



**June 17, 2010 Breakfast Speaker**

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

## Financial Incentives for Hiring the Disabled

Please join us for breakfast on June 17<sup>th</sup> to hear John Evans speak on “Financial Incentives for Hiring the Disabled”. This presentation will focus on the financial incentives that small or large business can realize when employing individuals with disabilities in their labor force.

The presenter will be speaking about the demographics of people with disabilities, the aggregate and discretionary spending power of the population, the Work Opportunity and Architectural Barrier Removal Tax Credits available through IRS, the public vocational rehabilitation programs that offer employers qualified candidates with employment related funding support from the system, including the types of reimbursement and financial support Vocational Rehabilitation offers for on-the-job training or internships.

The presenter will also introduce the audience to the wealth of local based community rehabilitation enterprises available to support the employer’s labor force needs.

John was a wildly popular speaker for SKCHRA last year and we are thrilled to have him back! A 1984 graduate of Seattle University in Public Administration and Human Resource Development, John has over 25 years of public service with the State of Washington. He is currently employed with the Department Social Health Services as the statewide Employer Relations Manager for the Division of Vocational Rehabilitation. John is a notable contributor locally and nationally to the community integration and employment of persons with disabilities. John resides in Woodinville with his wife Kathy and their daughter Amanda.

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### Upcoming Meetings:

July 17, 2010  
Lunch Meeting  
**Generational Differences**

August 2010  
**No Meeting**

***The March meeting is being sponsored by Alliance 2020. More information about Alliance 2020 is on page 5.***

## **President's Letter**

For the last few months I have been going through some challenges and it seemed that I was having trouble focusing. With the help of friends and family around to encourage me and lift up my spirits, I am feeling much better.

Recently, someone interested in coming to our June Chapter meeting asked what the topic was, so, as I looked it up on our website, and read the title to her, "Financial Incentives for Hiring Disabled Workers – I began to wonder.... How would I handle it if I had a disability? I think I would learn to cope just like anyone else does who has a disability. I would have the same determination that they have and would be telling companies that I would be a valuable employee, if they would only give me a chance.

As HR practitioners, we all know what a disability is. Some of us can quote the major points of the Americans with Disabilities Act and the Washington Law Against Discrimination (WLAD). But I wanted to see what definition Wikipedia had for this topic.

### ***Disability (From Wikipedia)***

*The [World Health Organization](#) defines **Disability** as follows: "Disabilities is an umbrella term, covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations. Thus disability is a complex phenomenon, reflecting an interaction between features of a person's body and features of the society in which he or she lives."*

*An individual may also qualify as disabled if he/she has had an impairment in the past or is seen as disabled based on a personal or group [standard](#) or [norm](#). Such impairments may include physical, [sensory](#), and [cognitive](#) or [developmental disabilities](#). [Mental disorders](#) (also known as psychiatric or psychosocial disability) and various types of [chronic disease](#) may also be considered qualifying disabilities.*

*A disability may occur during a person's lifetime or may be present from birth. A physical impairment is any disability which limits the physical function of limbs or fine or gross motor ability.*

aA couple of people, I personally know who have disabilities seem to be doing better than me; a person without a disability. It struck me that it is typically the non-disabled people who have problems coping with disabled individual's disabilities instead of the other way around.

Over the years, there is a guy that I've taken my various watches to for repairs from time-to-time. He always knows exactly what is wrong with it; he is a master in his field. When you enter his shop and stand talking with him (just pick a topic) its amazing the wealth of knowledge he has on any subject; all while he is repairing your watch. You literally would not know that he is disabled until he comes from behind the counter and you see the wheelchair. I see him from time-to-time at the grocery store and nothing seems to prevent him from getting what he needs to buy; everything he does in his day is perfectly normal to him. I don't see him as disabled. I just don't notice it anymore. Before I really got to know a few people with disabilities, I was really afraid that they could not handle everyday challenges so I, made a decision, without consulting them, that they surely couldn't handle working for a company of any size. Oh, how I

was proven wrong! I know some of you are probably thinking, Rockie there are so many people who have disabilities that are not seen. True, but it's easier to get my point across if I have you focus on what you can see and not have you go too deep in the subject matter and have you think about what can be an unseen disability (*feel better now*).

