

## May Luncheon Meeting:

**Date:** May 30<sup>th</sup>, 2007

**Time:** 11:45 – 1:00

**Place:** Clarion at 1507  
North 1<sup>st</sup> Street,  
Yakima, WA.



### **Program:**

Injured Workers and Safety

Preventing injuries

Promoting safety

Dealing with claims

Making Accommodations

ouch!

RSVP Online at

[www.yvhra.org](http://www.yvhra.org)

You do not need to be a member of YVHRA to attend our program meetings, held on the last Wednesday of the month. Please feel free to invite your co-workers.

Non-member luncheon price is \$15

Member price is \$12

## May SHRM Membership Special:

Become a first-time, new professional member of SHRM using our online application in May and receive a discount on your first-year membership dues. In addition to receiving a reduced membership rate of \$145, we'll send you a free SHRM tote bag! Offer valid through May 31, 2007.

## Career Improvement Workshop and Job Fair

\*\*May 19,

2007\*\*

\*\*9:00 am to 2:00 pm\*\*

\*\*Yakima Stake Center; 705 S. 38th Ave\*\*



FREE!

Goal: To help persons who are unemployed or under-employed prepare for and apply for jobs and to expose them to training/education facilities available and employers who have jobs available.

It is estimated that there will be 200 persons in attendance at this workshop. Your firm is invited to have a booth at this event, explaining education or employment available to under employed workers in Yakima and Kittitas Counties.

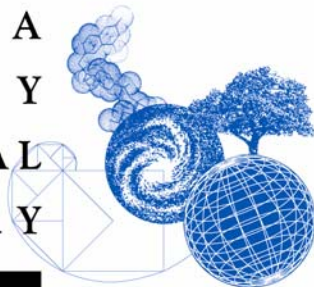
Additional information can be obtained by contacting the LDS Employment Resource Center; 1006 S. 16th Avenue, Yakima, WA 98902. 509-453-9144 or email [wel-ec-yakima@ldsmail.com](mailto:wel-ec-yakima@ldsmail.com)

## June is YVHRA Membership Month

The Board of YVHRA is targeting the month of June to promote membership in SHRM and our local chapter. Encourage others to join us. Look around at people you know and do business with and invite them to attend our program meetings and then to join. The June meeting will be a breakfast meeting titled "HR for Small Business" and we feel it would be an excellent opportunity for prospective members to attend and learn about YVHR and the resources available to them through affiliation with SHRM. Please mark this on your calendars and help us promote our great organization. Watch the June newsletter for more details!

## Job Announcement:

YAKIMA  
Connecting  
VALLEY  
people  
REGIONAL  
and  
LIBRARY  
ideas.



**Yakima Valley Libraries**

**Yakima, Washington**

**Status: Full time, Non-exempt**

**Posted: 3/2/07, updated 5/3/07**

## **Training and Development Coordinator**

**Salary: Range starts at \$36,707.13**

Manages, develops, coordinates and conducts all aspects of the continuing education training program for all levels of staff throughout Yakima Valley Libraries (YVL). Provides training to staff members who are in turn responsible for providing training the public on many subjects, as directed. Assists in planning and revising public training programs. Responsible for prioritizing and coordinating related policies, manuals, and procedures. Competitive salary and benefits package. Please see [www.yvrl.org](http://www.yvrl.org) for more information, including qualifications. Submit completed application (available on website), resume, and cover letter to: Human Resources, Yakima Valley Regional Library, 102 N. 3<sup>rd</sup> St, Yakima, WA 98901. Phone: 509-452-8541 x 702.

