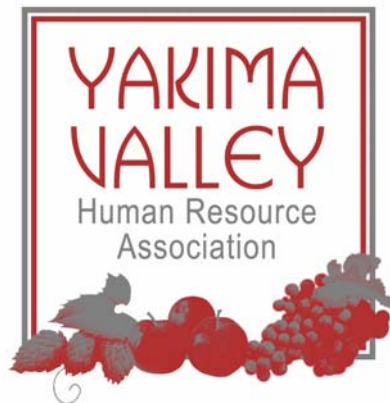


YVHRA NEWS

Inside This Issue

From the President . . .	2
Legislative Update	3
Student News	4
Future Programs	5
Special June Program . .	7



ANNUAL SOCIAL

Wednesday, May 27, 2009
6:00 - 8:30 p.m.

Don't miss this wonderful opportunity to meet other Human Resource professionals in our area in a relaxed, informal atmosphere. If you have not experienced the White House Café (location of this year's social) you are in for a real treat. The atmosphere and company are sure to please!

As a member of YVHRA there will be no cost to you for the dinner. The cost for guests will be \$25 and student chapter members \$12.50. It is very important that you RSVP if you are planning to attend and also let us know if you will be bringing guests. The White House is a small local business and we need to be considerate and help them know exactly how many to plan for.

Directions: going south on 40th Avenue, turn right onto Kern Road. Go about a block and you will see the White House - it is a small white home on the hill to the right.

Plan to come and enjoy a relaxing evening on us!



President's Message

Dear YVHRA Members:



The first quarter of 2009 has come and gone. Time really goes by fast these days.

I believe the YVHRA Board has presented some really good lunch programs in the first quarter. Also, on April 9th, the drug and alcohol abuse training as required by DOT every two years was presented. This workshop was well attended and very successful.

You will find later in this newsletter a list of the upcoming programs for the rest of the year. I do want to emphasize we have added a program for June. On June 10th, Catherine Dovey of Compensation Works will present:

Is the bad economy good for your total rewards program?

Catherine will present what HR should be considering before implementation of benefits and the latest trends as well as what you should be doing to manage your total rewards program during this volatile period.

We are pleased to provide this presentation to our members. Catherine Dovey, CCP, SPHR, is founder and Principal of Compensation Works LLC, a consulting firm specializing in strategic rewards. Catherine has 20 years experience in diverse industries, including financial services, health care, hi-tech, bio-tech, manufacturing, professional services, public sector and non-profit. We hope to see everyone attend this program. It is earlier in the month than our usual luncheon so mark your calendars now.

Also this year, we will be offering something different for our Spring Social. Please see the information provided. It will provide socializing, networking and good food!

As always, I invite you to become more involved in any way you can. The board is actively working with school districts, colleges, and other community service organizations by volunteering to review senior projects, participate in mock interviews, and review/critique resumes. When you see an opportunity to volunteer in the community on behalf of YVHRA, we hope you will do so.

If you are interested in helping the board by participating on a specific committee, please contact one of your board members or member liaison. We would be happy to have you. In addition, if you know of anyone or if you are interested, we would like to add a board position for Marketing/PR of YVHRA and its programs. Please contact me at president@yvhra.org if you are interested in this position.

Again, I look forward to meeting/seeing you at future programs.

Sincerely,

Marla Arbuckle, PHR
Board President

LEGISLATIVE UPDATE

By Darline Charbonneau



UPDATE ON UNEMPLOYMENT INSURANCE CHANGES

On April 9, 2009 the House acted on SSB 5963, the Unemployment Insurance legislation granting employers hundreds of millions in tax breaks.

But then, an amendment by Rep. Tami Green (D-Tacoma) to restore the labor-supported voluntary-quit provision was also approved. Democratic leaders then suspended floor action after midnight amid a flurry of proposed amendments from both "sides." Action was scheduled to resume April 10. After caucusing most of the morning, House members emerged Friday afternoon and passed another Rep. Green amendment restoring the labor-supported 4.0 benefit multiplier, on a 51-47 vote.

