



**June 18, 2009 Lunch Speaker**

Register at [www.skcnhrma.org](http://www.skcnhrma.org)

**Employment Law Update**

Lots has happened in the world of employment law over the course of the last twelve months. The U.S. Department of Labor published its long-awaited final revisions to the regulations that implement the FMLA. The Washington Legislature enacted legislation creating two new types of employee leave that all Washington employers, regardless of size, are required to provide. The Washington Supreme Court issued a much-anticipated decision holding that the state's new definition of disability can indeed be applied retroactively. Congress significantly revised the Americans With Disabilities Act to broaden the definition of "disability." With the passage of the Lilly Ledbetter Fair Pay Act a new Congress enacted what may be just the first of several new pieces of employee-friendly legislation dealing with collective bargaining, equal pay claims, WARN Act notices, and expansion of the FMLA. And, that's just the tip of the iceberg!

This presentation will provide you with an update on new federal and state legislation, recent state and federal court decisions, and pending state and federal legislation. It is important to stay abreast of the changes requiring compliance and this program is designed to provide the necessary information human resources and management personnel need.

After this presentation participants will be able to:

- Identify the most important case law, statutory and regulatory developments in the areas of wrongful discharge, wage and hour, discrimination, employee privacy, medical leaves, worker's compensation, workplace safety and unemployment compensation occurring during the preceding six months.
- Develop and prioritize strategies to address these recent developments.
- Identify available resources to assist in legal compliance.

Ms. Walton, staff attorney for Perkins Coie, defends both private sector and public sector employers in state and federal employment-related litigation matters. Ms. Walton also devotes a significant part of her practice to providing preventative counseling to employers in a variety of contexts, including day-to-day advice on a wide range of employment law compliance matters, and the design and presentation of employment law training programs for managers, supervisors and human resources personnel on a variety of topics, including among others, workplace harassment, wage and hour law compliance, FMLA compliance, and Title VII compliance.

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**Upcoming Meetings:**

July 21, 2009  
**Dinner Meeting**  
*Reasonable Accommodations*

August, 2009  
**No Meeting**

A frequent lecturer on the subject of employment law, Ms. Walton served for a number of years as an adjunct professor teaching Employment Discrimination Law at the Seattle University School of Law, and she has served on the faculty of both the National Institute for Trial Advocacy (NITA), Northwest Regional Program, and the NITA Northwest Regional Deposition Program.  
Professional Leadership

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## President's Letter

Maintaining excitement!

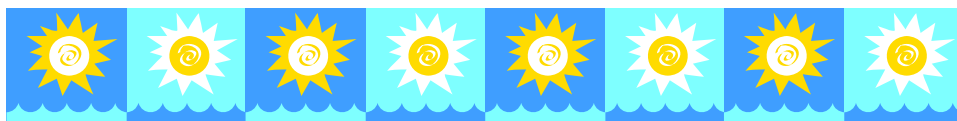
I recently attended college graduation as one of my children moved “from the world of learning to the world of doing.” The commencement speaker pointed out the group was graduating into one of the most difficult economic climates we have seen since the early 1980’s. Yet talking to my daughter and her friends, I could sense the enthusiasm they had about starting the next phase of their lives. Just being on campus when 2,400 freshly-minted adults take first steps into their new world, it was easy to get caught up in the excitement they were feeling. Some were melancholy about leaving behind relationships they had, however, none seemed despondent about the economic climate or how tough it might be out in the world. The graduates are all fresh and eager with a bounce to their step.

After a board or chapter meeting I have that same positive “inner bounce.” I may come to the meeting dragging after a difficult week of work, but I always leave feeling better after seeing friends and compatriots that face the similar issues and develop creative solutions. I usually gain some new insights from the presentations and I always gain positive momentum from conversations with other HR professionals. Knowing I’m not the only one facing difficulties makes it easier to be positive and try new ideas and approaches. Along with momentum I also get input and suggestions that invariably give me more alternatives and choices to solve problems. Come to our lunch meeting on June 18th. Not only will you gain from the Employment Law Update by Linda Walton of Perkins Coie, if you are a chapter member, pre-register by June 15<sup>th</sup> and bring two non-perishable food or sundry items to donate to the Kent Food Bank, this presentation will only cost you \$5! Get recharged by enjoying a great inexpensive presentation, networking with other HR and management folks and having a tasty lunch from Alki Bakery.

