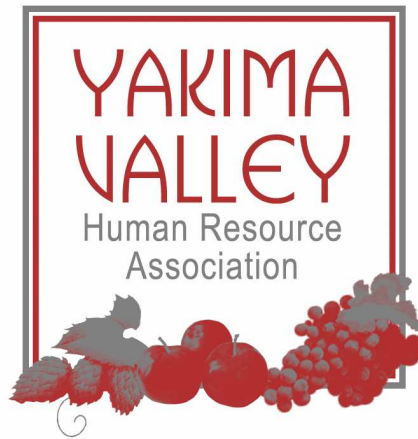


www.yvhra.org



VOLUME 8 ISSUE 2

February 2007



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YVHRA General Membership meetings are held the last Wednesday of the month at the Clarion on North First Street in Yakima. Joins us!

DRUGS IN THE WORKPLACE

Keith Neeley, DEA AGENT

The effects of drugs in your workplace
The latest information... and newest threats
Agent Neeley shares from the front lines!



Wednesday, February 28, 2007

Clarion Hotel, 1507 North First Street, Yakima

11:45 -1:00pm Luncheon Meeting

RSVP is found at the end of this document
Now available! RSVP Online at

www.yvhra.org

President's Message

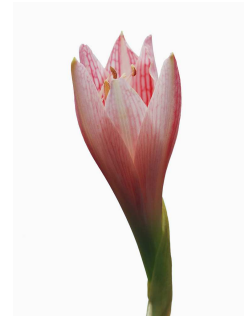
At this time, your board would like to welcome the incoming 2007 Board Members and send our best wishes to the outgoing 2006 Board Members.

The incoming/outgoing board had an opportunity to spend the evening together with distinguished guests at the Installation Dinner on January 31, 2007. Dan Miller was our guest speaker and he provided an inspirational message to all the attendees. Paul Newman entertained us with his auctioneer capabilities and we had four items that were auctioned by Paul. Your board is very appreciative for all those who donated items for the live/silent auction. The money from the auction is split between the Central Washington University Student Chapter and the YVHRA Chapter. Our planning meeting for the 2008's NHRMA Conference in January 2007 was cancelled due to inclement weather. Notification will be sent out when a confirmed date has been set. I am looking forward to fulfilling my role on your board for the year of 2007.

Respectfully,

Robin A. Scott

President, YVHRA



NHRMA 2008 CONFERENCE UPDATE

YVHRA is partnering with the Wenatchee and Tri-Cities, Chapters to co-host the 2008 NHRMA Conference.

The January Meeting was cancelled due to inclement weather. The next meeting will be held in late February. The three chapters are sharing responsibility for three different areas:

Yakima - Marketing

Tri-Cities- Location and Socializing

Wenatchee- Speakers

We will give you monthly updates from now on to keep you "in the loop" about this exciting and intensive endeavor. We gladly welcome volunteers on this project! Contact Carrie at 697-7100 for more information.

"Many Hands Make Light Work"



The PHR/SPHR certification is a voluntary test that has been established to recognize professionals who have met a stated level of training and work experience. The certification attests that you, the professional, have met the standards.

Certification is a public recognition of professional achievement as well as a way to obtain both personal and professional goals. Some professionals see it as a career advancement goal. Many times, companies advertise an HR Manager position requiring PHR/SPHR certification.

The exams assess generalist knowledge of the HR field. SPHR supersedes the PHR designation so both cannot be held simultaneously.

The PHR/SPHR testing windows this year are:

May 1 - June 30, 2007

December 1, 2007 - January 31, 2008

Regular deadline for application for the spring testing window is March 16, 2007 and the late deadline is April 20, 2007. Cost for this testing window is:

PHR: \$250 application/exam fee if submitted by regular deadline and \$300 if submitted after regular deadline but before late deadline.

SPHR: \$375 application/exam fee if submitted by regular deadline and \$425 if submitted after regular deadline but before late deadline.

It is recommended that there be a minimum of 12 weeks of study to prepare for exam. Study materials can be purchased through the SHRM web site. These materials are an integral part of the study process and highly recommended. Another suggested resource is the 11th edition of "Human Resource Management" by Mathis and Jackson. It is available through the SHRM Store on the SHRM website.

Your YVHRA has the 2005 SHRM Learning System. The 2007 materials are currently available through SHRM website for \$695 for non members and \$595 for members. This includes study guides on all 6 modules and a CD with sample tests.

If you wish to join a study group, one needs to start by February 19th at the latest. Study sessions will be from 5:30 p.m. - 7:00 p.m. once a week. Day of the week is flexible based on who is interested and what their needs are.