Senate Bill 6019 (Employee Wellness Programs)

- Introduced by Sen. Karen Keiser, (D-Kent) (D) on February 13, 2009, provides for discounts on health insurance allowing up to a twenty percent variance for small employers that develop and implement a wellness program or activities that directly improve employee wellness.
- Referred to the Senate Health & Long-Term Care Committee on February 13, 2009.
- Substitute offered in the Senate on February 25, 2009, adds Health Maintenance Organizations (HMOs) to allow HMOs to participate in the wellness discounts for small employers. The word "must" is changed to "may", and carriers may review improved employee productivity and reduction in absenteeism when considering whether the employer's wellness program has improved employee health. The substitute **passed** in the Senate by voice vote on February 25, 2009.
- Referred to the Senate Rules Committee on February 25, 2009.
- **Passed** in the Senate (45 to 0) on March 9, 2009.
- Received in the House on March 11, 2009.
- Referred to the House Health Care and Wellness Committee on March 11, 2009.
- Referred to the House Rules Committee on March 30, 2009.
- **Passed** in the House (98 to 0) on April 8, 2009.

Paid Family Leave. The Legislature has delayed for another three years giving parents five weeks of partially paid time off for a new child. The House passed 61-34 on Sunday, April 26, after the Senate passed earlier that same day. It will now go to the governor for approval. It had previously been approved to pay up to \$250 a week beginning October, 2009, but lawmakers haven't approved a revenue source. SB6158 delays three years to 2012.

Volunteer Update

By Dyann Horton



I would like to take this chance to thank our members for volunteering in our community over the last few months representing YVHRA. We have had several members volunteer or recruit volunteers in their offices for YVCC, West Valley High School, and the Skills USA competition recently in April. Some of these individuals even have volunteered for more than one event!

Our recent member volunteers are:

Darline Charbonneau
Angela Stickney
Helen Evans

Marla Arbuckle
Kay Gutierrez
Cheri Keefe

Janna Diaz
Manda Valentine
Brenda Lawson

We have an additional opportunity to support Perry Technical Institutes Office Administration Program with mock interviews. They have 44 students currently enrolled in this class and would like to provide each student with a realistic mock interview experience prior to graduation. Their target date to complete the interviews is June 18th. These mock interviews can be conducted at your office or work site location. If you, or someone in your organization, are interested in interviewing please contact me by email at workforcereadiness@yvhra.org or by phone at 452-6556.

Student Chapter Update

By Cynthia Campbell



ATTENTION GOLFERS

The members of the Central Washington University student chapter are again sponsoring their 15th Annual SHRM Golf Tournament. This is the main fundraiser for the club and is sure to be a lot of fun and a great way to help our future HR leaders.

SHRM Golf Tournament

May 16, 2009

1:00 p.m.

Ellensburg Golf & Country Club

3231 S. Thorp Hwy., Ellensburg, WA

\$40/person includes all-you-can-eat BBQ

9-hole tournament, scramble format, prizes

Visit <http://www.cwu.edu/~shrm/> for more information.

Did you know?

- YVHRA is affiliated with SHRM
- We are a 100% chapter, meaning all members must also be members of SHRM
- Our chapter treasury receives money from SHRM each year based on our membership numbers
- Once a person is a member of SHRM, there is no additional cost to be a member of YVHRA
- To become a YVHRA member you must first become a SHRM member and then designate YVHRA as your chapter
- Designation forms are available from membership@yvhra.org or from Linda Lantis at 469-4009

2009 Programs

May

Wednesday, May 27 6-8:30 PM

Annual Social

White House Café (see page 1)

June

No regular meeting.

Special program June 10. (see page 7)

July & August

No meetings. Have a safe and happy summer!



September

Wednesday, September 23

Program TBA

October

Wednesday, October 28

2010 Board Election and Student Games

November

Wednesday, November 18

2009 Legal Update

1 HRCI Credit Hour submitted for approval

December

Wednesday, December 2 6-8:30 PM.

Installation Dinner & Auction

NHRMA Conference

Portland, Oregon

September 30 - October 2, 2009

Why attend the 71st Annual Northwest Human Resource Management Association (NHRMA) Conference & Tradeshow?

Most of our successes and achievements are the result of learning, networking and collaboration. Strategic and cross-functional partnering is essential for today's HR professional. Keeping abreast of the many changes and challenges affecting the workplace is vital to the development of a successful workforce strategy that brings together the needs and interests of employees and business. The keynote speakers and the various conference tracts will provide exceptional opportunities to explore the latest concepts and research in the human resources field.

The NHRMA 71st Annual Conference & Tradeshow promises to be packed full of concurrent sessions and other opportunities highlighting a variety of HR issues, ideas, trends, challenges and opportunities. It is a must attend event for today's HR Professionals who want to add to their HR knowledge toolkit. This conference will be an excellent venue for networking with other HR professionals and subject matter experts, obtaining HR recertification credits and an opportunity to have some fun.

