14)	(After 8/14)
Member	\$499	\$599
Non-member	\$599	\$650
Speaker	\$199	
Faculty	\$100	
<u>One Day Only</u>		
Member	\$375	\$450
Non-member	\$450	\$545
<u>Pre-Conference Workshops</u>		
Concurrent Workshops	\$109	\$119
HR Professionals in Transition Series	\$ 29	

Our gift to you...

NEW! HR Professionals in Transition Series

Wednesday, September 30th

8:00 am – 3:15 pm

Registration fee: \$29.00

This full day program is a special event in conjunction with the NHRMA Conference. It provides a day of workshops designed to help those human resource professionals who are in transition, seeking career changes or looking for new opportunities. In addition to the workshops the program includes - participation in the NHRMA Conference opening general session, the Welcome Reception and the Tradeshow on Wednesday, September 30th. This event may be attended separately or may be added to conference registration.

Please contact Jaclyn Skrivseth at Jaclyn@ConferenceSolutionsInc.com if you are interested in sponsorship, exhibitor, or advertising opportunities.

Consider This...

Are you irritated when a new state or federal regulation is passed that imposes another restriction on the way your employer must do business? Are you tired of having to create, revise and/or explain company policies to employees or managers that have had to be designed to address our complex matrix of regulations and laws? (Think maternity leave coupled with FMLA and FLA, toss in a possible STD plan, and then add Washington state's delayed Paid Family Leave) If you answered yes to either of these questions let me ask you one more. Did you contact your legislative representatives by telephone, email, or letter during Washington States recent legislative session or encourage your organization's management team to become more active in our democratic process?

I want to extend a huge THANKS to each and every one of you who did take the time and effort to get involved, because as Thomas Jefferson said, ***"America is not governed by the majority, but by the majority of those who participate."***

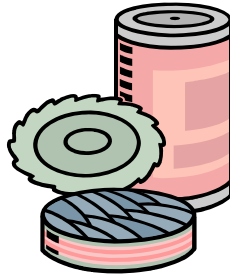
A Viewpoint article by Erin McCallum appearing in The (Tacoma) News Tribune on April 30th identified a big issue in our state's legislative process. Her piece entitled, "State needs lawmakers with private-sector experience," laid out the 'fact that only 23 percent of legislators in our state have a business background.' This is precisely why we must make our HR and business voice heard. <http://www.thenewstribune.com/opinion/othervoices/story/726181.html>

Remember, one of the most strategic activities an HR professional can perform is to keep the owners and/or management staff apprised of legislative activity that will potentially impact the organization. For those of you who haven't participated in the legislative process at either the state or federal level, rest assured this type of grassroots advocacy does not require any political affiliation, background or experience. I encourage you to click on the Advocacy tab on SHRM's website to 'Get Involved.' It really doesn't take much time to make your voice heard using the link to 'HR Voice – Write Your Elected Official.'

<http://www.shrm.org/Advocacy/GetInvolved/Pages/default.aspx>

Gail Gervin, PHR
SKCHRA Legislative Chair

South King County Human Resources Association



June Food Bank Drive

With so many people out of work due to our economy, the food banks are having a severe shortage of food. Once again, we will hold a food drive and would like to encourage you to support your local food bank and bring donations. In order to receive the reduced registration rate of \$5.00, you need to pre-register, pay in cash at the door (credit card is \$6) and bring **(2) two** non-perishable food items or personal hygiene supplies. Some other items that are needed are baby food, diapers, pet food, etc.

Please open your hearts, be creative, generous, and help our Chapter make this drive as successful as the one held in February. One chapter member embraced the idea in February and expanded upon it to involve the company where she works. Just imagine what we can do collectively. See you at the June luncheon!

