



South King County Human Resource Association



Issue: December 2009

December 17, 2009 Breakfast Speaker

Register at www.skcnhrma.org

Social Networking: To Friend or Foe?

This session will help employers navigate the many challenges of managing social networking and its relationship to the workplace.

Our ability to freely post and broadcast information globally and have it received instantaneously by recipients' cell phones, laptops, PC computers or other remote access sites is fostering a feeding frenzy of information sharing. Social networking among adults continues to trend upward, and forward-thinking employers cannot ignore the potential workplace advantages that exist through such online resources. However, savvy employers also recognize and understand the possible pitfalls of using these technophile tools when making employment-based decisions.

OBJECTIVES:

Through this session, participants will be able to:

- Understand the general nature and structure of social networking sites.
- Identify applicable laws and legal doctrines: electronic communications legislation, personal privacy expectations, anti-discrimination laws.
- Create or modify workplace policies and practices to minimize legal risks when accessing information through online resources.
- Review hypothetical facts to address relevant scenarios: using social networks for online recruitment; employer-related information posted on employee's blogs; mining Internet sites for employee and applicant data.
- "R u ready 4 a gr8 session?" ☺

Brandon R. Chun is an attorney who has been practicing labor and employment law since graduating in 1992 from the University of California, Hastings College of Law, where he was a member of the Hastings Law Journal. Mr. Chun is licensed to practice law in Washington State and Hawaii, and has worked for Washington Employers for more than 12 years, an employer association with over 1100 member companies, including for-profit, non-profit, private, public and quasi-public entities. He counsels and represents businesses in all aspects of employee relations and regulatory compliance. Mr. Chun regularly conducts trainings and presentations, including: semi-annual legal and legislative updates, a six-week employment law series, wage & hour, workplace violence, garnishments, LGBT issues in the workplace, independent contractors, and legal issues for supervisors. His upcoming and past presentations to associations and groups also include the topics of *Safe Hiring Practices*; *Legal Issues*; *Disability Laws, FMLA and Workers' Compensation*; and *Drugs and Alcohol in the Workplace*.

Inside this Issue:

President's Letter	2
December Meeting Special	5
Sip 'n Shop Update	6-7
HR Holiday Hints	8
Meeting Registration	13
2009 Board Members	14

Upcoming Meetings:

January 21, 2009
Dealing with the Injured Worker

February 18, 2009

The Conflict Toolkit

President's Letter

Yesterday, newsletter editor Rebecca Shorrock reminded me that I needed to get my last Presidents letter submitted. (Rebecca has learned that I respond best to constant deadline pressure) As I was trying to come up with something profound, it hit me how much I have learned and enjoyed over the past two years.

My learning comes from working with a fantastic group of individuals each having good business sense that I only hope to develop. At least once per month the board gets together in the wee hours (actually 7:15 am) to discuss, plan and assign tasks for upcoming events. This is the time I get to enjoy the group. I run meetings with a marshmallow fist and so it is fun for me to watch the interaction between board members as future plans or past actions are reviewed. No decisions are made without developing a plan including financial, manpower and time considerations. The mutual respect within the group is amazing. We can disagree, discuss and still accomplish most of our goals. I have worked in many for-profit businesses that could take a valuable lesson from this!

A few examples; with the boards guidance SKCHRA has remained an important contributor to this valley we call home. In 2009, chapter members have donated twice to the Kent Community Food Bank, (three times as of the December chapter breakfast) and contributed \$1,600.00 to Kent Emergency Services through participation in the Sip N Shop fundraiser. Additionally, the chapter has been able to provide a scholarship each year for a student pursuing education in human resource management and given financial support to the SHRM Foundation, which conducts research in the area of employee-employer relations and whose mission is to maximize the impact of the HR profession on organizational decision-making and performance by promoting innovation, education, research, and the use of research-based knowledge.