For more information, go to www.nhrmaconference.org.

To acquire knowledge, one must study; but to acquire wisdom, one must observe.

Marilyn vos Savant, First Draft, May 2009

SHRM Foundation

By Darline Charbonneau

As the 2008 SHRM Foundation Chair, I am happy to report that YVHRA received the Chapter Champion award for 2008. This award recognizes SHRM chapters that actively work to support the SHRM Foundation. Educating members about the SHRM Foundation requires an ongoing effort, and the chapters are uniquely positioned to do this. Each year, more than 70% of SHRM chapters make a contribution to the Foundation's annual campaign. By completing the other requirements below, chapters may earn recognition as a Chapter Champion.

To earn a Chapter Champion award, each chapter must:

- Make a chapter contribution to the annual campaign
- Appoint a Foundation Coordinator
- Educate your members on the work of the Foundation
- Hold a special event (raffle, silent auction, etc.) to encourage individual contributions



As a Champion, YVHRA will be listed in the SHRM Foundation's annual "Honor Roll" brochure, and will receive recognition during the SHRM Leadership Conference in the fall. Champions also receive an electronic copy of the Champions logo to use on their website and printed materials. In addition, Chapter Champions receive an attractive, Olympic-style, gold plated medal.

Last year, SHRM chapters and state councils donated more than \$400,000 to support the work of the SHRM Foundation. This accounts for more than 60% of the annual fundraising campaign. Our own YVHRA Chapter raised and donated \$400!

Thank you for your support!

Choose the Right People for a Successful Team

A team, like a ship, needs the right balance to reach its destination. When you're recruiting people to work toward a common goal pick the right variety of styles:

1. **Achievers.** Look for people who are results-oriented. They like to solve problems, explore opportunities and implement processes.
2. **Intelligence gatherers.** These are folks who excel at asking questions, collecting data and generating creative ideas.
3. **Analyzers.** You want people who are skilled at defining problems, who know what's succeeded and failed in the past (and why) and who can set criteria to evaluate your progress and results.
4. **Leaders.** You can't do it all yourself. They should be able to evaluate the information your efforts produce and make decisions base on the right data.

from First Draft, May 2009

June Special Program.....

**Is the Bad Economy
Good for Your Total Rewards
Program?**



The Yakima Valley Human Resource Association is hosting a special luncheon program on **Wednesday, June 10th** with speaker Catherine Dovey, CCP, SPHR.

One HRCI recertification credit is being submitted for this program.

The public is invited to attend from 11:30-1:30 PM at the Clarion Hotel & Conference Center located at 1507 North 1st Street in Yakima.

The economy has changed how organizations view employee pay, benefits and other rewards. Pay cuts, reduced work schedules, forced vacation time, are being implemented by some organizations. How common are these changes? What should HR be considering before implementation? We'll review the latest trends as well as what you should be doing to manage your total rewards program during this volatile period.

Catherine Dovey, CCP, SPHR, is founder and Principal of Compensation Works LLC, a consulting firm specializing in strategic rewards. Catherine has 20 years experience in diverse industries, including financial services, health care, hi-tech, bio-tech, manufacturing, professional services, public sector and non-profit.

Catherine is a well-respected member of the HR community, providing leadership, education, and mentorship contributions on the local, regional, and national level. A frequent speaker on compensation-related topics at conferences and professional associations, she has written white papers for the profession. She is frequently quoted in compensation-related articles and journals including SHRM Week and HR Magazine.

Whether or not you have a dedicated Human Resource Professional, Yakima Valley Human Resource Association can be your low-cost connection for information on the latest laws, regulations, and best practices on a broad range of issues that affect your business. The Yakima Valley Human Resource Association's mission is to serve the professionals working with Human Resource issues. It is a great place to network and learn from others in the Human Resource field.

Registration by Monday, June 8th, is required. Register online at www.yvhra.org. For more information contact Marla Arbuckle, 509-961-3532, president@yvhra.org.

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hibbitte@holtzingerfruit.com



RSVP for May Social

White House Café
3602 Kern Road
Yakima, Washington



SHRM Member No Cost
Guests \$25
Student Member \$12.50

RSVP on-line at www.yvhra.org
(If you are unable to register on-line, please click "contact us" for assistance.)

Registration Deadlines: Friday, May 22, 2009