## **Next Board Meeting:**

**June 6, 2007 at 11:30 am**

**Tree Top**

**Ross Plant**

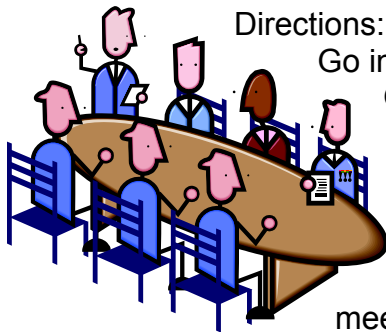
**101 S. Railroad Avenue**

**Selah, WA 98942**

**Please RSVP your attendance to Chris Brese**

Directions:

Go into Selah. Take a right on 1st (Burger Ranch is on corner). Go to end of 1st (1st T's into Railroad). You will dead end into Ross Plant. The main entrance is right there straight ahead. Park anywhere on the street in front of building or across street; there should be plenty of spots available.



Thank you and we look forward to hosting the Board meeting.

## Board Member Spotlight

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### Robin A. Scott 2007 YVHRA President



**Company:** Yakama Nation Housing Authority

**Length with Current Company:** 10 years

**HR Function:** Recruitment; Employee Benefits; Employee Orientations; Workman's Compensation; Professional Development; and Unemployment Management.

**Position:** Human Resources Manager

**Other YVHRA Board Positions Held:** 2006 President-Elect; 2 yrs. as Secretary

**Definition of what HR is to you:** Fulfilling the recruitment requests of department managers, maintaining employee benefits and promoting a safe environment; which includes a zero tolerance for drugs in the workplace.

**Most amusing employee issue dealt with:** I am clueless. I can't think of any at this time.

**Most horrifying encounter you have had in your career:** My window was shot out in my van a few years ago, potentially related to a disgruntled employee.

**Best employee motivator:** Teamwork – I find it essential to work collaboratively with co-workers. A team who can work together, succeeds together.

**Favorite job function:** Coordinating on-site workshops for staff/maintaining employee benefits and educating myself on updated employment law.

**Least favorite job function:** Grievances/Investigations

**Best HR advice:** Keep yourself updated on employment laws; be a sponge & soak in everything that assists oneself in being successful.

**Describe your Dream job:** Pursue my doctorate degree so I can teach at a University.

**How do you spend your time away from work?:** Attending church, spending time with my family, reading, traveling, painting over graffiti and watching my sons playing basketball and/or participate in a rodeo.

**“If I won the Lottery, I would.”** Tithe, college funds for our sons, build a Boys & Girls Club in White Swan, take my family to New Zealand, provide a scholarship to a Native American Woman who wants to pursue an degree in Chemical Dependency and set aside the rest for my retirement.

## **May SHRM Membership Special**

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## **Add up your membership benefits:**

Have you ever considered the value of your SHRM membership? Here is a list of our member benefits. Take some time to browse through the features and web links to find the information you need. It's right at your fingertips:

## **SHRM Membership—a great value:**

### **SHRM Online**

Premier HR Internet site with features such as daily news updates, an online bulletin board, HR job openings, surveys on HR topics and more.

[www.shrm.org](http://www.shrm.org)

### **HR Career Guide**

An interactive career mapping tool that enables SHRM members to plan their HR career.

[www.shrm.org/hrcareerguide](http://www.shrm.org/hrcareerguide)

### **HR Toolkits**

Collection of resources, articles, links and other resources related to a specific HR topic.

[www.shrm.org/kc/tools](http://www.shrm.org/kc/tools)

### **Samples**

Sample corporate documents on various HR topics.

[www.shrm.org/kc](http://www.shrm.org/kc)

- HR Forms
- Job Descriptions
- Mission Statements
- Policies
- Requests for Proposals
- Spreadsheet Templates

### **Information Center**

Receive assistance with your HR issue or question via e-mail, Live Help, assistance request form or by phone.

[www.shrm.org/hrinfo](http://www.shrm.org/hrinfo) or

(800) 283-SHRM, opt. 5/ (703) 548-3440

### **Express Requests**

Instant information and resources on current issues impacting HR.

[www.shrm.org/kc/express](http://www.shrm.org/kc/express)

### **SHRM White Papers**

Collection of articles written primarily by SHRM's Expertise Panels, focusing on specific areas of HR management.