As Human Resource practitioners, do we have bias when it comes to hiring someone with a disability? We know the laws, we hear or read about them all the time, but do we practice what we read? Do we discriminate because of something we see that is different about the applicant? Do we make a decision based on appearance, or do we really focus on their knowledge, skills and abilities to make the right decision?

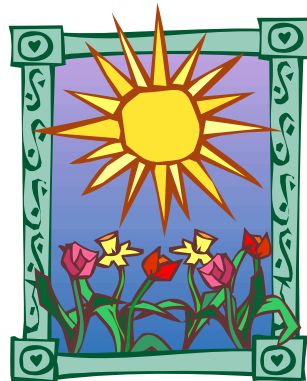
We all need to ask ourselves these questions to see if we are truly giving everyone a fair chance when it comes to employment or does everyone in my company have to look and act like me!

There are no challenges, big or small, that I can't overcome with perseverance!

Rockie Ward  
President

*"Items in SKCHRA's newsletter are for information only and not intended to render legal advice. Material contained herein may not be reprinted without the permission of SKCHRA."*

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*Summer Solstice*  
*June 21, 2010*

# ✓ Your Calendar

2010 Chapter Meetings			2010 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 Rockie Ward @253-796-6111	
June 17, 2010	Breakfast	7:15 am - 9:00 am	June 11, 2010	7:15 am - 8:30 am
July 15, 2010	Lunch	11:15 am - 1:00 pm	July 9, 2010	7:15 am - 8:30 am
August NO MEETING			August 2010	TBD
September 14, 2010	½ Seminar	7:00 pm -12:00 pm	September 10, 2010	7:15 am - 8:30 am
October 21, 2010	Breakfast	7:15 am - 9:00 am	October 8, 2010	7:15 am - 8:30 am
November 18, 2010	Breakfast	7:15 am - 9:00 am	November 12, 2010	7:15 am - 8:30 am
December 16, 2010	Lunch	11:15 am - 1:00 pm	December 10, 2010	7:15 am - 8:30 am

## 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

## SHRM Foundation & J. J. Keller Foundation Partner to Offer \$100,000 in Scholarships for HR Professionals

The SHRM Foundation and the J. J. Keller Foundation have once again partnered to award \$100,000 in scholarships via the SHRM Foundation Scholarship Program. The SHRM Foundation awards 100 scholarships and created the program to support SHRM members pursuing a college degree or professional certification (SPHR, GPHR, PHR, or PHR-CA). Through a three year commitment of \$330,000, the J. J. Keller Foundation has made the funding for this program possible.

Two types of scholarships are available: academic scholarships, which are funded at \$1,375 each, and certification scholarships, which are funded at \$750 each.

The scholarship program is administered in partnership with SHRM. A total of 40 academic scholarships and 60 certification scholarships (for a total of \$100,000) will be awarded to recipients across five U.S. regions. SHRM volunteer committees will coordinate the judging process and distribute eight academic and 12 certification scholarships per region, which include: Northeast Region, Southeast Region, North Central Region, Southwest Central Region, and Pacific West Region.

Applications are now being accepted and must be postmarked by July 15, 2010.

[Click here](#) for more details on the scholarship program and to find out if you are eligible.



**Since 1987, Alliance 2020, with a motto of Right Time, Right Reasons, Right Team and Right Value, has provided background screening services for businesses throughout the United States. Employment screening services include:** criminal background reports, employment history, professional license verification and education verification. Also available are sex offender searches, motor vehicle reports, social security number searches, employment/business credit reports and much more.

The convenient, secure, on-line service allows employers to have full, real time control over their employment verification requests. Check out our website:

[www.alliance2020.com](http://www.alliance2020.com) or call Jacquie Edelen at 877.604.1020.

Remember, insight is better than hindsight.

## **Congratulations, Mark Burns! You're going to the 2010 NHRMA 72nd Annual Conference & Tradeshow!**

At our May chapter meeting, a drawing was held from all eligible entries and chapter member Mark Burns, Financial Advisor with Waddell & Reed, was selected as the lucky winner of our NHRMA Conference contest! Mark will enjoy full conference registration and two nights' hotel at Sunriver Lodge (\$800 value) courtesy of the South King County HR Association.

