

# Yakima Valley Human Resource Association YVHRA NEWS

February 2006

## Monthly Meeting

### Mastering Your Beliefs

*An Essential Element in Fulfilling New Year's Resolutions- Presented by Rene Zamora*

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Life can be a game of survival or victory. Your beliefs play a major role in how often you find yourself in one or the other. In this luncheon you will have the opportunity to change one of your limiting beliefs into one that better serves you. Changing this one belief could be the only New Year's resolution you will need this year. Bring a friend and share this powerful tool with them.

Rene Talked with us last year about the One Page Business Plan. Please join us as we welcome him back and enjoy his insightful presentation.

**Wednesday February 22, 2006**  
**Clarion Hotel, 1507 North First Street, Yakima**  
**11:45- 1:00 pm Luncheon Meeting**

RSVP Information is on the last page of this newsletter

## From the President- Helen Evans

Plans are being made for exciting Program Meeting opportunities in 2006. We will have our Student Games in October and another Legal Update session. The feedback we've received for our Wine Tasting/Networking session has been very favorable and our members will be able to meet one another in a more relaxed, social environment in August.

At this month's General Membership meeting, Rene Zamora will present "Mastering Your Beliefs" and the Dispute Resolution Center of Yakima and Kittitas Counties will be our featured guests in March. More on the DRC presentation in next month's newsletter. Our popular Legal Update and Round Table sessions are scheduled again this year. Thank you for your input on what topics you want to hear about this year. Your feedback is appreciated.

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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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AFFILIATE OF



## Conference News

### **SITUATIONAL LEADERSHIP® II**

TWO SESSIONS WILL BE HELD FOR YOUR CONVENIENCE  
 TUESDAY MARCH 7, 2006 and THURSDAY MARCH 9, 2006  
 8:00 A.M. TO 12:30 P.M. 2002 MORGAN ROAD, SUNNYSIDE, WA 98942

- **Is your goal to have an organization where management and employees work together to identify and achieve excellence and manage change productively?**

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#### **March 7 & 9**

*Situational Leadership*

#### **March 23**

*Employment Law and  
 Legislative Conference*

#### **May '06** *(Watch for your postcard!)*

*YVHRA Workshops*

*-Strategic HR Mgmt.*

*-The Changing workforce:*

*aging, globalization,*

*outsourcing and immigration*

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**Guest presenter Tim Morris** is a successful organizational development consultant and leadership facilitator who effectively works at all levels of organizations. He has facilitated leadership training mandated for all law enforcement executives, managers and supervisors in Washington State.

*COST: \$50 per person for the Workbook and Training payable at the training site on the day of the training – Check, M.O. or cash.*

*PRE-REGISTRATION REQUIRED -- through the WDC by Friday, Feb 24th  
 CONTACT Curtis Kaple at 509-574-1950 or [curtis.kaple@co.yakima.wa.us](mailto:curtis.kaple@co.yakima.wa.us)  
 or fax: 509-574-1951 for the registration form!*

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### **8th Annual Employment Law & Legislative Conference**

**Thursday, March 23, 2006 8:00 am – 4:00 pm**

Join the WA State Council and the global law firm of Dorsey & Whitney at the highly regarded event. There will be both general sessions as well as break-out sessions on a variety of topics that will include:

- 2006 Employment Law Update
- Federal and State Legislative Update
- Competition Law
- New Issues in Compensation and Benefits
- Best Companies to Work For Panel
- Technology and the Law
- Global HR Management

Keynote Speakers: Carol K. Nelson, President and CEO, Cascade Bank. Carol was recently named the 9<sup>th</sup> most powerful woman in banking in the US. She will be joined by Debbie A. Bronson, SVP, HR to talk about their collaboration in making Cascade Bank one of the Best Places To Work.

Executive Track Program:

Corporate Ethics, Intellectual Property, and other Legal Issues in Terminations. Enrollment is limited to 25

Cost (which includes the program, materials, continental breakfast, lunch afternoon break, and parking)

\$199 SHRM Members \$225 Non-SHRM Members \$249 Executive Track

To register, visit [www.dorsey.com/shrm2006](http://www.dorsey.com/shrm2006) . If you have questions, contact Jennifer Wheeler at 206-903-2391 or [wheller.iennifer@dorsey.com](mailto:wheller.iennifer@dorsey.com).

## Student Chapter Update



CENTRAL WASHINGTON UNIVERSITY

Your future is Central.