For more information about the PHR/SPHR, you can access the HRCI website at: www.hrci.org

Here you will be able to review testing dates and locations, application requirements and fees, request a handbook or view the handbook online or download it to your printer, check on eligibility to take the test and answer other questions you may have.

If you would like to
join a study group,
contact:

Marla Arbuckle, PHR
YVHRA Professional
Development Chair
marbuckle@treetop.com

Board Member Spotlight

Name: **Karla Doncaster, PHR**

Company: **Yakima Valley Credit Union**

Length with Current Company: **4 years**

Position: **HR Director**

HR Function **½ of everything! Our HR Coordinator, Colette Stewart, does the other half.**

Current Board Position: **2007 President Elect**

Length on board: **2 years as VP of Membership**

Other Board positions held: **SHRM Student Chapter, VP of communications**

Definition of what HR is to you: **The part of the business whose product is productivity.**

Most Amusing employee issue dealt with: **The middle-aged interview candidate who showed up wearing yellow sparkle lipstick and yellow glitter nail polish and complained about the poop she found in the shoes for sale in her last retail job.**

Most horrifying encounter you have had in your career: **Having to confront a general manager about inappropriate comments he made to me when I was “a peon”.**

Best employee motivator: **It is impossible to motivate anyone since motivation is internal. So ASK employees what their motivators are! They will tell you.**

Favorite job function: **I love to fix broken systems! Project management, research & development, I love to make our managers' day!**

Least favorite Job function: **Payroll taxes. Confronting managers and executives about not following policies or the law.**

Best HR Advice: **People are people**

Describe your Dream Job: **Be a consultant for a small non-profit organizations to help them manage their people better and achieve their mission better.**

How do you spend your time away from work? **Being wife to my husband, Kelsey. Cooking, gardening, hiking, spending time with friends and family, and volunteering at my church, Calvary Chapel.**

"If I won the Lottery I would: **Invest... pay off my house. Go on a trip to Europe or Costa Rica.**



Karla Doncaster,
PHR
2007 President elect

What a Night! 2007 Installation dinner

What a delightful night we had at the installation dinner! I think everyone there would agree that Dan Miller is a rare gem and we were so fortunate to have him talk with us about his take on this thing called LIFE!

We had the added treat of Paul Newman- auctioneer extraordinaire- calling the live auction that raised funds for the SHRM foundation and our beloved Central Washington University student chapter.

Here are some of the comments members had after the event.

"I just wanted to mention what an enjoyable evening I thought the Installation Dinner was. I don't remember who suggested Dan Miller, but I thought he was really great. What an inspiration." -LL

"...Yes, (agreeing with above comment)! We had a great time. And Paul Newman was great!" -KD

"I believe this was the best Installation Dinner, and I've been a member for 8 years. My husband even liked the food! Dan Miller and Paul Newman were great. I would love to have Dan Miller at a Diversity Seminar or Conference." -DC

"Dan just makes you smile." -CV

Here are some of the jewels of wisdom Dan left with us...

Dan says... ~ "It's not what you look like, it's who you are."
 ~ "If it is worth doing, it's worth doing poorly at first."
 ~ "Take a risk. If it doesn't work, say, "That didn't work!"
 ~ "You can do it. Let's see what you can do.
 Go for it. Dream big!"

Many thanks to Dan Miller for his delightful, encouraging, from the heart presentation.

www.danmillerspeaker.com dan@danmillerspeaker.com 509-454-8446

Not-So-Silent Auction a Success by Chris Brese, PHR

This year's installation dinner and silent auction has wrapped up and has been deemed a success. Last year we had such fun with a live auction for a few of the higher dollar items we decided to improve it this year with a live auctioneer for four of the items. Little did we know we would also get a bit of a comic act when Paul Neumann hosted as our auctioneer. Paul is a local of the Yakima Valley. Along with being a salesman at Zirkle Fruit, he also owns a cattle ranch which has helped him hone in on his auctioneer skills. Paul brought light humorous entertainment along with his expertise in auctioneerism to help us raise \$1000. This year proceeds were split with 25% of the proceeds going to the SHRM Foundation and 75% of the proceeds going to CWU's Student Chapter.

The SHRM foundation is a non-profit organization that aides in the research and development of the Human Resource profession. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign. All contributions to the Foundation are tax-deductible. This auction is one of the ways our chapter supports this fundraising campaign.

A check for \$750 was presented to the CWU student chapter of SHRM. This money will be used to help offset some of the student's expense for attending the national SHRM conference in June. This conference is a wonderful opportunity for the students, many professional never get the opportunity to attend this conference. Students will be rubbing elbows with thousands of professionals in the HR field and getting the opportunity to experience some of the best speakers in the world.

