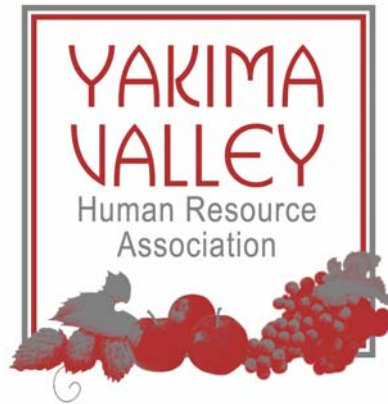




YVHRA NEWS



Inside This Issue

From the President . . .	2
Legislative Update . . .	3-4
Future Programs	5
Scholarship	5
Workforce Readiness . .	6



Great Programs for 2009

February 25

What to Expect with the Employee Free Choice Act

Attorney Robert Sebris, Jr., from Sebris Busto James will be presenting on the proposed Employee Free Choice Act (EFCA) legislation. This presentation will highlight EFCA's most current status and stress prime HR preventive program considerations.

Bob Sebris is a founding partner of the SEBRIS BUSTO JAMES law firm, in Bellevue, Washington, which began in 1992. Working exclusively in the labor and employment law field, the firm represents a variety of private sector and public sector employers.

March 25

Seeing Forward – Succession Planning at 3M

In a recent international study conducted by the SHRM Foundation, more than 500 C-Suite executives were asked to identify the top human capital challenges that could derail their firm's ability to achieve key strategic objectives in the next three to five years. Three-quarters of the executives from companies both large and small identified succession planning as their number one challenge, followed closely by the need to develop leaders at all levels. 3M is consistently recognized as one of the world's most innovative and admired companies as well as one of the best companies for leaders and for developing leaders. This presentation explores how 3M achieves such successful succession planning and leadership development.



Both programs have been pre-approved for HRCI credit.

President's Message

Dear YVHRA Members:



Welcome to 2009! By the time you receive the 1st quarter newsletter, YVHRA will have presented a wonderful January luncheon. I hope all who attended felt the material was worth the time. Please watch for more exciting luncheon programs this year as your board tries hard to give you, the HR professional, material relevant to your roles. In addition, we are applying for CEU's for the lunch presentations; what a cost efficient way to get a credit towards your certification renewal.

With a change in President, House, and Senate, this year will be a challenge for HR Professionals. We will do our best to keep you apprised of what is happening in both the State and Federal Legislatures. Darline Charbonneau and Karla Doncaster attended the "Day on the Hill" in January on behalf of YVHRA. Look for a full report on pages 3 and 4.

Again, we will be offering a Spring Social and would love to see as many members attend as possible. This is a great time to network and see many of your colleagues in a non-work setting.

I invite you to become more involved in any way you can. The board will be 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.

On January 15th, the Board had a planning session facilitated by Scott Washburn, Director of HR for Tree Top, Inc. Out of this planning session we were able to agree on four goals for the year. One specific goal will be a seminar or workshop that is relevant to the needs of HR professionals. Please watch for the date, time and topic in upcoming newsletters and the website.

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.

The YVHRA website is constantly improving; please check it out at www.yvhra.org.

Have a good 2009 and we look forward to seeing you at the luncheons and programs this year.

Sincerely,

Marla Arbuckle, PHR
Board President

LEGISLATIVE UPDATE



HR Day on the Hill, January 20, 2009

YVHRA Board Attendees: Darline Charbonneau and Karla Doncaster

The SHRM Washington State Council and the Association of Washington Business (AWB) presented a complimentary “Day on the Hill” in Olympia on January 20, 2009, designed to increase understanding and knowledge on the process of current key legislative issues for the 2009 session. We heard from several key presenters, including Kris Tefft, General Counsel & Employment Law Director for AWB and Donna Steward, Government Affairs Director for AWB. The top issues in 2009 are Labor & Management, Family & Medical Leaves, Workplace Regulations, Wage & Hour and Unemployment Insurance.

The “[Worker Privacy Act](#)” (otherwise known as the “employer gag rule”) is still in the proposal stage but could become a Bill by early February. Keep an eye on this...it prohibits mandatory meetings to discuss “political and religious” matters, meaning no discussions of labor unions and union issues.

[Paid Family Leave, HB 1160](#), set to begin 10/01/09 must be funded, delayed or repealed. In this recession, business groups are pushing to repeal.

