

# Yakima Valley Human Resource Association

July 2006

## Monthly Meeting

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## LEGISLATIVE ROUND TABLE DISCUSSION



Join us for an **INTERACTIVE** meeting of the minds! Our guest facilitators will lead discussions on the following topics.

**Rod Brown**, from TOC, will facilitate a round table on **Immigration**.

**Dan Fazio**, from Washington Farm Bureau, will facilitate a round table on **Pay or Play Health Care**.

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*YVHRA General Membership meetings are held the last Wednesday of the month from 11:45-1:00pm. We meet at the Clarion on North First Street in Yakima. Joins us!*

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**Wednesday July 26, 2006**  
**Clarion Hotel, 1507 North First Street, Yakima**  
**11:45- 1:00 pm Luncheon Meeting**

RSVP Information is on page 5 of this newsletter



## 2006 SHRM CONFERENCE Linda Lantis

It would take more than record rain and flooding to dampen the spirits of the over 14,000 Human Resource professionals who attended the National Conference in Washington, DC, June 25-28. The Washington Convention Center was the center of activities which involved over 200 concurrent sessions, high-profile speakers and numerous other programs.

Kicking off the opening session was former Secretary of State and retired U.S. Army General Colin L. Powell. Powell's message was that you have to inspire people. He urged attendees to "take care of the troops". That means training them, recognizing their contributions and creating a disciplined organization.

Other general session speakers were former IBM Corporation Chairman and CEO Louis V. Gerstner Jr., who spoke on the challenges of turning an ailing corporation around and author/historian David McCullough who used the leadership of George Washington as examples of leadership. The final session speaker was Liz Murray, whose inspirational story of going from homeless to winning a scholarship to Harvard was made into a Lifetime Television movie.



Attending this conference was a wonderful experience. The variety and caliber of sessions was amazing. Next year's conference will be in Las Vegas, so you may want to make plans to attend.

### Student Chapter Update



CENTRAL WASHINGTON UNIVERSITY

*Your future is Central.*

The CWU student chapter is on Summer Break and will resume their updates in the fall.

Now is a good time to consider whether or not your company would like to hire an Intern. CWU is one of our nations best schools for Human Resource Management and you can help by giving a student the opportunity to get hands on experience.

## Washington's New Disability Definition



Washington employers will be pleased to see the decision of the Washington Supreme Court in *McClarty v. Totem Electric*, decided on July 6, 2006. For years, Washington has employed confusing definitions of the term "disability" and those inconsistent terms have led to inconsistent and confusing determinations about what it means to be disabled. The Washington law against discrimination did not include a definition of the terms "handicapped" or "disability," but in 1975 the Washington Human Rights Commission adopted a definition which identified an individual as disabled "if he or she is discriminated against because of the condition and the condition is abnormal." From the beginning, courts have had difficulty applying that circular definition. Employers have also had occasion to learn that the Washington definition is very broad since it includes any medically cognizable abnormality. Even the attorneys arguing before the Washington Supreme Court had to concede at oral argument that under the broad terms of the Washington definition, a receding hairline constitutes a disability, a point that the Supreme Court emphasized. In order to clear up the confusion, the Supreme Court adopted the definition of disability set forth in the federal Americans With Disabilities Act.

*McClarty* represents a real change in Washington's disability policy and, finally, gives Washington employers a single standard to follow, the standard articulated by federal law and applied by federal courts. And while those decisions are not always employer friendly, the great body of federal court cases decided under the Americans With Disabilities Act means that employers will not have to be paralyzed into inaction in attempting to analyze complicated, circular, and conflicting regulations.

Electronic Alerts, Barran Liebman attorneys for their clients and friends. Alerts are not intended as legal advice, but as employment and labor law announcements. If this has been forwarded to you, and you would like to begin receiving Electronic Alerts directly, please call 503-276-2115 or email [ckruger@barran.com](mailto:ckruger@barran.com). Copyright © 2006 by Barran Liebman LLP

# YVHRA MEMBERSHIP 104

YVHRA membership is easy and free! To become an YVHRA member, you first have to be a member of the Society for Human Resource Management (SHRM). If you are already a SHRM member but not yet an YVHRA member, complete this Chapter Designation Form and fax it back to Karla Doncaster.