Mark's was eligible for the drawing because he brought a guest to our April meeting. Talk about easy! Congratulations Mark. We look forward to hearing all about the conference!

Pictured below are Mark and his winning entry with Chapter President Rockie Ward.



## 2010 Regional and National HR Conferences

### Regional Conference

This year's Northwest Human Resources Management Association (NHRMA\*) Conference and Trade Show will be at Sunriver Resort in Sunriver, Oregon, from Wednesday, September 29, through Friday, October 1, 2010. Visit the NHRMA [website](#) for full information.

Focusing on "**The Changing Environment of HR**," workshops will address changes in legislation, culture, strategy, technology, wellness and values. Plus you will be provided with the tools and strategies needed to face these changes to lead your business (and yourself) into the future with confidence.

The early registration fee of \$399.00 for SHRM members ends June 1. After June 1<sup>st</sup>, the registration fee increases to \$499.00. *Remember, the winner of our contest will be announced at the May chapter meeting.*

### National Conference

This year's SHRM Conference and Exposition is being held in San Diego, California, from Sunday, June 27<sup>th</sup> through Wednesday, June 30<sup>th</sup>. Conference brochures have been mailed to SHRM members. You can also visit the SHRM [website](#) for updated information.

The theme is "**A New Time for Growth; A New Focus on HR**." Keynote speakers include Al Gore, former Vice President; Steve Forbes, President, CEO and Editor-in-Chief of *Forbes* Magazine; and Marcus Buckingham, *New York Times* best-selling author and visionary.

Group pricing is available for five or more attendees from the same corporation.

\* An affiliate of SHRM

## **Need HR Help NOW?? Get it with LIVE HELP from SHRM!**



Live Help is an interactive online messaging feature that connects you directly to a SHRM Knowledge Advisors for direct assistance with practical human resource-related questions. Live Help is usually accessible during regular SHRM business hours (Monday through Friday from 8:30 a.m. to 5 p.m. Eastern time).

### **How does it work?**

Just click the live help button and answer a few quick questions. You usually will be connected within seconds and, depending upon your question and the volume of other requests, you may be able to get information or a resource to review during your brief chat conversation. If no one is available at that moment to respond, you will be given the option of sending us an email instead. Only those in possession of a full level SHRM membership in their own name are eligible to use the Live Help system for assistance with HR questions.

### **Can all questions be answered via Live Help?**

No. Because Live Help is interactive, it is intended for brief or simple requests that can be resolved quickly with an online link or "off the cuff" answer rather than those requiring research. Complex issues are best addressed by phone or email to ensure you receive the best response to your request. If your question takes more than a few lines to type or you have several questions about an issue, you'll receive the best service using phone or email. SHRM cannot provide legal advice and cannot provide resources via Live Help that are not readily available on the internet.

### **Why does it sometimes take a minute or two for an initial greeting or a response?**

There may sometimes be a brief delay before you see a response for many reasons, the most likely of which is that we may be chatting with up to two visitors per SHRM staff member at one time. In addition, our staff may be pulling up a link to provide you or another member with a response to a question. We may also be reviewing your membership record to answer your question most effectively. We always respond as quickly as possible, but complicated requests or those requiring research may result in delays of up to a minute or two or may need email follow-up. Live Help is busiest late in the day when more individuals tend to be on the SHRM website conducting Internet research. You might want to try it again at a less busy time of day or contact SHRM by email or phone.

### **Who are the "live persons" on the other end of Live Help?**

Live Help is brought to you by the SHRM Knowledge Center -- the same SHRM Staff who answer your HR-related questions (all former HR professionals) via SHRM phone and email services. Many of our staff take turns on Live Help, so different people may be "on" at different times of the day. Please note - Live Help is provided by SHRM as a general information service and is not a substitute for legal or other professional advice.

### **What happens when Live Help is closed?**

If the button indicates that Live Help is closed, you can select from the choices on the contact page to submit a request via email or phone to the HR Knowledge Center. Our goal is to respond to all requests whether by email, phone, or live help, as soon as possible, usually within 1-2 business days. Please submit your request only once via the communication method you

most prefer. Repeated submissions cause delays in response time. Are there any restrictions on the use of Live Help?