Workplace Regulations:

[Workplace Bullying](#): prohibits “abusive work environment” and authorizes civil lawsuit against employers including punitive damages. Chance of passing: Moderate.

[“Infant-Friendly” Workplaces](#): *encourages* employers to adopt infant friendly policies. Chance of passing: Fair.

[Lawful Tobacco Users](#): Prohibits adverse hiring, firing, terms of employment decisions. Chances of passing: Fair.

[Wage & Hour Issues](#): Addressing Brink’s and compensating for commute time in company vehicle. Chance of passing: Uphill battle.

[Governor’s Economic Stimulus Package](#): \$240 million tax reduction for employers in 2009, only amounts to @ \$45/wk in benefits to laid-off workers. Chance of passing: High.

Federal Update: Labor & Management Relations

[Employee Free Choice Act](#): supported by president Obama, passed the House in 2007. Supporters have increased in the Senate majority in 2008. Chances for passing: HIGH. *Tip: Review and train managers on how to recognize signs of organization and permissible responses. Carefully educate employees on the significance of union authorization cards.*

[RESPECT](#): Re-Empowerment of Skilled and Professional Employees and Construction Tradeworkers Act. Meant to reverse recent NLRB decision (Oakwood Healthcare) and redefines “supervisor” under NLRA to allow greater unionization of supervisors. Chances of passing: HIGH.

[FOREWARN Act](#) (expansion of WARN) requires a 90 day notice from the employer (up from 60 days) prior to plant closure or mass layoff and would cover employers of 50+ instead of the current 100+. Chance of passing: HIGH

[Ledbetter Fair Pay Act](#): extends statute of limitations in gender-based pay claims, shifts burden of proof to employer, and allows all employees to be included in class actions; **Passed & signed into law**

[Paycheck Fairness Act](#): companion letter to Ledbetter, removes employer defenses and caps on compensatory and punitive damages. Chances of both passing: HIGH.

[Family & Medical Leave Act](#): further expands FMLA to 25+ employees and allow 24 hours in 12-mo. period for school-related reasons.

Cont. on pg. 4

Cont. from pg. 3

The Healthy Families Act would apply to employers with 15+ or more employees during 20 or more workweeks per year. Mandates at least 7 paid sick days per year for those working a minimum of 30 hrs/wk. Chances of passing: Fair.

In addition, we heard from Vickie Kennedy, Special Assistant to the Director for the Washington State Department of Labor & Industries, with just a quick intro on Workers Compensation and a few budget proposals that would help speed up claims and payments.

Joel Sacks, Deputy Director for the Washington State Employment Security Department spoke on UI Conformity, Benefits and the Current Labor Market. In discussing the **Short-Term Unemployment Insurance Stimulus Package**, he outlined the following plan:

1. Temporarily increase unemployment benefits by \$45/wk.
2. Temporarily reduce unemployment-insurance taxes for all of 2009.
3. Expand access to the training Benefits Program.

Expand access to the Shared-Work Program. To learn more about this program, go to www.sharedwork.go2ui.com or call 800-752-2500 or email sharedwork@esd.wa.gov.

Legislators were invited to speak during the free lunch, and we heard from a “West-sider” and Representative Bruce Chandler from the 15th District (Granger) who shared his views on the Guest Worker Bill he wrote and will try to get passed this session. The day was adjourned by Mary Ludden, SHRM Washington State Legislative Director.

If you’ve never attended this free Day on the Hill, we believe it was worth it. You have the option – and time - to arrange a meeting with your legislators, or take a self-guided tour of the Capital. With the agenda scheduled from 10:00 until 2:00 PM, it still left enough time to sit in on Committee Hearings.

Remember, you can contact your Legislators any time and schedule a visit. Just log on to <http://www.leg.wa.gov/legislature/>.

PS: by the time this newsletter is printed, some of these bills may have already been decided.

Student Chapter Update

By Cynthia Campbell

2009 is getting off to a great start for the student chapter of Central Washington University. Their first meeting was Tuesday, January 13th. John Mounsey from the Diversity Center on campus conducted a Diversity Workshop. The students offered free pizza and soda to all attendees. They had a great turn out! The second meeting will be held on January 27th. Stefanie Durand and Tim Morris from Pacific Northwest University of Health Sciences will host a workshop teaching the students how to work through Real Life HR Issues.



The students look forward to an active and productive quarter and wish to thank YVHRA for their continued support.