A special thank you goes out to all the bid winners of the evening:

Joe Cozzetto (4)
 Karla Shugart (3)
 Jim & Kerry Nimnicht (2)
 Karla Doncaster (2)
 Adrian Brady
 Matt Byers
 Darline Charbonneau
 Andy Evans
 Nancy Graber Pigeon
 Linda Lantis
 Paul Neuman
 Carrie Vallone
 Leon Wrodlewski

And a very special thanks to all of the wonderful people who donated items to this wonderful cause.

Kerry & Jim Nimnicht
 John I Haas
 Linda Lantis
 Ace Hardware
 YVHRA
 Marla Arbuckle
 Chris Brese
 Filtrona
 Oxford Suites
 Yakima Valley Credit Union
 Pacific NW University for Health and Sciences
 Tree Top
 Casey & Karla Doncaster

Student Chapter Update



Cheryl Ann Raver, Bunzl Extrusion USA Inc., spoke at the first meeting of the quarter on drugs in the workplace. As always Cheryl was a hit with the students.

Mike Horne, Training and Organization Development Administrator at Central Washington University, was a last-minute speaker for the January 23 meeting. Mike spoke on, "T.N.T - The Power of Change; The Key to Success!" (T.N.T. stands for Teamwork, Networking, and Training.) He stressed that, although each element is "individually" important, the real power (impact) comes when they're operating seamlessly with one another at all levels of the organization. As Max Depree said, "In the end, it is important to remember that we cannot become what we need to be by remaining what we are."

In 2007 successful organizations must continually recognize human capital as their most unique asset in order to facilitate successful change. The challenge today is to adapt management strategies in this new environment to achieve the highest degree of productivity, quality, and profitability.

As a HR practitioner and organizational leader, it is critical to "walk the talk" and model the behaviors expected of others. These elements should be fluid and present regardless of the department or organizational level. T.N.T. is usually present in the organizations that are leaders within their industries, have low turnover and high retention and morale. The main facilitator of T.N.T. - the HR practitioner - who is firmly committed to partnering with everyone within the organization as a continual strategy for achieving and sustaining on-going and long-term success.

YAKIMA HR PROFESSIONALS,

CWU STUDENTS NEED OUR HELP

The Student Chapter of SHRM at CWU is hosting the HR games. This is a huge event for the student chapters compete against each other for state, regional and national championships. It really is quite exciting to be a part of it all.

WILL YOU HELP?

February 21, 2007

7:30pm volunteers needed
8:00 the games begin

Shaw- Smysner Hall
Ellensburg, WA

Contact Matt Byers,
Student Chapter Liaison
509-874-2244 x 238
For more information.

Otherwise, Just show up!

News from Communications

I want to thank each of you for being a part of YVHRA. It has been a pleasure (and a learning experience in publishing) to have been your VP of communications over the last couple of years. However, I have a chance to move out of state to be closer to family and work towards meeting some personal goals. I'm going to go for it!

At the installation dinner Dan Miller said to me (and to you!) that I can do it, lets see what I can do, go for it, dream big. Also, If it all doesn't work out as planned, I will say "that didn't work". For many years I have shared with you my mantra that I try hard to live out in my life. That is, "To have what you've never had before; you've got to do what you've never done before". Funny, basically the same thing is stated in this month's CWU chapter update. I love when that happens.

Best wishes to each of you!- and BTW... There is a position open on the board! Why not volunteer to take over my spot? C'mon, you can do it!
~Carrie Vallone~

Job Postings see career center at www.yvhra.org

Human Resource Generalist- Bilingual

We currently have an opening for a bilingual Human Resource generalist who will participate in a wide variety of HR related duties including benefits administration, WC claims and LOA management. Will ensure compliance with MFC policies and procedures, as well as all local, state, and federal regulations involving personnel matters and will investigate and resolve employee relations and harassment or discrimination issues. Will assist with other HR duties as necessary to support the department or site. Requires ability to speak, read, and write fluent English and Spanish. Apply today at PO Box 307, Selah, WA 98942, Attn HR Dept. SEE OUR ADD AT www.yvhra.org.



Human Resources Team Lead

This position is responsible for developing and administering policies relating to all phases of human resources activities, employment, compensation, benefits, training, recruiting, labor relations, workers compensation, safety, and employee assistance. A bachelors degree in Human Resource Management or related field and, a minimum of five years experience as a HR manager or ten years experience in the HR field, or equivalent experience in a related field.

- Experience in a manufacturing environment
- Experience in labor relations in a union environment
- Experience in developing training programs
- Experience in managing safety programs

Job located in Rural Western Washington, oversees a staff of 2, pay in high 80K.