Yes. This service is an exclusive benefit for our professional-level members, and is therefore subject to the same "Member Only" access rules normally followed for all SHRM member only resources and benefits. Anyone using a name and membership number on SHRM online is attesting to the statement below. Members have an ethical obligation to ensure their membership number is not used by anyone else to access SHRM online, including Live Help, for HR assistance.

**Can I get a record of the discussion I have?**

Yes. At the conclusion of your chat you may choose to provide an email address where a transcript of your session will be sent within seconds. If you have a popup blocker enabled, however, you will need to disable it to use this service properly.

**What if I have a follow up question?**

Any follow up questions will be directed back to the advisor that first assisted you. As not all advisors are in chat at any one time, it is best to call in by phone and either ask for the advisor that first assisted you, or ask us to look up their name so that we may transfer you to them.



**For almost 25 years, Transitions Team has enjoyed a reputation as an industry leader in the field of providing Individual and Group Outplacement Services.** We work with small to Fortune 500 size companies and continue to maintain a **100% placement rate**, assisting all employees worked with to find their new positions.

We have offices in downtown Bellevue and downtown Seattle and satellite offices in Tacoma, Olympia, Everett, Bellingham, Spokane and Portland. We can also provide service in major cities throughout the country and will provide service on your site if desired.

**We also offer Spousal Relocation, Organizational Effectiveness, Performance Management, and Leadership Development Services.** Check out our website at [www.transitionsteam.com](http://www.transitionsteam.com) or call John Humphrey at (206) 224-2887.

## ***Wage and Hour Collective and Class Actions Are on the Rise***

The U.S. Department of Labor (DOL) reports that there were 23,845 wage and hour complaints filed with the department in 2009. The number of collective actions filed under the Fair Labor Standards Act (FLSA) continues to rise, said Steven Hymowitz, an attorney with Kiesewetter Wise Kaplan Prather, a Memphis and New Orleans law firm, speaking at the May 20, 2010, session of the National Employment Law Institute's Employment Law Workshop in Washington, D.C. Wage and hour class actions under state law are also increasing, he added.

According to Hymowitz, the greater use of collective and class actions in the wage and hour area is the result of many factors, including:

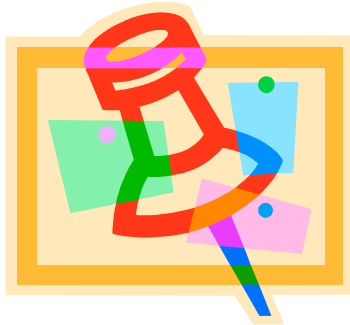
- Near-automatic double damages for successful plaintiffs, plus attorneys' fees.
- Continued uncertainty on the part of employers about the proper classification of employees under the overtime exemptions.
- Workers and their advocates becoming more informed as to their rights to private enforcement of the FLSA and state wage claims.
- Competitive forces in an economy where increasing production and lowering of costs is of paramount concern for employers.

A new wave of collective and class-action litigation has centered around claims of misclassifying outside sales employees as exempt from overtime, especially salespersons in the pharmaceutical industry; employees working "off the clock"; and deducting time for meal breaks or other nonworking periods without ensuring that employees were not working. These claims represent only a few of the numerous ways for an employer to make a mistake under the wage and hour laws, Hymowitz said. "In most cases, employers who fall out of compliance are not trying to get around the law, but are trying to follow the law to the letter," he noted.

"Unfortunately, the law in this area can be very mechanical—you either get it right or you get it wrong."

The good news is that wage and hour problems are avoidable by drafting and communicating clear policies, closely monitoring employee activity, promptly correcting problems once they are discovered and staying up-to-date on developments on the law, he advised

*By Joanne Deschenaux, J.D., SHRM's senior legal editor.*



## **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.

# Meal Deal 2010

## Don't Miss this Opportunity to Save!

Your pocketbook, or your employer, will appreciate your cost conscious decision to purchase a 2010 Meal Deal Card. Besides saving money the Meal Deal Card 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!

