

Yakima Valley Human Resource Association

YVHRA NEWS

January 2006

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2006 Installation Dinner
Wednesday, January 25
We hope to see you there!

Message from the President

Happy New Year!

As we begin 2006, I would like to thank all YVHRA 2005 Board members for their time, energy and commitment. You worked well as a team and lead your association capably throughout the year.

Our Annual Planning Session was held December 7th. The session provided an opportunity for incumbent and newly-elected Board members to meet one another. We reviewed 2005 goals and brainstormed on 2006 programs, initiatives and activities. One item you will see at the Installation Dinner January 25th will be a survey asking what topics you want to see covered in 2006.

We will install your 2006 Board on January 25th and they will take office immediately thereafter. Please help me welcome new Board Members **Anita Castellanos, Darlene Kanzlieter, Carrie Wallbaum, and Linda Lantis**. As well, we will say good bye to **Amy Ravenholt** who has committed to continue to work on our *Resource Library* initiative (more on that topic at a later date). Incumbent members returning for another term include **Robin Scott, Tim Morris, Angie Hein, Kathy Rheame, Carrie Vallone, Karla Doncaster, Mollie Hollibough, Pam Aylmer, Marla Arbuckle, Robin Conrad, Chris Brese** and **Karla Shugart**. Welcome back and thank you for your commitment to YVHRA.

I hope to see you at the Installation Dinner January 25th.

Helen Evans, PHR
2006 Board President

Monthly Meeting

2006 Installation Dinner

Wednesday, January 25, 2006

Clarion Hotel, 1507 North First Street, Yakima
6:00pm No host socializing, 7:00 pm Dinner served

Dr. Karsten Hubbard, Director of Human Resources, Manchester trade School, Manchester, England is our esteemed Guest speaker at the 2006 Installation Dinner.

Special Guest

Dr. Karsten Hubbard, Director of Human Resources, Manchester Trade School, Manchester, England is our esteemed guest speaker.

Dr. Hubbard is in the United States as a guest of the US State Department and is visiting many Human Resource Seminars and meetings while here. He will be speaking about human resources at the Manchester Trade School and also about some of his impressions about the United States as a visitor from England.

Please plan to attend our Installation Dinner, January 25th, to hear about Dr. Hubbard's observations.

Mark your Calendar now, RSVP, and Bobs your Uncle!

AUCTION DONATIONS

Donations are still being accepted



Silent Auction funds are split between out SHRM Foundation and the CWU student chapter. What a great way to support the future e of HR!

**Artwork
Gift basket
Sporting gear
Hand crafted item
Services
Event tickets
Etc...**

**Food
Novelties
Books
Music
Jewelry
Gift certificates**

If you or your company would like to contribute to this worthwhile event, please contact Chris Brese, Auction Chair by calling 509-698-1430 ext 1248 or cbrese@treetop.com.



Student Chapter Update

2006 is getting off to a great start for the student chapter of Central Washington University. Their first meeting was Tuesday, January 10th. Although the deadline for articles for the January issues of this newsletter precludes details, Cheryl Ann Raver, Western Regional HR manager for Filtrona Extrusion, Inc., was scheduled to talk about disciplinary action in the workplace. The students planned to offer free pizza and soda to all attendees. (It's good to be Student Chapter Liaison.) ☺

Future meetings promise to be just as interesting: The second January meeting will be a practice session for the upcoming Washington state HR games to be held on February 10th. (As you are probably aware, the students have an OUTSTANDING reputation at the games and have gone to nationals several years in a row.)

The speaker at the first meeting in February will be Mollie Hollibaugh, YVHRA board member; Lee Layman will be speaking at the second February meeting; and Rochelle Crollard will be speaking at the Match meeting. Due to finals week, there will only be one meeting in March.

Please remember that the students need your support with their mentoring program. Details were in the December newsletter. If you have questions or need copies of the guidelines and/or volunteer form, please contact me at 509-963-2270 or shugartk@cwu.edu. You may also contact Destiny Strickland, student coordinator for the program, at stricklandd@cwu.edu.

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

YVHRA and the SHRM Student Chapter at Central Washington University has a long standing partnership. The students are eager to "get their feet wet" in the real HR world. Would your company like to hire an Intern? Do you have ideas of how our two chapters could assist each other or innovative ideas for future projects? Please contact Karla Shugart at 963-2270 or by email at shugartk@cwu.edu to explore options.

Board Reports

YVHRA Membership Update- Karla Doncaster, PHR

YVHRA membership is up to roughly 102 members. Our two newest members are Mark Rogstad of Yakima Valley Community College, and Sherer Holter of Central Washington University. Welcome Mark and Sherer!

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.