Graduation triggers an important reminder for employees with graduating children. Depending upon the criteria, some benefits program may not cover children once they graduate. This is an important reminder for employees so they can take steps to secure coverage for their young adult.

See you for lunch!

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	
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
<b>*Altered schedule due to room availability</b>				



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by Roger Gervin

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## The Lilly Ledbetter Fair Pay Act: Turning Back the Clock

*Please note: The following summary is provided for educational purposes only. It is not intended as, and should not be considered, legal advice.*

On January 29, 2009, President Barack Obama signed the Lilly Ledbetter Fair Pay Act of 2009 (“Act”) into law. The Act effectively expands the statute of limitations for employees asserting disparate pay under Title VII of the Civil Rights Act of 1964 (“Title VII”), the Age Discrimination in Employment Act (“ADEA”), the Americans with Disabilities Act (“ADA”), or the Rehabilitation Act.

Before the Act was passed, employees were required to file charges with the Equal Employment Opportunity Commission within 180 days (or 300 days in jurisdictions with local or state laws governing the alleged discrimination) of a discriminatory pay decision, *regardless of the employees’ knowledge of the alleged pay discrepancy*. Under the Act, each allegedly discriminatory paycheck now restarts the clock for employees seeking to file disparate pay claims.

An opinion issued by a federal judge in Florida just one week after the Act was passed offers a dramatic example of the Act’s practical implications. In *Bush v. Orange County Corrections Dept.*, 597 F. Supp. 2d 1293 (M.D. Fla. 2009), four female plaintiffs sued alleging race and gender discrimination under Title VII and the Equal Pay Act. The demotions and pay reductions at issue occurred 16 years before the plaintiffs filed suit. The employer sought summary dismissal of the case, asserting that the claims were untimely. The court rejected this contention, noting, “[W]hile [the] untimeliness argument was valid prior to last week, with the passage of the Act Plaintiffs’ Title VII claims are no longer administratively barred.” *Bush*, 597 F. Supp. 2d at 1292.

Notably, the Act’s effective date is May 28, 2007, meaning that the Act applies retroactively to claims pending on or after that date. As a result, employers could face litigation over decades-old pay structures and from employees whose claims were previously deemed time-barred.

### What These Changes Mean for Your Business

The Act could inspire employers to review their record retention policies with respect to records that may be relevant to disparate pay claims. Also, employers might consider auditing their pay structures or implementing new compensation policies to cut off any disparate pay claims that might have been deemed stale prior to the Act’s passage and to ensure future compliance with Title VII, the ADEA, the ADA, and the Rehabilitation Act.

For more information or for assistance in reviewing your company’s compensation structures or pay policies to avoid liability under the Lilly Ledbetter Fair Pay Act, contact South King County Human Resource Association members Deidra A. Nguyen (DNguyen@eisenhowerlaw.com) or Clemencia Castro-Woolery (CCastro-Woolery@eisenhower.com) of Eisenhower & Carlson, PLLC.

## Washington Expands Rights For Domestic Partners

Washington Governor Chris Gregoire signed legislation on May 18 that expands rights to domestic partners. Senate Bill 5688 requires state agencies to ensure that all privileges, immunities, rights, benefits, or responsibilities granted to married individuals are granted to an individual who is or was in a state-registered domestic partnership (*State of Washington Office of the Governor Press Release, May 18, 2009*).