NEW BOARD POSITION

Your YVHRA Board is creating a new position of Marketing and Advertising. If you have interests and/or skills in this area and are interested in serving on the Board in that capacity, please contact one of your Board members.

This person would work on press releases about chapter activities, be a media contact person and generally work at promoting YVHRA in our community.

This could be a very fun and exciting way in which to be involved in our chapter activities.

2009 Programs

April

Wednesday, April 29
Program TBA

May

Wednesday, May 27 6-8:30 PM
Annual Social
White House Cafe

June, 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

Luncheon Costs to Increase

We have had to increase the cost of our monthly luncheons. Beginning with the February meeting, the luncheon cost will be \$15 for members and \$20 for non-members. The student amount will remain unchanged at \$10.

If you currently have a punch-card, you may continue to use your current card at no additional cost. Cards purchased after February 4, will cost \$50.

Scholarship Winner

By Chris Brese

Each year YVHRA selects an outstanding student to receive a scholarship from the chapter. This year's recipient is a senior at Central Washington University obtaining a Bachelor of Science in Business Administration with a specialization in Human Resource Management. She has been a member of CWU's student chapter of SHRM for two years and is currently serving on the board as the Director of Student Relations.

YVHRA is proud to have selected Alexandria Brooke Coleman for our 2008 scholarship. A certificate and a check for \$250 were presented to Brooke at our Installation Dinner on December 3, 2008.



Brooke is a familiar face around YVHRA events. Many of you may have met her at the check-in table at one of our luncheons. Brooke has demonstrated leadership and involvement through her continued involvement with HR professionals. She has coordinated a mentorship program between students and professionals with several company visits for the students.

Yakima Valley Human Resource Association members congratulate Brooke on her scholarship and wish her the best in her future endeavors.

Thank you to all YVHRA members who donated non-perishable food items for our holiday food drive during November and December. We received a great assortment of food items and they were donated to Wilson Middle School for their food drive supporting students and their families that need help this year. We hope to do a similar drive again next year.

Have your voice heard. *We encourage our members to write their elected representatives on various matters. If you are wondering if your opinions are heard and considered, please check out the response below from 14th District Representative, Charles Ross, to a letter from Karla Doncaster.*

Subject: RE: Please vote no on 1528

Dear Karla:

Thank you for your email message opposing HB 1528, prohibiting certain employer communications about political or religious matters. I have reviewed this piece of legislation and would not support it should it come up for a vote here in the House of Representatives. The bill is currently in the House Commerce and Labor Committee and has yet to be scheduled for a public hearing.

Sincerely,
Charles Ross

YVHRA Auction Exceeds Goal!

By Darline Charbonneau

On December 3, 2008 we held our annual Installation Dinner and Auction. We were very hopeful that we would surpass last year's fundraiser, which brought in \$1,075. With the help and generosity of our members and local businesses, we had over 20 auction items which brought in a whopping total of \$1,265! Proceeds from this auction will benefit both the CWU Student Chapter and the SHRM Foundation. A huge thank you to everyone who participated, either by donating auction items or just their cold, hard cash!

Workforce Readiness - An Opportunity to Reach Out Into Our Community

By Dyann Horton

We have our first opportunity of 2009 to assist with Workforce Readiness. SkillsUSA will be holding the Washington State Competition in Yakima for the next three years. The dates for the 2009 competition are **April 9-11** and is being held at the Yakima Convention Center. This event is being organized through The Greater Yakima Chamber of Commerce and their goal is through success of the three year event, SkillsUSA will continue to bring the competition to Yakima. This is a great opportunity to impact our future leaders. This is also a positive impact to our local economy through dollars that will be generated in Yakima throughout the event.

Skills USA is a Work Force Ready System that provides assessments for career and technical education that are supported by industry, education and policy leaders. The students who are participating will be evaluated in areas of individual leadership, team leadership, general skills, occupationally related skills such as customer service and job readiness skills.

The Greater Yakima Chamber of Commerce has called on the YVHRA to recruit judges for April 10. We are looking to recruit as many judges as possible to assist in their goal of 50 judges. SkillsUSA will host a breakfast meeting on April 10 at 7am to provide information to the judges and they anticipate the day will end at 1pm.

If anyone within the membership is interested in volunteering for this event please contact Dyann Horton at workforcereadiness@yvhra.org or at 452-6556. We would like to have our list of volunteers to the Chamber by February 17.

You won't want to miss.....