The last meeting in January was a practice session for the February 10<sup>th</sup> regional "HR Games" which were held at the University of Washington. Everyone who participated had a great time and was impressed by the body of knowledge that our future HR professionals are acquiring. Out of the six teams who participated in the practice session, four teams went to the "official" games at UW. The CWU students finished first, second, fourth and fifth. The top three teams (CWU's two teams and UW which took 3<sup>rd</sup> place) will attend the Pacific West regional student conference in **Hawaii**. Way to GO, students!!!

CONGRATULATIONS to each of the following teams and THANK YOU to the volunteers:

**First place** Kristine Foreman, Becky Gubser, Morgan Pang

**Second place** Liz Westermarck, Sarah Dunkinson, Stephen Johnson

**Fourth place** Ruth Sawyer, Justin Waldron, Jenn Rees

**Fifth place** Brooklyn Fankhauser, Matt James, Charlie Smith

**Volunteers (time keepers, scorekeepers, and matrix workers)**

Students: Alicia Valdez, Destiny Strickland, and Grant Guidinger

YVHRA members: Chris Brese and Scott Washburn

The excitement of the HR Games held over to the first meeting in February. YVHRA's own board member, Mollie Hollibough, spoke on L&I issues. Mollie offered the unique perspective of being in a partner relationship (as opposed to the "traditional" adversarial relationship) with Labor and Industries. She brought her own surprise guest speaker; John McFadden of Labor and Industries discussed the consultative role side of L&I – consulting with businesses BEFORE there is an incident to reduce an employer's exposure to risk. Mollie also discussed the advantages, disadvantages, and process of becoming "self-insured." Several of Mollie's comments could be a lesson to all of us:

- Keep the employee working if at all possible
- If that's not possible, get the employee back to work as soon as possible
- Prioritize – mitigate the circumstances that offer the greatest exposure to risk

Thank you, Mollie and John, for the timely presentation and the insight.

This quarter's project for the chapter is a "professional clothing" drive to benefit the Kittitas County WorkSource and Serve Wenatchee Valley. This will provide their clients with a selection of clothing suitable for interviews and the first few days on the job. YVHRA members who have professional clothing that they no longer need but is still in serviceable condition are asked to donate the items for this purpose. Feel free to bring any items to the February luncheon.

The students are sponsoring a CWU alumni banquet on March 4<sup>th</sup>. All CWU alumni are invited even if they did not graduate from the HR program. The RSVP deadline date was February 14<sup>th</sup>. BUT, if you are interested in attending, call Jim Nimnicht (509-963-2455) as soon as possible and see if you can still sign up. The cost is \$30/person with a choice of three entrées.

*YVHRA is proud to present  
CWU student  
**KRISTINE FOREMAN**  
with the 2006 YVHRA  
scholarship.  
Congratulations Kristine!*

### HIGHLIGHTS

*- HR teams go to Hawaii*

*-Please bring your gently worn professional cloths donation to the YVHRA Luncheon on Feb 22*

*- CWU HR ALUMNI BANQUET  
March 4th.*

*"Thank you, YVHRA, for the donation following the Installation dinner auction. We appreciate your continued support."*

*-Karla Shugart,  
Student Chapter Liaison*

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## YVHRA MEMBERSHIP

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YVHRA membership is easy and free! To become a 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 a YVHRA member, complete a Chapter Designation Form (available from any YVHRA board member) and fax it back to Karla.

### **PHR/SPHR/GPHR Study Group**

*The study group is starting Feb. 20.*

*Contact Marla by FEB 17*

*Group will meet 5:30-7:30 one night a week. Contact Marla Arbuckle [marbuckle@treetop.com](mailto:marbuckle@treetop.com) to sign up!*

*For more information about Professional Certification visit the Human Resource Certification Institute at [www.hrci.org](http://www.hrci.org).*

## Board Reports

### **Membership Update - Karla Doncaster**

We are up to **104** members now. Our newest member is Veronica Naranjo at Atrium Window & Doors -- ***Welcome, Veronica!***

### **PHR/SPHR/GPHR Study Group - Marla Arbuckle**

The next PHR, SPHR exam window is May 1, 2006 – June 30, 2006. If you are interested in taking the exam during this time, please go to [www.hrci.org](http://www.hrci.org). This site gives you all the information you may need such as how to apply for the exam, eligibility requirements, choosing the appropriate exam, and location of testing centers. The application deadline is March 17, 2006. You may register through April 21, 2006 for an additional \$50 late fee charge.