This is only a short list of highlights, but it is critical to know that without chapter members who come to the meetings and support these various forms of outreach nothing would be possible. Your suggestions provide goals for the board. Questions and input provided from the surveys at the meetings or through e-mails are opportunities to guide the future of the chapter. The website has contact information for each board member or a spot for general questions or comments and every e-mail garners a response.

Thanks to everyone for your support of the chapter and a special thanks to all of my close friends on the board for tolerating and training me. I hope to see all of you at future meetings.

Happy and safe holidays to everyone!

Bryan Price
President

Website Design by Roger Gervin



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Website and Blog Design
Website and Blog Programming
Website and Blog Consulting
PayPal Connection
Microsoft Access Programming
Microsoft Excel Programming



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.



Meeting Registration via PayPal Includes Credit/Debit/EFT Options

As announced in last month's newsletter, advance registration for our chapter meetings and other special events are now done via PayPal. This will enable our members and guests to choose whether to pay via a pre-established PayPal account or, to **manually enter credit/debit card or electronic fund transfer (EFT) information online, if you don't have or wish to set up, a PayPal account.**

Credit cards will no longer be accepted by our Chapter except for purchases at our annual Sip 'n' Shop. People who choose to attend a meeting without registering prior to arrival will need to pay by check or cash at the door.

Meal Deal cardholders must also pre-register online via PayPal to ensure we have adequate seating, order enough food, have sufficient presentation materials and have an accurate registration report.

We've already had several people sign up for our December meeting using PayPal and it seems to be working great for all involved. If you have suggestions or comments about our new PayPal registration process, please let us know at our monthly meetings. *We hope to see you at a meeting soon!*

December Meeting Special - \$5.00 with Food Bank Donation!

Many people continue to be out of work and with the holidays rapidly approaching food bank shortages will only get worse. Because the South King County Human Resources Association is prudent with the money we receive from our members and fundraisers, we are fortunate enough to have funds available to again do something special that will benefit both our members and our local community.

We are excited to announce that our December 17th meeting is only \$5.00 if you:

- ***Are an SHRM member who has designated South King County as your primary chapter***
- ***Pre-register via PayPal by Noon on Monday, December 14th***
- ***Bring 2 non-perishable food items (or more!) for the Kent Food Bank***

All other registrations, including those received after Noon on December 14th or those not accompanied by a food bank donation, will be charged the regular meeting fee.

If South King County is not yet your primary chapter and you want to make it so, you can complete the designation form at <http://www.skcnhrma.org/chapterdesignation.pdf>. If we receive your form by the pre-registration deadline, you'll qualify for the discount!

Share the news with your HR associates. We hope to have a record turnout and collect lots of donations for the Kent Food Bank! Read more about this organization <http://www.skcf.org/kentfoodbank>.

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



Recipients of 2009 Sip 'n' Shop Fundraiser

Our 5th Annual Sip 'n' Shop was a huge success! Due to the generosity of our many donors and sponsors, our guests were able to enjoy a fun experience socializing while shopping for gifts for others – and themselves!

We raised almost \$3200 of which Kent Food Bank & Emergency Services received over half - \$1600. Because of the event's success we increased our 2010 College Scholarship to \$1000; look for details about this scholarship program in our February newsletter. And we donated \$250 to the SHRM Foundation.



Thanks to everyone for making this our most successful Sip 'n' Shop ever!
We'd like to give special thanks to all of our auction donors as well as our sponsors:

Our HR community is encouraged to support the businesses that participated and are listed below.

A&C Glass	www.aandcglass.com
Aerotek	www.aerotek.com
American Charm, Inc	www.americancharmnc.com
Attitudes Hair Salon, Frank Perry, Covington	
BBQ Pete's	www.bbqpetes.com
Best Western Plaza By the Green	www.bestwestern.com/plazabythegreen
Buds & Blooms	
Candace Haralson	
Citation Management	
Dani-Mak Desserts, Cindy Sankey- Bleasdale	www.dani-mak.com
Duke's Chowderhouse, Kent Station	www.dukeschowderhouse.com
Element Salon & Spa, Shelley Kilwine	http://elementsalon.net
Embassy Suites Hotel, Tukwila	www.embassysuiteshotel.com
Exotic Metals Forming Company	www.exoticmetals.com
Foster Pepper PLLC	www.foster.com
Gail Gervin	
Gene Juarez	www.genejuarez.com
Gloria Stewart	