If you are a SHRM\* member who has designated the South King County Human Resources Association as your primary chapter, you may purchase a convenient Meal Deal Card at any SKCHRA chapter meeting or through our website's meeting registration page. Cards may be used for attendance at any 2010 SKCHRA chapter meeting of your choice. 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/PayPal
2010 Meal Deal - 5 Meals	\$90.00
2010 Meal Deal - 8 Meals	\$140.00

Meal Deal card holders must still register 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 Kimberly Gilman at:  
[monthlymeetingregistrar@skcnhrma.org](mailto:monthlymeetingregistrar@skcnhrma.org)

\*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 ask any Board member if you wish information about joining SHRM.

## **Sponsor a South King County HR chapter meeting!**

**If you have an educational event or business that could benefit HR professionals, here's an opportunity to share your information personally at one of our chapter meetings.**

For only \$100.00 you will receive:

- Registration for one (1) company representative.
- Five (5) minutes of presentation time at the start of the meeting to inform attendees of the benefits of your company product or services.
- Your business logo, name and a brief summary of information about your business in two of our SKCHRA monthly newsletters (the sponsorship month and the following month).
- Opportunity to network with meeting attendees before and after meeting (as time permits.)
- All business cards you collect during the meeting may be retained by you for future business leads.
- Space to display your product or service information for meeting attendees before and after the meeting. A small company brochure or flyer may be left at each meeting.

All Sponsorship requests must be approved in advance to ensure they will meet the professional needs of our HR community. Complete information is available on our [website](#).

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### **Advertise in this monthly newsletter and have your information reach over 200 Human Resources professionals!**

If you have an educational event or business that could benefit HR professionals, share your information cost effectively to a targeted audience.

Advertising rates start at only \$50 and discounts are available for three months or more.

For more information, see our website [Advertising](#) section.

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## Meeting Registration

Date: Thursday, **June 17, 2010**

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

7:30 a.m. – 9:00 a.m. Program

Place: **CenterPoint Conference Center**

20809 – 72<sup>nd</sup> Ave S  
Kent, WA 98032

Menu: All American Breakfast

### 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, notify Kimberly Gilman via email at: [monthlymeetingregistrar@skcnhrma.org](mailto:monthlymeetingregistrar@skcnhrma.org)

Refunds are available for registration cancellations made prior to the pre-registration deadline.

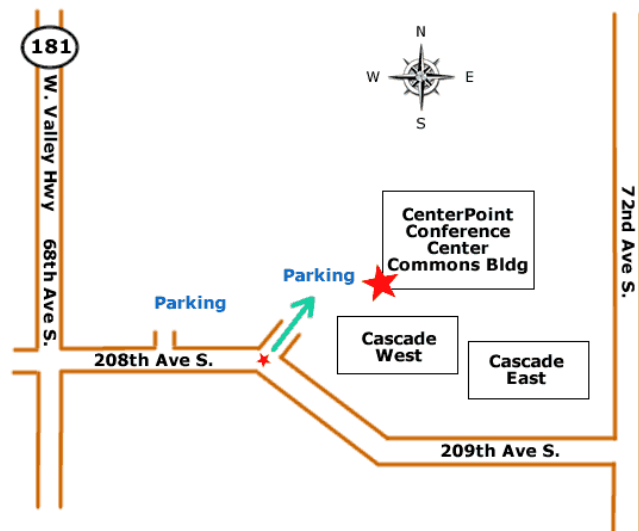
Cancellations occurring within 3 business days of the meeting are not eligible for refund, as the chapter must pay for the headcount guaranteed to our vendors. We suggest you send another representative from your organization.

### Chapter Meeting

## June 17, 2010

Pre-registration Deadline:  
Monday June 14, 2010, 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.





**SKCHRA**

## 2010 Board of Directors

President	Rockie Ward, PHR	253-796-6111	rockie.ward@omax.com
Past President	Bryan Price, SPHR	206-276-9477	bwprice@comcast.net
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Secretary	Rhonda Kelly, PHR	425-981-1292	rhondak@rainier.com.
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Programs Co-Chair	Heather Smith, SPHR	206-802-1516	smith_hc@hotmail.com
Programs Co-Chair	Erin Colwell, PHR	253-661-7805 x203	erin.colwell@orionworks.org
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Membership Co-Chair	Gail Gervin, PHR	253.839.8059	gail.gervin@comcast.net
Legislative	Maggie Crutcher, PHR	253-854-9330	maggiecuatrovecas@comcast.net
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