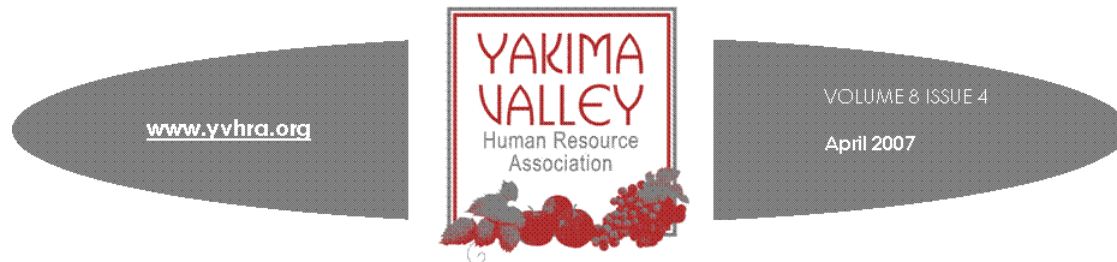


Kathy Rheume

From: Pam aylmer [Workingresources@charter.net]
Sent: Thursday, April 19, 2007 9:46 AM
To: Pam aylmer
Subject: YVHRA April 07 Newsletter and Maintaining a Company's "Union Free" Status RSVP
Attachments: image015.wmz; image008.emz; image006.emz; image001.jpg; j0395698[1].gif

Program this Month:



Maintaining A Company's Union Free Status Ron Williams (labor attorney):

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)

PREVENTIVE PERSONNEL PRACTICES

We counsel employers regarding the development, implementation and monitoring of personnel policies and procedures to comply with legal requirements. Employers often invite employee suits by maintaining poorly drafted personnel policies and failing to properly train supervisors. Our attorneys are extensively involved in providing pre-decision making advice and establishing employee handbooks, disciplinary rules, forms and other personnel practices designed to minimize exposure to liability. We also conduct practical training seminars tailored to individual client needs on such topics as an overview of employment laws; hiring and recruitment; effective discipline and discharge; recognizing and responding to harassment claims; common mistakes supervisors make; top ten ways to get sued; complying with medical leave laws; reducing workers compensation costs; employee drug and alcohol tests and avoiding employment discrimination claims. Our focus is to provide supervisors with practical advice for common problems

Ronald J. Williams

**WILLIAMS
ZOGRAFOS
& PECK**



April Luncheon

April 25, 2007

11:45 - 1:00 at the Clarion

REGISTER ONLINE NOW!

Maintaining a Company's

"Union Free" Status

Ron Williams

Labor Attorney

Portland, Oregon

Ron Williams is making a special visit to Yakima to discuss what employers can do to avoid unionization - legally. What to say and do and what NOT to say and do can be a very intricate ground to tread! You won't want to miss this special presentation from our northwest expert.

Wednesday, April 25, 2007

Clarion Hotel, 1507 North First Street, Yakima

11:45 -1:00 pm Monthly Luncheon Meeting

RSVP Online Today at



www.yvhra.org

Welcome Aboard:



Margaret Ruiz-Smart has just been elected to the YVHRA Board of Directors as a co-chair of the Finance Committee. Margaret is the HR Director for Dolsen Companies. Welcome, Margaret!

Scholarships:



Scholarships: We need your help in promoting SHRM's Sons and Daughters Scholarship Program!

Twenty-four (24) scholarships of \$1,500 each are awarded annually to help finance higher education for the children of SHRM members. Each award is for either the first or second year of study at a four-year college or university.

The application deadline is May 15, 2007.

More information, including the scholarship application form, is available on the SHRM website at <http://www.shrm.org/sons&daughters/>



Volunteers Needed:

Step up to the plate



The **SE Community Center** is holding a job fair on Monday, May 14, from 1:30-6:30p.m. for 8th through 12th grade students from **Davis and Eisenhower High School**.

We need 6 human resource professionals to volunteer their time to work with students, teaching them how to prepare for an interview and to let them know what opportunities your employers offer.

If you are interested in volunteering your time at this event, please contact Margaret Smart at the Dolsen Companies 248-2831 or you can email her at margarets@dolsenco.com

EEO Issues?



EEOC
Training Institute
...Learn from the Experts

**Spokane Technical Assistance
 Program Seminar
 May 24, 2007
 Spokane, WA**

Come to the Source for solutions to your EEO challenges. Join us for this top-notch EEOC seminar and receive information on the latest developments in EEO law, workplace best practices and Commission policies.