Jackie Knox
Jacquie Edelen
Keith Bartlett
Kelly Services, Fae Alexander www.kellyservices.com
Kosnoski Eye Care www.kosnoskieye.com
Laverne McIntyre
Mama Stortinis www.mamastortinis.com
McMonigle Veterinary Hospital www.mcmoniglevh.myvetonline.com
Melinda Dickie
Norvanco www.norvanco.com
Outlook Inn www.outlookinn.com
Palisades Restaurant www.palisadesrestaurant.com
Pam Gibbons
Path Forward, Jim Hessler www.pathforwardconsulting.com
Pyramid Brewery www.pyramidbrew.com
Riverbend Golf Complex www.ci.kent.wa.us/Riverbend
Rockie Ward
Roger Gervin Web Design www.rgervin.com
Salon Blast, Mariah Hauger www.salonblast.com
Scenic Bound Tours www.seattlecitytours.com
Seattle Mariners www.mariners.com
Starbucks - 212th www.starbucks.com
Starbucks - Auburn www.starbucks.com
TRUEbenefits LLC www.truebenefits.net
Unionbay - Seattle Pacific Industries www.unionbay.com
Volt Workforce Solutions, Joyce Connor www.volt.com
Washington Employers www.wa-emp.com
WinStaffing www.winstaffing.com

Holiday Hints for HR Professionals

The holiday season is now upon us and it may be time to think about human resource issues that can happen this time of year.

For some corporations, holiday parties are a norm. Many companies have holiday festivities including spouses, guests, and families. Having a corporate culture around festivities is important – but is it okay to drink alcohol at a company function? What are the rules at your organization? What happens as far as liability of the company if an employee or guest leaves your party intoxicated and hurts themselves or someone else? If your holiday party includes alcohol, think about having an agreement ahead of time with a local cab company to drive home someone who is unsafe behind the wheel.

Also, winter time with our short daylight hours and long, cold nights is a prime time for seasonal affectiveness disorder (SAD) and depression. Many employees can be depressed and show no physical signs or symptoms. Brush up on your Employee Assistance Program and read about subtle signs of blues in the workplace. Offer help to an employee by giving them the phone number of your EAP provider or health care provider. Many people find the holiday season a tough time to go through and could use encouragement.

In our diverse culture, not every employee celebrates the holidays. It can be hard for some to feel like they “fit in”. Be aware of those whose cultures are different and make sure that they are included in holiday celebrations. Perhaps a bit of sharing of the cultures might be a great idea for a staff meeting or company newsletter. It’s a great time to learn about different cultures and what/how people celebrate. Maybe there is a way to incorporate different cultural themes into one celebration.

A few years ago our organization stopped having a formal Holiday evening celebration because it was too costly. Employees still wanted to get together during the holidays, so we formed a holiday committee who put together a multi-cultural luncheon. We extend our lunch hour a little bit, decorate the office and have everyone bring in a holiday dish indicative of their family or native culture. It’s really quite interesting (and yummy!) to experience different foods. Many of our workers have found new friends, exchanged recipes and gained extra knowledge about fellow employees. And, there’s always plenty of food and music. We even started an employee talent show. Some sing, dance, and play a musical instrument, read poetry they wrote or make us laugh with a few jokes. This really has helped boost employee morale during a busy time for our organization. A few hours out of one day reaps many benefits in return.