Qualified applicants please contact Vic Hackenschmidt at (800) 713-8349/ vichack@gmail.com

Dates	2007 Meeting Agenda	Times
1/31	Installation Dinner	6-8 p.m.
2/28	Drugs in the Workplace, Keith Neeley (DEA Agent) <i>The effects of drugs in your workplace . . . The latest information and newest threats . DEA Agent Keith Neeley shares from the front lines.</i>	11:45 - 1 p.m.
3/28	CEO Forum: HR from the CEO perspective (Breakfast) <i>Local CEOs/Executive Directors/Presidents discuss the impact and direction of Human Resources</i>	7:15-8:30 a.m.
4/25	Maintaining A Company's Union Free Status Ron Williams (labor attorney): <i>Keep employees happy and labor unions at bay -- the most effective and up to date legal methods to use in your workplace. Attorney Ron Williams (Portland)</i>	11:45 - 1 p.m.
5/30	Injured Workers and Safety <i>Preventing Injuries . . . Dealing with claims . . . Making accommodations Comprehensive and up to date information</i>	11:45 - 1 p.m.
6/27	HR for Small Business Breakfast <i>Local Human Resources professionals cover HR topics for the small business, from hiring, to complying with laws and regulations, to providing a safe work environment, and everything in between.</i>	7:15-8:30 a.m.
7/25	Benefits: Medical, Dental, Vision, Disability, Life, Retirement, etc. <i>That's right -- the entire realm of employee benefits, all in one luncheon. Benefits information and issues that are affecting HR today!</i>	11:45 - 1 p.m.
8/29	Membership Appreciation Social <i>An opportunity for HR professionals to network and enjoy the evening.</i>	5-7 pm
9/26	Diversity Breakfast Forum <i>Prominent local business leaders give their feedback on the many facets of diversity in the workplace.</i>	7-8:30 a.m.
10/24	CWU Student Games <i>Compete with Central's top HR students in a round of ' Who Wants to be an HR Manager'</i>	11:45 - 1 p.m.
11/28	Legal Update <i>Recap the year's most important case law and legislative changes.</i>	11:45 - 1 p.m.
12/07	No December Meeting~ Enjoy the Holidays!	

2007 YVHRA Board of Directors

President

Robin Scott - 877-6171 x132
YnhaHr@msn.com

President-Elect

Karla Doncaster - 248-1720
kdoncaster@yvcu.org

Past President

Helen Evans – 457-0990
helenevans@sundown.org

VP of Finance

Angie Hein - 575-5341
ahain@packagingplusllc.com

Finance Co-Chair

Anita Castellanos - 853-2567
anitac@gohaney.com

Technology Director

Kathy Rheume - 575-6497
kathy@fcgbenefits.com

VP of Communications

Carrie Vallone - 697-7100
carrie.vallone@matsonfruit.com

Secretary

Darlene Kanzlieter- 877-6171
YNHA-HRA@hotmail.com

VP of Membership

Linda Lantis- 469-4000
linda.lantis@johnihaas.com

Legislative Chair

Mollie Hollibough - 961-4700
Mollie@wafis.com

Programs Chair

Carrie Wallbaum- 452-8541
cwallbaum@yvrl.org

Programs Co-chair

Chris Brese - 698-1430 x1248
cbrese@treetop.com

Workforce Readiness Advocate

Pam Aylmer-966-7542
workingresources@charter.net

Professional Development Chair

Marla Arbuckle – 698-1432
marbuckle@treetop.com

Foundation Chair

Joe Cozzetto -454-7787
Joe.cozzetto@yakima.hma-corp.com

Diversity Chair

Darline Charbonneau-469-2333
darlinec@cfcsyakima.org

Student Chapter Liaison

Matt Byers 8874-2244 ext.238
Byers.matt@jobcorps.org

Member At Large

Olivia Galindo – 930-3335
Oliviac02@yahoo.com

RSVP for the YVHRA February Luncheon

Date: Feb. 28, 2007 Guest Speaker, DEA Special Agent Keith Neeley
Time: 11:45 – 1:00 pm
Place: Clarion Hotel, 1507 North First Street, Yakima
Cost: \$12 SHRM Member
 \$15 Non SHRM Member
 \$10 Student Member

Please respond by Mail, Fax, Phone or Email, no later than Friday, February 23 to:

Angie Hein
 phone: 575-5341
 e-mail: ahain@packagingplusllc.com
 fax: 1-509-271-2095 (must be dialed with area code)

Name: _____ will be attending the luncheon on Feb. 28, 2007.

Reminder: If you RSVP—you are responsible for payment.