Gregoire also signed House Bill 1445, which permits domestic partners to receive the survivor and death benefits available to spouses from the Washington State Patrol Retirement System and House Bill 1616 to provide qualified domestic partners the same pension and Public Employees' Benefits Board reimbursement benefits available to spouses of members of Law Enforcement Officers' and Fire Fighters' Retirement System Plan 2. These include retirement and disability survivor benefits, military service credit benefits, and withdrawal and annuity benefits paid upon a member's death.

In 2007, Substitute Senate Bill 5336 created the state domestic partnership registry. The legislation allows individuals to enter into a state domestic partnership if they meet established criteria. Some of the powers and rights of spouses were granted to domestic partnerships in that legislation.

The Legislature passed, and Gregoire signed, House Bill 3104 in 2008, which added additional rights and responsibilities relating to issues such as dissolutions, community property, estate planning, taxes, court process, conflicts of interest for public officials and guardianships.

Source: CCH

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## 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!

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## Local Food Banks

I know some of you might be wondering whether your food donations do any good. So I contacted both the Kent and Multi-Service Center Food Bank Supervisors and got some startling statistics to share. **Kent Food Bank Statistics:**

- Kent's first quarter totals of families served increased 7.5%
- From 2007 to 2009 Kent's demand is up 21.5%
- Distributed pounds of food is also up 27% from 2008 – 2009 first quarter
- First time families from 2008 to 2009 grew by 9%
- First time families from 2007 to 2009 grew by 13%

Food bank clients received non-perishable food and government commodities once per month and clients may come back weekly for perishables. Homeless clients may visit once weekly for non-perishable and perishable foods. Kent has seen an increase of clients coming in and requesting emergency food just a few days after receiving their food.

Kent's food and clothing bank is open Monday through Wednesday and Friday from 8:30-2:30 for donations. They are located at 515 W. Harrison Suite 107, Kent. They are always in need of non-perishable foods especially canned meats, shelf stable milk, soups, vegetables and fruits. And yes, they do accept produce from home gardens.

Questions? Contact Jeniece Choate, Director, at 253-520-3550 or [kentfoodbank@earthlink.net](mailto:kentfoodbank@earthlink.net).

### **Statistics from the Multi-Service Center Food Bank in Federal Way:**

The Multi-Service Center (MSC) is one of 12 food banks in South King County, part of the South King County Food Coalition.

- From January-April 2009 the Coalition served 209,505 clients living in 73,492 households. That is an increase of 50,272 individuals and 22,083 households over 2008.
- January through April of this year MSC has served 44,534 clients in 11,859 households.

Food drives are a wonderful way to help fill the gap and continue to provide food for everyone who comes to the facilities. MSC is happy to accept donations Monday-Friday, 8:30-4:00. They are located at 1200 S 336<sup>th</sup> Street, Federal Way.

Also, MSC is sponsoring a "Grow-A-Row" program in our community. MSC is asking gardeners to plant a row of veggies, fruit or flowers to donate to the food bank.

Questions? Contact Terri Turner, Food Bank Supervisor at MSC 253-838-6810 X 109 or [territ@multi-servicecenter.com](mailto:territ@multi-servicecenter.com).

Submitted by Annette Coder, HR Manager for the Multi-Service Center

## Scholarship Awarded!

Congratulations to Trevor Watt, SKCHRA's 2009-2010 scholarship winner. Trevor is the son of Board Secretary Rhonda Kelly and attended Renton Technical College. He is off to WSU this fall majoring in Hospitality Business Management with a minor in Human Resources. According to Trevor, "I am interested in Human Resource Management because it is important to know how to treat employees with a sense of fairness within the guidelines of the law and also to have the skills to assist employees in reaching their goals. In my present position as manager, I have had exposure in this field and really enjoy what I have learned so far. In my program at Washington State University, I will take my skills to the next level so that I am better prepared to manage a group of employees or become a business owner. I have had the opportunity to discuss HR with my mom who is currently in this field and am excited to learn more and begin my own career in the field of Human Resources."

Way to go, Trevor! We are excited for you, too. Trevor will be invited to attend our June meeting to accept his award. Congratulations from the Board on behalf of our Chapter.