Seminar Location

Doubletree Hotel - City Center
 322 N. Spokane Falls Court
 Spokane, WA 99201
 509.455.9600

Hotel Accommodations and Directions

For hotel accommodations, please call the Doubletree Hotel or visit the website at www.spokane.doubletree.com. Attendees are responsible for making their own hotel arrangements.

Driving Directions from West:

Take I-90 East to Spokane
 Take the US-395 N exit to Newport/Colville and follow the signs
 Merge onto S. Division Street
 Turn left at W. Spokane Falls Blvd.
 Arrive at 322 N. Spokane Falls Court

Driving Directions from East:

Take I-90 West to Spokane
 Merge onto S. Division Street via the US-2 N./US-395 N. exit 281 to Newport/Colville
 Turn left at W. Spokane Falls Blvd.
 Arrive at 322 N. Spokane Falls Court

Agenda

See agenda online at www.eeotraining.eeoc.gov. The program hours are from 9:00 AM to 4:45 PM. Check-in begins 8:00 AM. If you have any questions about the seminar program,

please contact Rodolfo Hurtado at 206.220.6877 (TTY# 206.220.6882). You may also email rodolfo.hurtado@eeoc.gov or fax your questions to 206.220.6869.

Fee

\$335 includes full day program, a seven-volume Resource Guide on CD, special handouts designed for this seminar, lunch and coffee breaks. PAYMENT MUST ACCOMPANY REGISTRATION. A \$36 discount is available when payment is made online by credit card or when registration is received postmarked 30 days before the seminar and paid by check or credit card. Payments by government purchase order are not eligible for the discounted price. For more information on our policies see our [TAPS registration policies](#).

Registration

To register on-line with a credit card go to the [TAPS schedule](#) or fax the TAPS registration form to us at 301.545.0718. You can also mail your registration to us at:

EEOC Training Institute
PO Box 83933
Gaithersburg, MD 20883-3933

Education Credits (CLE)

This seminar meets the yearly refresher training requirement for federal agency EEO investigators. Continuing Legal Education (CLE) Credits from the state of Washington have been requested.

Job Announcements:



Central Washington University is seeking a **Human Resource Representative**. Areas of focus include labor relations, strategic planning, classification review, performance management, and recruitment strategy. This position will also have a significant role in the audit of current operational systems and serve as the lead/facilitator to streamline efficiencies. For a comprehensive listing of position requirements and to apply online please visit our website at: www.cwu.edu/~hr/jobs

EOE/AA/Title IX Institution.



The City of Yakima is recruiting for a **Deputy Human Resources Manager**. Salary range is \$5,092-\$6,187/mo. This person works independently, performing complex, highly responsible work in labor relations, workplace counseling, problem-solving, benefit administration, training, safety administration, wage & salary administration. This person also serves as a key advisor to the Human Resources Manager.

The ideal candidate will have a minimum of five years of progressively responsible human resources administration experience. A bachelor's degree in personnel management, industrial relations, psychology, business administration, or public administration may be substituted for two years of required experience. The ideal candidate will also have exceptional interpersonal skills; and a good working knowledge of the principles & practices of public human resources administration; Worker's Compensation; safety management systems; benefit administration; collective bargaining; and supervisory experience. **To apply:** visit our web site at www.ci.yakima.wa.us for information and/or to apply on-line.

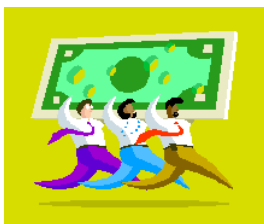
Continuing Education:

Looking for good seminars and topics to enhance your professional designation? Here is a resource list of upcoming seminars and training that contribute to the hours we need to obtain and renew our designations. Click on this link:

<http://www.shrm.org/chapters/resources/MasterVLRCalendar04.doc>

4-Pack Luncheon Punch Card

Easy on you and your pocketbook!



We are pleased to offer a "4-Pack Luncheon" punch card to YVHRA Members. Purchase a punch card for \$45.00 redeemable for 4 luncheons.

Better yet, if you use up your punch card this year, you will be entered in a drawing to win a free "4-Pack" card at the next installation dinner in January.

=====

4-Pack Luncheon Punch Card

Name (Please print): _____

Company: _____

SHRM Member? Yes No (Must be a SHRM member to obtain a punch card)

SHRM Member Number: _____

YVHRA Member? Yes No (Not YVHRA member? It's easy to join—just ask!)

Return this form and your payment to the Registration Desk at the next monthly meeting, or mail to PO Box 1139 Yakima WA 98907.

2007 Meeting Agenda		Times
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!	

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Version: 7.5.446 / Virus Database: 269.5.1/765 - Release Date: 4/17/2007 5:20 PM