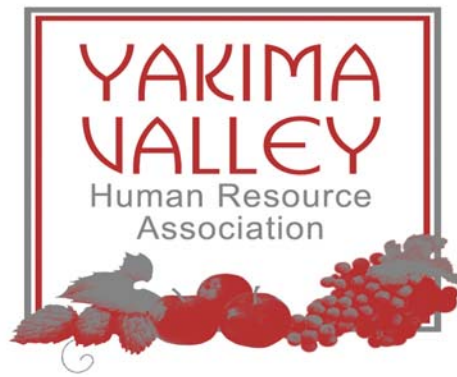


www.yvhra.org



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March 2008

**Diversity Panel this month:
Register today at
finance@yvhra.org**

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Source: US EEOC 2006
www.eeoc.gov/state/charges.html

Diversity Panel March 26th at 11:45 at the Clarion Hotel

- What are the top values or cultural norms in your workplace?
- What are some suggestions or ideas that you have for employers to maintain equality in a diverse workplace?
- What suggestions do you have that would make diversity training really communicate an effective message to employees, when you consider the diversity of the Yakima Valley?
- Considering a diverse workforce, what cultural factors do you feel employers should consider when developing employee leave benefits?
- What are your suggestions for handling friction in the workplace that you believe is related to cultural differences?
- What are issues to consider when writing policies for culturally diverse workplace?

Conference and Tradeshow:

Take classes and earn
PDH credit for your
designations.



Northwest Human Resource Management Association 70th Northwest Annual Conference and Tradeshow

SAVE THE DATE!

Tuesday, September 16th –18th, 2008

Three Rivers Convention Center

Kennewick, Washington

<http://www.nhrmaconference.org/>

Hosted by Yakima and Columbia Basin HR
Associations.



Looking for a job or an employee?

Career Fair March 25th

The Southeast Community Center will be holding their 2nd annual Career Fair on March 25, from 1:30 to 7:30 pm. They need 6 human resource professionals to volunteers their time to work with students, teaching them how to prepare for an interview and let them know what opportunities your employers offer.

Anyone that needs more information or would like to volunteer can contact Ester Huey at granhuey@aol.com.

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Columbia Center offers the Simon Gift card - the largest prepaid product in the nation.

Employment Law Conference March 20th

Please join the Washington SHRM State Council for the 10th Annual Employment Law & Legislative Conference on Thursday, March 20, 2008, at the Meydenbauer Center in Bellevue. Employment and HR topics will include annual updates on employment law and State and Federal legislative activity, as well as many high quality breakout sessions and the Executive Track program. This event is co-sponsored by the global law firm of Dorsey & Whitney LLP.

This program has been approved for 6.5 recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

Register Today! This event is less than a week away (Thursday, March 20th).

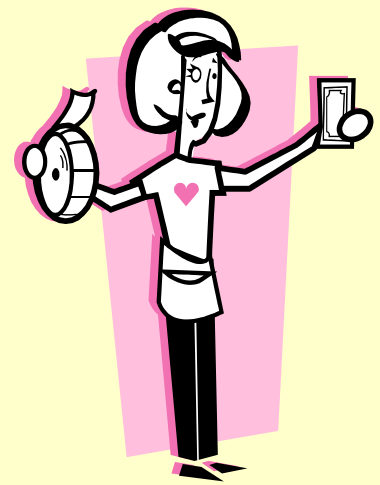
The conference registration site is available now via this link:
<http://www.dorsey.com/shrm08>

50/50 Raffle

In an effort to support the SHRM Foundation, and to give our members a chance to win a little **green**, we will be holding a 50/50 raffle at the March 26th General Membership Meeting. Tickets are \$1.00 each, or 6 for \$5.00. The winning ticket will be drawn at the meeting.

Bring your **\$** dollars and loose change, and take a chance at winning 50% of the total pot! The other 50% will be sent to the SHRM Foundation. (Sorry, no checks, credit cards, green stamps, or IOU's!)

Bring your cash, help out the Foundation, and see how lucky you can be at winning the **green**!



"I've found that luck is quite predictable. If you want more luck, take more chances. Be more active. Show up more often."

Brian Tracy, American Television host.

Experts: Include Sexual Orientation, Civil Union Issues in Workplace Policies

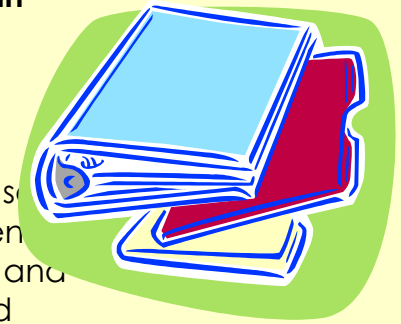
By Joanne Deschenaux

Even if your state law does not bar discrimination based on sexual orientation or gender identity or expression, your employment policies should prohibit such discrimination, Michael Cohen and Marc Scheiner, attorneys with WolfBlock in Philadelphia, told attendees March 11 at the 2008 SHRM Employment Law & Legislative Conference in Washington, D.C.

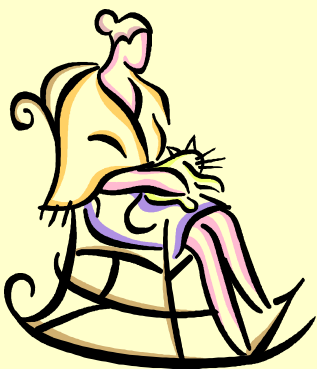
Similarly, they cautioned that even if your state does not recognize civil unions or domestic partnerships, it is a mistake not to consider issues relating to such unions when formulating policies, both as a matter of fairness and to avoid litigation.

Starting with the U.S. Supreme Court's 1989 decision in *Price Waterhouse v. Hopkins*, the federal courts have expanded what may be considered sex discrimination under federal law, Cohen and Scheiner noted. Further, as an increasing number of states pass laws making sexual orientation and gender identity protected classes and recognizing civil unions or domestic partnerships, multi-state employers in particular may find it advantageous to adopt nationwide policies reflecting these changes, they said.

See whole feature at
http://www.shrm.org/law/library/CMS_024927.asp



*It may be time to revise
the policy manual.....
again.*



More on Diversity:

Warren Buffett, who is chairman of Berkshire Hathaway and whose portfolio includes significant ownership of such companies as the Washington Post Co. and Capital Cities/ABC, was asked how he felt about the fact that Rose Bumkin, the chairman of one of his companies, Furniture Mart, had just turned 94. Said Buffett, "She is clearly gathering speed and may well reach her full potential in another five or ten years. Therefore, I've persuaded the board to scrap our mandatory retirement-at-100 policy. It's about time. " From [Age Wave](#) by Ken Dychtwald, Ph.D.

Washington: State Legislature Considering Workplace Bullying Law

By Lisa Burden

Washington's state legislature is considering a bill that would give victims of workplace bullying the right to take their claims to court.

Senate Bill 6622/House Bill 2142 would make it an unlawful employment practice to subject an employee to an abusive work environment or to retaliate against an employee for opposing workplace bullying.

"Abusive work environment" is defined as a workplace where an employee is subject to severe abusive conduct that causes physical or psychological harm. "Abusive conduct" is conduct of an employer or employees in the workplace that a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests. Abusive conduct may include repeated verbal abuse, threatening, intimidating, or humiliating verbal or physical conduct, or the gratuitous sabotage or undermining of a person's work performance.

See the full feature at:
http://www.shrm.org/law/states/CMS_024740.asp#P-8_0



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