### SHRM Primary Chapter Designation

Please take a moment to update your member record

Chapter # 261 Chapter Name Yakima Valley HR Association

I hereby designate the above named chapter as my primary chapter for SHRM membership coding purposes. I understand that:

- 1. This in no way precludes membership in other chapters.
- 2. This allows SHRM to list my membership to this chapter for financial support program purposes only.

NAME \_\_\_\_\_ MEMBER ID # \_\_\_\_\_

SHRM Membership Expiration Date \_\_\_\_\_

(You must be a current national member of the Society for Human Resource Management to complete this form.)

Certification: PHR   SPHR   Other \_\_\_\_\_

**\*\*Please fill in the address to which you would like your mailings sent\*\***

COMPANY \_\_\_\_\_

TITLE \_\_\_\_\_

HOME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY/STATE/ZIP \_\_\_\_\_

PHONE# (Bus/Home) \_\_\_\_\_

FAX \_\_\_\_\_

E-MAIL \_\_\_\_\_

DATE \_\_\_\_\_ MEMBER'S SIGNATURE \_\_\_\_\_

(Member must sign to validate)

Return to:  
Karla Doncaster  
Vice President of Membership  
YVHRA  
Fax 509-453-3767

## YVHRA Board of Directors

### President

Helen Evans – 457-0990  
[helenevans@sundown.org](mailto:helenevans@sundown.org)

### President-Elect

Robin Scott - 877-6171 x132  
[YnhaHr@msn.com](mailto:YnhaHr@msn.com)

### Past President

Tim Morris - 969-7817  
[tmorris@pnuhs.org](mailto:tmorris@pnuhs.org)

### VP of Finance

Angie Hein - 575-5341  
[ahein@packagingplusllc.com](mailto:ahein@packagingplusllc.com)

### Finance Co-Chair

Anita Castellanos - 853-2567  
[anitac@gohaney.com](mailto:anitac@gohaney.com)

### Technology Director

Kathy Rheame - 575-6497  
[kathy@fcgbenefits.com](mailto:kathy@fcgbenefits.com)

### VP of Communications

Carrie Vallone - 697-7100  
[carrie.vallone@matsonfruit.com](mailto:carrie.vallone@matsonfruit.com)

### Secretary

Darlene Kanzlieter- 877-6171  
[YNHA-HRA@hotmail.com](mailto:YNHA-HRA@hotmail.com)

### VP of Membership

Karla Doncaster - 248-1720  
[kdoncaster@yvvcu.org](mailto:kdoncaster@yvvcu.org)

### Legislative Chair

Mollie Hollibough - 457-7212  
[mollieH@yakimaresources.com](mailto:mollieH@yakimaresources.com)

### Programs Chair

Carrie Wallbaum- 452-8541  
[cwallbaum@yvri.org](mailto:cwallbaum@yvri.org)

### Diversity Chair

Robin Conrad - 248-3860  
[conradr@cintas.com](mailto:conradr@cintas.com)

### Workforce Readiness Advocate

Pam Aylmer-966-7542  
[workingresources@charter.net](mailto:workingresources@charter.net)

### Professional Development Chair

Marla Arbuckle – 698-1432  
[marbuckle@treetop.com](mailto:marbuckle@treetop.com)

### Foundation Chair

Chris Brese - 698-1430 x1248  
[cbrese@treetop.com](mailto:cbrese@treetop.com)

### Member At Large

Linda Lantis- 469-4000  
[linda.lantis@johnihaas.com](mailto:linda.lantis@johnihaas.com)

### Student Chapter Liaison

Karla Shugart - 963-2270  
[shugartk@cwu.edu](mailto:shugartk@cwu.edu)

## RSVP for the July Luncheon Meeting

**Date:** July 26, 2006 LEGISLATIVE ROUND TABLE  
**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, July 21 to:**

### Anita Castellanos

Fax: 509-453-8213 Phone 509-853-2567

Email: [anitac@gohaney.com](mailto:anitac@gohaney.com)

Mail: YVHRA; PO Box 1139; Yakima; 98907

Name: \_\_\_\_\_ will be attending the luncheon on July 26, 2006.

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