A study group is being organized to start the end of this month. It is recommended that you have 12 weeks of study prior to the exam. Study sessions will meet at 5:30 and last until 7:30. There is a lot of material and the evenings go by quickly. The group will meet once a week. The day of the week and time is flexible depending on who is interested and other commitments.

We will use the SHRM Learning System. If you have a copy, please bring it. We have a 2005 to share among the group. Another suggested resource is the 11<sup>th</sup> edition of "Human Resource Management" by Mathis and Jackson. It is available through the SHRM Store.

## Legislative & Employment Law Update

We're half way there!—We are approaching the mid-point of the 2006 legislative session in Washington State which means that any bill that has a chance of passing must be moving out it's committee of origin. The good news is that the most concerning pieces of legislation for employers appear unlikely to pass this session. The following is an update as of the end of the day February 2<sup>nd</sup>.

- **Paid Leave:** HB 2777 was introduced this session by Representative Marylou Dickerson. This bill would have mandated 40 hours of paid sick leave for every employee of any size business after 6 months of employment. A companion bill was introduced in the Senate. Our members were very vocal in their opposition to the bill and the good news is that this bill appears to be dead for this session. However, we must remain vigilant. Paid leave legislation has been knocking at our door for the past two sessions and won't be going away. Proponents of mandated leave benefits are committed to pushing this issue until some form of legislation is passed.
- **Washington State FMLA:** When initially introduced, this bill (HB 2392) would have dropped the threshold to employers of 25 or more and would include the care of a domestic partner. The bill has been amended now to more closely conform to the current federal regulation (50+ employees and no domestic partner provision). The one area of concern for employers is that some of the provisions in the federal regulation that provide protection to employers such as medical certification has been omitted from this bill. Discussions are still underway regarding the final language of the bill. It is expected that an FMLA bill will pass this session.
- **Pay or Play Healthcare:** This bill would require employers with more than 5000 employees in Washington to spend up to 9% of their payroll for health benefits. This bill is thought to be dead for this session, but like paid leave will certainly resurface so we must remain vigilant.
- **Other bills still pending:** Other bills that employers should keep on their radar include HB 2614 which would prohibit employers from terminating employees who use tobacco off the job and HB 2443 which would require employers to immediately provide a copy of any credit report completed on an employee.
- **Progress on the Wage & Hour front:** Congratulations to **Kris Tefft** from AWB who has taken a lead role in negotiating language on HB 3185 which gives the Department of Labor & Industries the tools needed to enforce wage payment statutes while still providing safeguards for employers who in good faith rely on department advice in administering these standards. As the bill was originally written, any employer found to be out of compliance (and we know how easily that can happen given the complexity and ambiguity of wage and hour law) would be subjected to steep penalties. Also, a thank you to **Representative John McCoy** (D-Marysville/Tulalip) who worked to balance the concerns of business and labor to draft a bill that is balanced and fair to both parties.
- **Anti-Discrimination based on Sexual Orientation:** On January 31, Governor Gregoire signed HB 2661 which prohibits discrimination against a person based on their sexual orientation.

## HR JOBS

*Did you know that our newsletter reaches over 150 HR Professionals? If you have an HR position you would like to announce in the YVHRA newsletter please contact me at [carrie.vallone@matsonfruit.com](mailto:carrie.vallone@matsonfruit.com) with a brief description and I will work it into our next newsletter. (some restrictions apply. This service is currently free.)*

### HUMAN RESOURCES SUPPORT MANAGER

Tree Top, Inc., has an opening for an HR Support Manager at its processing facility in Prosser, WA. Responsibilities include employment, plant scheduling, employee/labor relations, safety & training, plant payroll, benefits & budgeting. Will interpret applicable state & federal laws & manage plant administrative staff. Ideal candidate will have degree in Business, HR or related discipline with 3-5 years experience. Must possess effective communication, planning, organization & leadership skills. Computer proficiency (AS/400 & Windows applications) & working knowledge of Continuous Improvement concepts preferred. If you qualify, please send resume with cover letter outlining salary history to: **Mail:** HR Department, Tree Top, Inc, 220 E Second Ave, Selah, WA 98942 **E-mail:** [jhemeway@treetop.com](mailto:jhemeway@treetop.com) AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER. YOU WILL NOT BE CONSIDERED AN APPLICANT FOR THIS POSITION FOR AFFIRMATIVE ACTION PURPOSES UNTIL YOU HAVE BEEN CONTACTED TO COMPLETE A TREE TOP APPLICATION FORM.