NOW TAKING APPLICATIONS FOR OUR 2009-2010 ANNUAL SCHOLARSHIP IN HUMAN RESOURCES

Extended Application deadline: May 15, 2009

This scholarship, to be awarded by the South King County Human Resource Association (SKCHRA), is to assist an eligible member, an eligible member's immediate family member, or a South King County community member to pursue studies at an accredited 2-year or 4-year college or university with the intent to work in the field of human resources. One scholarship will be awarded in the amount of \$750 for the 2009-2010 academic year.

DETAILS:

- SKCHRA will award one scholarship in the amount of \$750 for the 2009-2010 academic year on the basis of the following rules and information.
- Applicant must be a member of SKCHRA, or an immediate family member of a member of SKCHRA, or a South King County community member.
- Applicant must be enrolled in an accredited public or private college or university.

Mail the official application form to:
SKCHRA Scholarship Committee
P.O. Box 364
Kent, WA 98035-0364

The application must be completed and received by the Scholarship Committee at the above address **NO LATER THAN MAY 15, 2009**. Envelopes should be clearly marked "To the Scholarship Committee." Applications may be obtained from the SKCHRA website or at monthly membership meetings.

RULES:

Recipient must be enrolled in an accredited college or university of his or her choice during the academic year following the award. The award will be paid directly to the college or university on behalf of the recipient.

SKCHRA Scholarship Application
For Academic Year 2009-2010

1. Applicant's Name: _____
(Please print)

2. Address: _____
Street City, State Zip
e-mail address: _____

3. College or University enrolled at as of 9/2009: _____

4. Include letter of acceptance, your official class schedule or unofficial transcript with your application.

5. What are your career goals?

6. Please write a 300-500 word essay on the topic of why you are interested in pursuing a career in human resources or why human resource management is an important function for organizations (attach separate page if desired).

I certify that all of the information provided on this application is correct.

Signed: _____ Date: _____

Print Name: _____

Must be received no later than March 31, 2009.

Mail to:
SKCHRA Scholarship Committee
P.O. Box 364
Kent, WA 98035-0364

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.

- Margarita Crutcher, HR Generalist, Protective Coatings, Inc.
- Candice DeVaney, HR Coordinator, Protective Coatings, Inc.
- Melissa Gehrig, HR Manager, Vision House
- Alicia Lemmon, Senior HR Business Partner, Health Services NW
- Deidra Nguyen, Attorney-At-Law, Eisenhower & Carlson, PLLC
- Mercedes Lee, Director of Operations, Olympic Security Services
- Tammy Goolsbey, West Region Field HR Generalist, Office Max
- Clemencia Castro-Woolery, Attorney-At-Law, Eisenhower & Carlson, PLLC

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 May 21st meeting is Monday, May 18th 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: **May 21, 2009**

Time: 7:15 a.m. Registration & Networking

7:45 –9:00 p.m. Program

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.

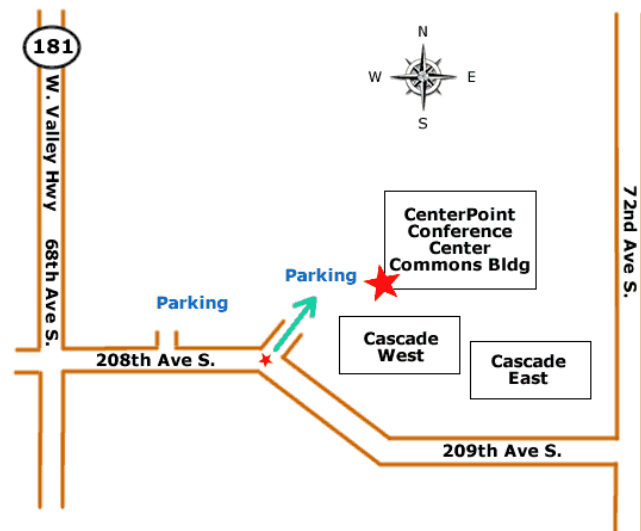
Please include your name, title, and phone number in your correspondence.

Chapter Meeting

May 21, 2009

Pre-registration Deadline:
May 18, 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 Kelly, PHR	425-981-1292	rhondak@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