Also, if your organization is doing a reduction in force or just did one, be mindful that people may be stressing out at this holiday time over budgets, new jobs, food, etc. Sometimes the best thing a company can do is help those in need close to home. You can request brochures with information about our local food and clothing banks. It might be a good idea to have the Kent Food Bank and/or Multi-Service Center Food Bank phone numbers handy in case an employee or former employee needs help. Both non-profits also offer one time assistance with electric bills, if qualified. Here is the information:

Kent Food Bank 253-520-3350
515 W. Harrison St, Suite 107, Kent, WA 98032
Hours: Monday, Tuesday, Wednesday and Friday 10 a.m. - 2 p.m.
See their website: <http://www.skfc.org/kentfoodbank/>

Multi-Service Center 253-838-6810
1200 S 336th Street, Federal Way, WA 98003
Hours: Monday, Wednesday and Friday 10 a.m. - 2 p.m. Individuals with special needs are served from 9:30 to 10 a.m.
See their website: <http://www.multi-servicecenter.com/index.htm>

Having a good resource base and knowing your employees, anticipating their needs and generally being interested in each diverse background can make you the shining star over the holidays. Folks appreciate the kindness that you can give.

Be mindful that before we can take care of anyone else, we must first nurture ourselves. Too many HR professionals forget to take time out and do something nice for themselves. Make this the year that you get through this holiday season happy, healthy and smiling!

Happy Holidays to all!



Holiday Giving Opportunity

This holiday season the SKCHRA board has approved a monetary donation to DAWN (Domestic Abuse Women's Network), and to provide gifts to a family in need in South King County.

Can you imagine not having enough food or funds to cover the holidays? I work at the local food bank and every day we are open I see families waiting outside in the cold to get their weekly commodities. Our shelves are lean and many have to get by with the little they receive from us. We have faithful volunteers who go out every day to the grocery stores and pick up the day old bread and items donated generously by our local food vendors. We also have generous community members who donate their time, talent, and dollars to make sure that there is enough food to share.

There are many young children who wait in line with their parents, hoping that maybe there is a goody for them today. Their pleas to Santa include bringing them a new warm coat or a new blanket so they don't have to share with their brothers or sisters anymore. The thought of receiving big gifts, or even a small toy, never enters their minds because that is for other people. Mom and dad may be out of a job, have a serious illness or just be down on their luck.

Every night in King County, over 8,000 people sleep without the comfort of a home. Many have made a cardboard home in the woods and fight for space and privacy; some sleep in their cars. As the nights get longer and colder, many will be looking for shelters and will be turned away.

If you would you like to contribute a gift or adopt a special family needing assistance this holiday season, individually or as a company outreach project, please contact me so I can put you in contact with the case manager in charge of our gifting program. We will provide you with details about the family's wish list, sizes and what the little ones would like this holiday. Another option is to donate scarves, mittens, gloves, hats, and gently worn winter coats (of all sizes) to the Multi-Service Center.

Your gifts, cash, food, and clothing items can be brought to the December 17th chapter breakfast and our holiday committee will gather the items and divide them between the Kent Food Bank and Multi-Service Center in Federal Way. Your donations and generosity will help a neighbor receive the greatest gift of all this holiday season – the gift of kindness.

Thanks! If you want to get in touch with me in regards to adopting a family, please email or call Annette Coder at annettec@multi-servicecenter.com or 253-835-7678 x 106.



No Change to Meeting Fees in 2010!

Since part of our mission is to advance the profession of HR to all who want to learn, we feel it is important to keep our meetings accessible to our membership in terms of location and cost. Keeping our meeting fees to \$20 for members is a reasonable cost for the value received in terms of education and networking, plus the CenterPoint Conference Center location has been well received.

Pre-registration is via PayPal, which allows you to use a credit /debit card, checking account, or your PayPal account to pay. Only cash and checks are accepted for payment at the door.

We strongly encourage advance registration to facilitate our arrangements for adequate food, seating and presentation handouts.

Meeting fees for advance registration (by Noon 3 days prior to a meeting) are:

- SHRM Members & Sponsored Guests \$20.00
- Non-SHRM Members \$24.00
- SHRM Student Members \$10.00

Meeting fees for late registration (within 3 days of a meeting or at the door) are:

- SHRM Members & Sponsored Guests \$25.00
- Non-SHRM Members \$29.00
- SHRM Student Members \$15.00

Meal Deal Cards offer opportunities to save for people who attend at least 5 chapter meetings each year (meetings are held every month, except August).