### ACCOUNTING MANAGER

C.M. Holtzinger Fruit Company, LLC is a fresh fruit packing company in the Yakima valley. Holtzinger is seeking an Accounting Manager to oversee the accounting department. Applicants must have a BS in Accounting and 5 years experience with good managing skills. Experience in Public Accounting and/or CPA a plus. Fruit industry and Grower Accounting experience preferred. Holtzinger offers a comprehensive benefit package. Salary DOE. EEO  
 Qualified applicants may mail resume to CM Holtzinger Fruit Co LLC, Attn: Elizabeth Hibbitt, PO Box 169, Yakima, WA 98907; fax to 509-249-4258, or email [jobs@holtzingerfruit.com](mailto:jobs@holtzingerfruit.com)

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## Upcoming Events

- HR Day on the Hill** Feb 15
- Deadline for Study group** Feb 17
- Study Group Begins** Feb 20
- February Membership Meeting** Feb 22
- Board Meeting** Mar 1
- Emp. Law & Legislative Conf.** Mar 23
- March Membership Meeting** Mar 29
- YVHRA Workshops** May 18
- NHRMA Regional Conf.** Sep 20-22

## On The Lighter Side

### **Parent's Job Description:**

*Mom, Mommy, Mama, Ma / Dad, Daddy, Dada, Pa*

### **JOB DESCRIPTION :**

Long term, team players needed, for challenging permanent work in an, often chaotic environment. Candidates must possess excellent communication and organizational skills and be willing to work variable hours, which will include evenings and weekends and frequent 24 hour shifts on call. Some overnight travel required, including trips to primitive camping sites on rainy weekends and endless sports tournaments in far away cities! Travel expenses not reimbursed. Extensive courier duties also required.

### **RESPONSIBILITIES :**

The rest of your life. Must be willing to be hated, at least temporarily, until someone needs \$5. Must be willing to bite tongue repeatedly. Also, must possess the physical stamina of a pack mule and be able to go from zero to 60 mph in three seconds flat in case, this time, the screams from the backyard are not someone just crying wolf. Must be willing to face stimulating technical challenges, such as small gadget repair, mysteriously sluggish toilets and stuck zippers. Must screen phone calls, maintain calendars and coordinate production of multiple homework projects. Must have ability to plan and organize social gatherings for clients of all ages and mental outlooks. Must be willing to be indispensable one minute, an embarrassment the next. Must handle assembly and product safety testing of a half million cheap, plastic toys, and battery operated devices. Must always hope for the best but be prepared for the worst. Must assume final, complete accountability for the quality of the end product. Responsibilities also include floor maintenance and janitorial work throughout the facility.

### **POSSIBILITY FOR ADVANCEMENT & PROMOTION :**

None. Your job is to remain in the same position for years, without complaining, constantly retraining and updating your skills, so that those in your charge can ultimately surpass you

### **PREVIOUS EXPERIENCE :**

None required unfortunately. On-the-job training offered on a continually exhausting basis.

### **WAGES AND COMPENSATION :**

Get this! You pay them! Offering frequent raises and bonuses. A balloon payment is due when they turn 18 because of the assumption that college will help them become financially independent. When you die, you give them whatever is left. The oddest thing about this reverse-salary scheme is that you actually enjoy it and wish you could only do more.

### **BENEFITS :**

While no health or dental insurance, no pension, no tuition reimbursement, no paid holidays and no stock options are offered; this job supplies limitless opportunities for personal growth and free hugs for life if you play your cards right.

## 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 - 469-0886  
[anitac@gohaney.com](mailto:anitac@gohaney.com)

### Technology Director

Kathy Rheäume - 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@yvcu.org](mailto:kdoncaster@yvcu.org)

### Legislative Chair

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

### Programs Chair

Carrie Wallbaum- 249-9108  
[carriew@epicnet.org](mailto:carriew@epicnet.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 February Luncheon Meeting

**Date:** February 22, 2006 MASTERING YOUR BELIEFS  
**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, Feb 17 to:**

### Angie Hein

Fax: 509-271-2095 Phone: 575-5341

**\*\*Must dial "509" when faxing even if a local call\*\***

Email: [ahein@packagingplusllc.com](mailto:ahein@packagingplusllc.com)

Mail: YVHRA; PO Box 1139; Yakima; 98907

Name: \_\_\_\_\_ will be attending the luncheon on February 22, 2006.

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