

October 2007

October's Monthly Luncheon:

CWU Human Resource Games
Wednesday, October 24th
11:45 am - 1:00 pm

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Performance Management	Legal Issues	Employee Relations	Compensation and Benefits	Recruiting and Staffing
100	100	100	100	100
200	200	200	200	200
300	300	300	300	300
400	400	400	400	400
500	500	500	500	500

"Who Wants to be an HR Manager?"

*Register today for
October YVHRA
Luncheon games
Members: \$12.00
Guests and non-
members: \$15.00*

Enjoy a friendly game that will test your Human Resources knowledge.

Nancy Graber-Pigeon, JD and Assistant Professor of Law and Human Resources Management will be moderating.

Please bring a guest and prepare for some FUN!

E-mail your reservation today:

Finance@yvhra.org

Job Opening

MICHELSEN PACKAGING COMPANY

We are a West Coast Fruit Packaging Manufacturer & Distributor currently looking for a Human Resources Generalist/Manager. Our major requirements are: 3+Years HR Experience; Be A Team Player, Exhibit Great Character; Related College Degree; Positive Attitude; Excellent People Skills; Ability to handle; Safety Program; L & I Issues; Drug Testing & Healthcare Plan; P/C & Spreadsheet capable; AS 400 For Payroll. Excellent Benefits: Salary DOE. Profit Sharing & 401k. Paid Medical & Dental. Paid Holidays & Vacation. Send Resume To: P O Box 89 Yakima, WA 98907

*HR Job Openings
Michelsen Packaging
Frito Lay*

HUMAN RESOURCE MANAGER (Vancouver, WA) Frito Lay North America

The company consists of Frito-Lay North America, PepsiCo Beverages North America, PepsiCo International and Quaker Foods North America. PepsiCo brands are available in nearly 200 countries and territories and generate sales at the retail level of about \$92 billion. Job Description

The Human Resources Manager, will serve as a business partner to the Site Leadership Team and reports to the VP of Human Resources and is responsible for the development and coaching of the HR team which includes a Human Resources Manager and Human Resources Coordinator. The HRM and Leadership team will work closely together to advocate for employees and partner with business teams to inspire greatness in our people, evolve the culture and drive sustainable business growth. Our Vancouver site produces approx 100 million pounds of Cheetos, Doritos, Fritos, Lays, Ruffles Santitas and Tostitos and has 550 employees.



Frito Lay Job Opening

Continued on next page. See Frito Lay

Frito Lay (Continued from previous page)

Support and guide Leadership Team, Business Unit Leaders, Team Leaders and employees regarding Company policies, HR programs (benefits, pay and salary) administration and interpretation to ensure policies and procedures are handled consistently and in a timely manner.

Must accurately diagnose organization issues, develop solutions and implement action plans.

Must ensure activities are in compliance with all state and federal employment laws and regulations (e.g., FMLA, ADA, EEO and FLSA).

Job Requirements

- Must be results oriented
- B.S. Degree in Human Resources required. Secondary degree is preferred.
- Minimum of 7 years of HR Generalist experience with roles increasing in responsibility, including a lead HR role. Consumer products or manufacturing experience preferred.
- Must have experience supporting a front line organization
- Labor Relations and Collective Bargaining experience a strong plus
- Change management expertise with proven experience managing change in a large organization
-

Submit application online at www.fritolayjobs.com. Contact David Simmons at 214-509-3666 or email your resume to david.simmons@fritolay.com.

Diversity Panel Recap

By Carrie Wallbaum

Diversity Panel Provides Insights to Human Resource Professionals

The YVHRA September 2007 program's topic was diversity and the topic was presented in a panel format consisting of prominent business leaders. Ester Huey from the Southeast Community Center, Darlene Darnell of Catholic Family & Child Service, Patrick McCarthy from Yakima Specialties, and Sherie Leadon of Provident Horizon Group composed the panel.

Diversity is more than a legal definition:



The discussion centered on how Yakima's demographics have changed over the years and how that has affected employers, how employers have responded in the past and now to the diverse and changing population, how to respond to resistance to diversity, and the advantages of a diverse workforce.

When the word 'diversity' comes to mind, we naturally think of race, color, age, religion, gender, sexual orientation, national origin, and persons with disabilities. Our September discussion was intriguing in that we were challenged to think beyond the definition that is handed down to us by law and consider the spectrum of individual circumstances of our applicants and employees. What makes Yakima and your workforce diverse and unique? How about your applicant base? It's more than the few characteristics that are typically considered. Cultural and individual differences can also stem from other circumstances. A few examples that the panel referred to are poverty, the unique challenges of parenting, and transportation issues.