Professional Development - Marla Arbuckle

PHR/SPHR/GPHR Study Group

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. 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 mid-February. 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 11th edition of "Human Resource Management" by Mathis and Jackson. It is available through the SHRM Store.

If you would like to join this study group, contact Marla Arbuckle, YVHRA Professional Development Chair at: marbuckle@treetop.com.

PHR/SPHR/GPHR Study Group

A study group is being organized to start in mid-February.

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

For more information about Professional Certification visit The human resource certification institute at www.hrci.org.

Legislative & Employment Law Update

And they're off!—The 2006 session of the Washington State Legislature opened January 9th. It's still early in the game, but here's a snapshot of what's happening so far:

- **Paid Leave:** At this point the bill that was introduced in 2005 appears to be off the table for this session and has been replaced by...
- **Washington State FMLA:** This bill drops the threshold to employers of 25 or more and would include the care of domestic partner.
- **Proposal to prohibit obtaining a social security number pre-employment.** The objective here is to limit the possibility of identity theft but the application is impractical for employers.

Pay or Play Healthcare: This bill has strong support from labor and is likely to get a big push from the majority party. The current proposal would require employers with more than 5000 employees in Washington to spend up to 9% of their payroll for health benefits. The details are still unclear. At this point, this bill would only affect about 20 employers in the state but the bill's proponent admits it's only a first step.

- **L&I:** Thus far not much is happening on the L&I front. Employers would like to see some major reforms to the system which is one of the most costly in the nation. We're unlikely to see any progress this session on that account.
- **Unemployment Insurance:** Employers were dealt a blow in 2005 when the legislature rolled back significant, meaningful reforms to the system passed in 2003. The only good news is that the legislation passed in 2005 is supposed to sunset in 2006. However, Labor wants the sunset provision removed. A taskforce is meeting to develop unemployment insurance reforms but thus far it's a tug-of-war between business and labor. Meanwhile, Washington's UI costs in a recent report is \$854 per employee compared to the national average of \$288. As a reminder, South Carolina, which is competing to build major parts of the new 787 fuselage, has UI costs of \$154.

HR JOBS

Do you know that our newsletter reaches over 150 Human Resource professionals? If you have a Human Resource position you would like to announce in the YVHRA newsletter please contact me at carrie.vallone@matsonfruit.com with a brief job description and I will work it into our next newsletter. (some restrictions apply. This is currently a free service)

JANUARY 2006						
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Upcoming Events

- January Installation Dinner** Jan 25
- PHR/SPHR/GHPR study group** Feb (mid)
- HR Day on the Hill** Feb 15
- February Membership Meeting** Feb 22
- March Membership Meeting** Mar 29
- NHRMA Regional Conf.** Sep 20-22

YVHRA Board Of Directors

- President**
Helen Evans - 457-0990
helenevans@sundown.org
- President-Elect**
- Past President**
Tim Morris - 969-7817
tmorris@pnuhs.org
- VP of Finance**
- Technology Director**
Kathy Rheame - 575-6497
kathy@fcgbenefits.com
- Finance Co-Chair**
Angie Hein - 575-5341
ahein@packagingplusllc.com
- Diversity Chair**

- VP of Communications**
Carrie Vallone - 697-7100
carrie.vallone@matsonfruit.com
- Secretary**
Robin Scott - 877-6171
YnhaHr@msn.com
- VP of Membership**
Karla Doncaster - 248-1720
kdoncaster@yvcu.org
- Legislative Chair**
Mollie Hollibough - 457-7212
- Program Chair**
Robin Conrad - 248-3860
conrad@cintas.com

- Workforce Readiness Advocate**
Pam Aylmer- 966-7542
workingresources@charter.net
- Professional Development Chair**
Marla Arbuckle - 698-1432
marbuckle@treetop.com
- Foundation Chair**
Chris Brese - 698-1430 x1248
cbrese@treetop.com
- Member At Large**
Amy Ravenholt - 452-8541
aravenholt@yvrl.org
- Student Chapter Liaison**
Karla Shugart - 963-2270
shugartk@cwu.edu



YVHRA
PO Box 1139
Yakima, WA 98907

RSVP TODAY!
JANUARY INSTALLATION DINNER

Date: January 25, 2006
Time: 6:00PM Social/ 7:00PM Dinner
Place: Clarion Hotel, 1507 North First Street, Yakima
Cost: \$17.50/each or \$30/Couple if you rsvp by 1/20/06
 \$12.50 Students or \$25/Couple Students:
 \$20/Person Late registration or at the door

Please respond by Mail, Fax, Phone or Email, no later than Friday, January 20 to:

Angie Hein

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

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

Email: ahain@packagingplusllc.com

Mail: YVHRA; PO Box 1139; Yakima; 98907

Name: _____, will be attending the Installation Dinner on
January 25, 2006.

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