YVHRA'S ANNUAL SOCIAL

Mark your calendars for Wednesday evening, May 27, from 6 to 8:30.

This year we will be going to the White House (the Yakima one, that is) for dinner. YVHRA will pay for dinner for our members and individuals will be asked to pay for any guests.

Watch for more details later !

HR Certification Opportunity



If you would like to join our SPHR/PHR study group for the spring 2009 testing window, please contact Elizabeth Hibbitt at: hibbitt@holtzingerfruit.com.

Free SHRM Archived Webinar for SHRM Members

New FMLA and Military Leave Rules: What the New Year Will Mean for HR Professionals

Presenter: Sue Willman, Esq., Spencer Fane Britt & Browne. Presented December 2008, 90-minutes in length.

On November 17, 2008, the Department of labor (DOL) issued a final rule covering a variety of issues regarding implementation of the Family and Medical leave Act (FMLA). The final rule addresses various issues raised in court cases interpreting the FMLA, as well as implementation of military leave laws. In this webcast Sue Willman, employment attorney and an FMLA expert who has worked closely with SHRM on leave-law issues, will discuss these final changes in the rules that will go into effect on January 16, 2009.

The presentation counts for 1 credit toward PHR/SPHR recertification. To view this webcast, log into the SHRM website and visit <http://www.shrm.org/webcast/08december/fmla.asp>.

SPRING WORKSHOP

YVHRA will be sponsoring a Supervisor Training on April 9. This will be at Yakima Regional, with the times and cost to be announced later. This is a great opportunity for you and your supervisors and/or managers to receive some excellent training without the expense of going out-of-town.

The first two hours will be DOT training. (This meets the mandatory training requirements of DOT.)

The remaining two hours will be supervisor training presented by Nancy Maki, LMHC, Account Manager with Wellspring Family Services EAP in Seattle. Some of the things she will be covering are:

- Supervisor's role in managing performance.
- Identifying problem behaviors (alcohol/drug, relational difficulties - includes harassing behavior - suicidal/homicidal threats, medical and/or psychiatric symptoms).
- Types of impairment categories.
- Performance management - identification, documentation and confrontation.
- Barriers to taking action.
- Mandatory referrals to the EAP as a resource and how to use them.
- Positive performance management.

YVHRA BOARD OF DIRECTORS

President

Marla Arbuckle, PHR
Poppoff, Inc.
president@yvhra.org

President-Elect

Chris Brese, PHR
Tree Top Ross Plant
presidentelect@yvhra.com

Past President

Karla Doncaster, PHR
Doncaster Consulting
pastpresident@yvhra.org

VP Finance

Kathy Rheame
Fisher Benefits
finance@yvhra.org

Finance Co-Chair

Margaret Smart
Dolsen Companies
finance@yvhra.org

VP Membership

Linda Lantis, PHR
John I. Haas, Inc.
membership@yvhra.org

Legislative Rep

Darline Charbonneau, PHR
Yakima Valley Library
legislative@yvhra.org

Secretary

Janna Diaz, PHR
Tree Top Ross Plant
secretary@yvhra.org

Programs/Professional Development Chair

Karla Doncaster, PHR
Doncaster Consulting
programs@yvhra.org

Student/Workforce Readiness Chair

Dyann Horton
Add Staffing, Inc.
workforcereadiness@yvhra.org

Diversity & Foundation Chair

Carrie Gabbard, PHR
Yakima Valley Credit Union
diversity@yvhra.org
foundation@yvhra.org

Member Liaison

Joe Cozzetto
Central Washington Occupational
Medicine
joe.cozzetto@hma.com

Member Liaison

Elizabeth Sanchez Hibbitt, PHR
CM Holtzinger Fruit Co., LLC
hibbitt@holtzingerfruit.com



RSVP for Luncheon Meetings

Unless otherwise specified, YVHRA meetings are at the Clarion Hotel, 1507 North First Street, Yakima, WA and are from 11:45 to 1:00.

Cost: \$15 SHRM Member
 \$20 Non SHRM Member
 \$10 Student Member



RSVP on-line at www.yvhra.org.

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

Registration Deadlines: February meeting, register by Monday, February 23.

March meeting, register by Monday, March 23.

Reminder: If you RSVP you are responsible for payment.

**Save money by purchasing a 4-Pack Luncheon Punch Card.
Cards can be purchased at the registration desk. (Must be a YVHRA member.)**