- They may be purchased by any member who has designated the South King County Chapter as their primary chapter with SHRM.
- Advance registration is still required to ensure adequate food and presentation materials are available.
- The card must be used for meetings within the calendar year.
- There is a (very) nominal fee of \$.01 when you register for a meeting with your Meal Deal Card on PayPal.

2010 Meal Deal Card fees are:

- 5 Meal Deal \$ 90.00 *Save \$10!*
- 8 Meal Deal \$140.00 *Save \$20!*

Meal Deal cards will be available for purchase via PayPal and at chapter meetings (if paying by cash or check).

We look forward to seeing you at a chapter meeting soon!!!

New Chapter Members

Please welcome the following new member who has designated South King County as their chapter.

- Rachel Dulaney, HR Generalist, Hexcel
- Chancy Sukthavy, HR Generalist, Digital Control, Inc.

A graphic of the word "Welcome" in a bold, blue, 3D-style font. The letters are slightly offset to create a sense of depth and movement, with the word appearing to be written in a dynamic, slightly slanted manner.

Meeting Registration

Date: **December 17, 2009**

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

7:45 a.m. – 9:00 a.m. Program

Place: **CenterPoint Conference Center**

20809 – 72nd Ave S
Kent, WA 98032

Pre-Registration Cost:

\$20.00 SHRM Members & Sponsored Guests

\$24.00 Non-SHRM Members

\$10.00 SHRM Student Members

Late or Door Registration Cost:

\$25.00 SHRM Members & Sponsored Guests

\$29.00 Non-SHRM Members

\$15.00 SHRM Student Members

Please register at:

<http://www.skcnhrma.org/meetingregistrationform.html>.

Note: Meal Deal Card holders must still register in advance in order to provide us with an accurate headcount.

If you choose to attend a chapter meeting without registering prior to arrival you will need to pay at the door either with cash or by a personal or company check made out to **SKCHRA**.

If you must cancel, call Gail Gervin at (206) 664-7246. Refunds are available for registration cancellations made prior to the pre-registration deadline.

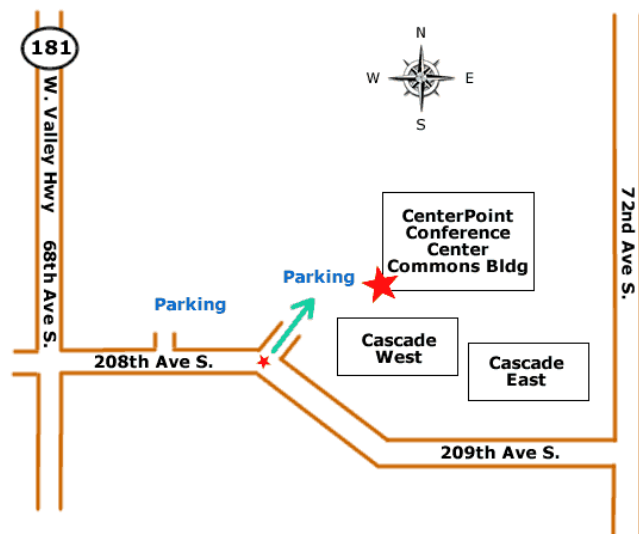
Cancellations occurring within 3 business days of the meeting are not eligible for registration refunds, as the chapter must pay for the headcount guaranteed to our vendors. We suggest you send another representative from your organization.

Chapter Meeting

December 17, 2009

Pre-registration Deadline:
Monday Dec 14, 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.





SKCHRA

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.
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Foundation Chair	Diane Finley	206-248-0010	diane@winstaffing.com
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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
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HRCI Accreditation	Jim Cassidy, SPHR	206-714-5889	jim.cassidy@7-11.com
Arrangements	Gail Gervin, PHR	206-664-7246	gailervin@wa-emp.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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