[www.shrm.org/kc/whitepapers](http://www.shrm.org/kc/whitepapers)

### **SHRM Focus Areas**

Online communities for specialized HR information. [www.shrm.org/focusareas](http://www.shrm.org/focusareas)

### **Governmental Affairs**

Information and member involvement opportunities on pending legislation.

[www.shrm.org/government](http://www.shrm.org/government)

### **HR Basics**

Database of basic HR information, checklists and forms, and brief explanations of employment law suitable for the novice HR professional or anyone who needs a refresher.

[www.shrm.org/kc/basic](http://www.shrm.org/kc/basic)

### **HR Jobs**

Online HR job listings with customized job alerts.

[www.shrm.org/jobs](http://www.shrm.org/jobs)

### **Webcasts**

Free webcasts including presentations by noted experts followed by Q&A sessions.

[www.shrm.org/webcast](http://www.shrm.org/webcast)

### **Membership Directory**

Online database searchable by name, title, company, company size, job function or location.

[www.shrm.org/members](http://www.shrm.org/members)

### **HRVoice**

Member legislative outreach program.

[www.shrm.org/government](http://www.shrm.org/government)

### **HR Talk®**

Forum for sharing information and best practices with SHRM members.

[www.shrm.org/hrtalk](http://www.shrm.org/hrtalk)

### **Volunteer Opportunities Center**

Information on volunteer opportunities within SHRM.

[www.shrm.org/volunteer](http://www.shrm.org/volunteer)

### **Publications**

#### **HR Magazine®**

Monthly award winning magazine.

[www.shrm.org/hrmagazine](http://www.shrm.org/hrmagazine)

#### **Staffing Management Magazine**

A magazine that has the latest techniques and trends in recruiting and retaining employees. (Online version is

free to members. Print subscriptions are available.)

[www.shrm.org/ema/staffing](http://www.shrm.org/ema/staffing)

### **HR Week**

Free weekly e-newsletter highlighting critical HR issues.

[www.shrm.org/hrweek](http://www.shrm.org/hrweek)

### **Workplace Visions®**

Bimonthly report on emerging workplace issues.

[www.shrm.org/trends](http://www.shrm.org/trends)

### **Mosaics™**

Monthly online publication on workplace diversity.

[www.shrm.org/diversity](http://www.shrm.org/diversity)

### **SHRM® Legal Report**

Bimonthly HR legal and compliance updates.

[www.shrm.org/legal](http://www.shrm.org/legal)

### **Washington D.C. & State Insider**

Monthly national and state legislative updates.

[www.shrm.org/government](http://www.shrm.org/government)

### **Echoes**

Monthly (Sept.–May) e-newsletter exclusively for SHRM student members.

[www.shrm.org/students/echoes](http://www.shrm.org/students/echoes)

### **Managing Smart**

Quarterly online articles to help line managers supervise effectively and legally.

[www.shrm.org/managingsmart](http://www.shrm.org/managingsmart)

### **Research**

SHRM Foundation

Supports research and educational activities that promote the HR profession.

[www.shrm.org/foundation](http://www.shrm.org/foundation)

### **SHRM Research Reports and Surveys**

Original research on emerging workplace issues and their implications on the profession.

[www.shrm.org/research](http://www.shrm.org/research)

### **2006–2007 Workplace Forecast:**

A Strategic Outlook Identification of emerging environmental issues that may ultimately affect the workplace.

[www.shrm.org/trends](http://www.shrm.org/trends)

### **Briefly Stated Series**

Overviews of HR-related topics in an abbreviated format.

[www.shrm.org/research/briefly](http://www.shrm.org/research/briefly)

### **Research Quarterly**

In-depth quarterly reports examining current issues in HR.

[www.shrm.org/research/quarterly](http://www.shrm.org/research/quarterly)

### **HR Salaries Surveys**

SHRM/Mercer annual survey summary article provided in HR Magazine®.