## **Lower Your Labor Costs by 20% While Increasing Employee Compensation!**

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## NHRMA's 71st Annual Conference & Tradeshow

Wednesday, September 30 – Friday, October 2, 2009

Oregon Convention Center | Portland, Oregon

[www.nhrmaconference.org](http://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](http://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 30<sup>th</sup>. This event may be attended separately or may be added to conference registration.

Please contact Jaclyn Skrivseth at [Jaclyn@ConferenceSolutionsInc.com](mailto:Jaclyn@ConferenceSolutionsInc.com) if you are interested in sponsorship, exhibitor, or advertising opportunities.

# SAVE THE DATE: October 22, 2009



South King County Human Resource Association's Silent auction to benefit the SHRM Foundation and our Chapter Scholarship Fund needs your help. We are currently requesting donations and sponsorships.

The 5th Annual "Sip 'n Shop" wine tasting and silent auction is coming soon and we are extending an invitation to you. This is a wonderful opportunity to network, support the SHRM foundation and our South King County Human Resource Association Scholarship Fund.

You will also be able to experience Washington's local wines and pick up a few items for yourself or others at our silent auction.

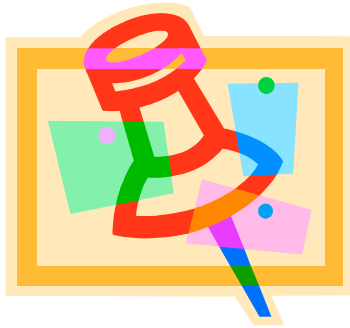
Remember: We're also looking for donations and sponsors. Ask your favorite restaurant or salon if they would consider donating a gift certificate. This is a great way and inexpensive to advertise their businesses!!! Plus they make great auction items! Thank You.

**Event Date: Thursday, October 22, 2009**

**Time: 5:30 – 8:00 PM**

**Location: Kent Senior Activity Center  
600 E Smith Street  
Kent WA 98030**

We look forward to seeing you on October 22, 2009!



## **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](http://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.

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### **New Chapter Members**

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

- Annelisa Michaels, HR Manager, Comcast Cable
- Sandra Lester, HR Representative, Parsons

**Welcome**

# 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 June 18<sup>th</sup> meeting is Monday, June 15th at noon.)

### **Door Registration**

Registrations submitted after the noon deadline on Monday will be considered Door Registrations and will be charged an additional \$4.00 to cover catering changes.

### **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: **June 18, 2009**

Time: 11:15 a.m. Registration & Networking

11:45 a.m. –1:00 p.m. Program

Place: **CenterPoint Conference Center**

20809 – 72<sup>nd</sup> 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](mailto: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.

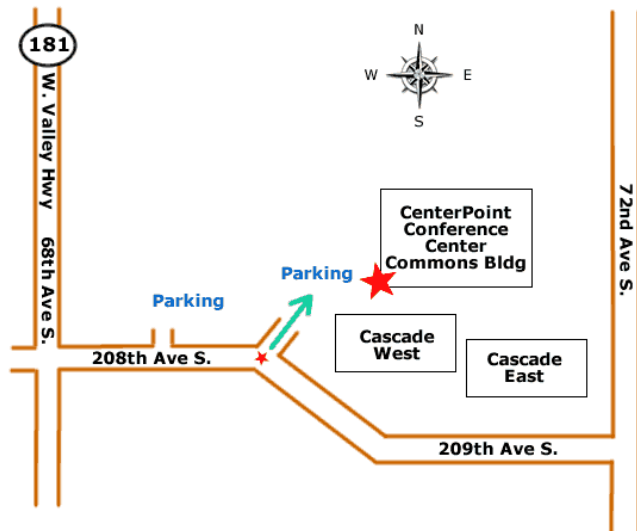
Chapter Meeting

# June 18, 2009

Pre-registration Deadline:  
June 15, 2009, 12:00 Noon

CenterPoint Conference Center  
20809 72<sup>nd</sup> 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

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