The discussion also focused on simplifying our own concept of reasonable accommodations. Too often, employers make assumptions about what an employee can or can't do and what an employee needs and doesn't need. Accommodations may be fairly easy to make, and often, the employee has the best suggestion about what the accommodation should be. One employee simply needed her employer to institute a color-coded cart for sorting gloves and other materials. The easy to implement system was put in place throughout the facility when the other employees realized how efficient it was. So, the accommodation was not a hassle, and helped everybody. Another employee example was an employee who relies on public transportation. In our community, the options for public transportation are rather limited. The employer was challenged to consider anew whether the work absolutely had to be done within the set time frame or whether it could be scheduled to fit with the employee's need for public transportation.

Every day we work with our employee's needs. We can contribute to the community around us by considering each employee's situation and making a few simple changes at times that will make it easier for some of our employees to get to work, and to complete their work efficiently. We are also responsible for hiring a workforce that resembles the community around us, and the myriad of differences in the community. When we achieve a truly diverse workplace, then we are truly serving the whole community in which we operate.

Board Member Spotlight

Name: Carrie Wallbaum

Company: Yakima Valley Libraries

Length with Current Company: 1 ½ years

HR Function: Generalist **Position:**
Human Resources Manager

Current Board Position: Program Chair

Length on Board: 1 ½ years **Other Board Positions Held:** n/a

Definition of what HR is to you: A good Human Resource department is relied upon as a main problem-solver and change agent of the organization. Plan, organize, lead the functions that involve people.



Most amusing employee issue dealt with: At a different company when I had to explain why auto detailing is not part of our benefits package.

Most horrifying encounter you have had in your career: Just out of college I worked for an insurance company doing claims, and I had to help a customer who left her open convertible parked under a badly leaking sewage pipe!

Best employee motivator: Continuous feedback about what the employee is doing right, whether it's verbal or written.

Favorite job function: At the library I conduct all of the new hire orientations. I find this the most enjoyable, because it is an opportunity to impact a new employee in a positive way and I get to know each employee.

Least favorite job function: Disciplinary terminations.

Best HR advice: Be calm, be resourceful, and learn from each interaction.

Describe your dream job: A researcher for a travel book series – I could go to each destination and write up my recommendations.

How do you spend your time away from work? Right now I'm planning my wedding and finishing moving into a new home.

"If I won the Lottery, I would": Travel around the world for fun and work on my Spanish.

Coming Attraction:

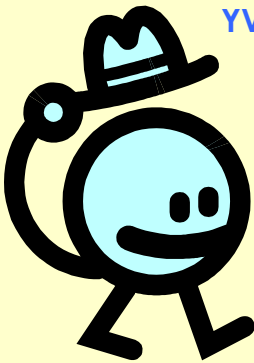


Legal Update by Kevan Montoya on November 28, Luncheon – Clarion, 11:45-1:00

Local attorney Kevan Montoya will recap the year's most important case law and legislative changes in our state. Did you catch all of the case law news that affects your work this year? What are the most important legislative developments? Kevan provides excellent summary and detailed information. This luncheon is not to be missed – a summary of everything you need to know, during your lunch hour, for only \$12 for members and \$15 for non-members. An excellent value.

Hats Off To Our Sponsors:

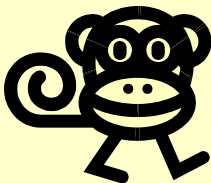
YVHRA \$100 Sponsor: Gallagher Reppond



Gallagher Reppond offers benefit Brokers & Consultants with over 25 years of experience. Call Nancy Kokenge or Tamara Rogers in the Yakima office for more information. 509-965-6000.

Thank you to Yakima Regional, Treetop and Dolsen for helping sponsor our successful workshop on October 10th!

Program Survey Monkey



Please take just a moment to visit Survey Monkey at [surveymonkey.com](http://www.surveymonkey.com) and take our quick survey on monthly programming. We need your input so that we can provide the programs that are the most relevant to you and your work. Thank you for taking a moment to participate.

http://www.surveymonkey.com/s.aspx?sm=HnLX4PcswmFxFa1iInvh_2bA_3d_3d



Gallagher Benefit Services, Inc.

presents a premier educational event for business leaders,
Human Resource & benefit professionals

2007

Employee Benefits Update

November 1, 2007 ♦ 1:00 pm – 4:30 pm ♦ Yakima Arboretum
Wine & cheese networking reception included
HRCI certification for CE credits pending

Strategic Update

With costs ever on the rise, employees value their health & welfare benefits more than ever and name a robust benefit package the key reason for staying with or joining a company. In this session, we will discuss open enrollment strategies that have a major impact on the value and effectiveness of your employee benefits program.

Presenter:

Nancy Kokenge
Vice President
Gallagher Benefit Services

Legislative Update

This session will provide an overview of important recent legislative developments affecting group health & welfare plan sponsors in Washington, including non-discrimination rules for wellness programs, new proposed Cafeteria Plan regulations, outcomes of the 2007 legislative session in Olympia, and more.

Presenter:

Sally Crum Wineman
Corporate Counsel
Gallagher Benefit Services

Complimentary Invitation

Register online at www.BenefitSeminars.com by Oct. 29

509.965.6000 www.GallagherReppond.com

YVHRA Board Members:

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Vacant

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