[www.shrm.org/hrmagazine](http://www.shrm.org/hrmagazine)

### **SHRM/Rutgers LINE™**

Monthly indicator of national employment.

[www.shrm.org/line](http://www.shrm.org/line)

### **Professional Development**

PHR®/SPHR®/GPHR™ Certification Through the Human Resource Certification

Institute (HRCI®). [www.hrci.org](http://www.hrci.org)

### **SHRM Learning System®**

(800) 444-5006, opt. 2

PHR/SPHR certification prep resource; self-study; corporate; college/university; international modules.

[www.shrm.org/learning](http://www.shrm.org/learning)

### **SHRM Global Learning System®**

GPHR certification prep resource, and a reference tool for international HR professionals.

[www.shrm.org/learning/global](http://www.shrm.org/learning/global)

### **Seminars and Certificate Programs**

Expert instruction on current HR topics.

[www.shrm.org/seminars](http://www.shrm.org/seminars)

### **SHRM e-Learning**

More than 70 online educational courses.

[www.elearning.shrm.org](http://www.elearning.shrm.org)

### **Executive HR Network**

Executive educational program for senior-level HR professionals

[www.shrm.org/exechr](http://www.shrm.org/exechr)

**SHRM Academy®**

Educational initiative designed to enhance the business acumen of HR professionals.

[www.shrm.org/shrmacademy](http://www.shrm.org/shrmacademy)

**SHRM® Essentials of Human Resource Management**

Essential HR management for HR professionals and line managers.

[www.shrm.org/essentials](http://www.shrm.org/essentials)

**HR Competency Toolkit**

Toolkit and guidebook designed to assess and improve HR skills, knowledge and abilities.

[www.shrm.org/competencies](http://www.shrm.org/competencies)

**Local Chapters**

More than 575 SHRM-affiliated professional chapters/ local programming. [www.shrm.org/chapters](http://www.shrm.org/chapters)

**SHRMStore®**

(800) 444-5006, opt. 1 Discounted books, products and SHRM logo accessories.

[www.shrm.org/shrmstore](http://www.shrm.org/shrmstore)

**2007 Conferences**

[www.shrm.org/conferences](http://www.shrm.org/conferences)

**Employment Law & Legislative Conference**

(March 12-14, 2007, Washington, D.C.)

**Annual Conference & Exposition of the SHRM Global Forum®**

(March 19-21, 2007, Los Angeles, Calif.)

**SHRM Staffing Management Conference**

(April 23-25, 2007, New Orleans, La.)

**SHRM Annual Conference & Exposition**

(June 24-27, 2007, Las Vegas, Nev.)

**Strategic HR: Aligning with the Business to Drive Results**

**Conference**

(October 10-12, 2007, Tampa, Fla.)

**SHRM Workplace Diversity Conference & Exposition**

(October 18-20, 2007, Philadelphia, Pa.)

**Research**

Human Capital Benchmarking Service.

Customized human capital metrics.

[www.shrm.org/research/benchmarks](http://www.shrm.org/research/benchmarks)

**Membership Benefits**

FREE TO MEMBERS

DISCOUNTED FOR MEMBERS

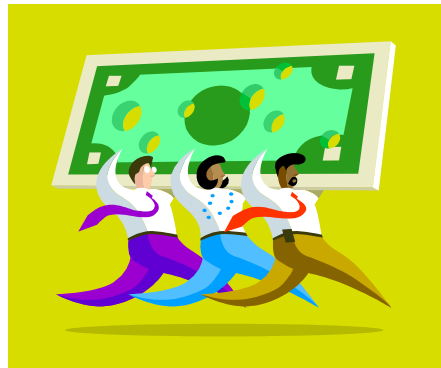
SPHR HR Director, GEHA Inc.

Member Since 1978

For a comprehensive look at SHRM member benefits please visit,

[www.shrm.org/infokit](http://www.shrm.org/infokit).

*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**

