

NEWS & VIEWS

January 2011

PORTLAND HUMAN RESOURCE MANAGEMENT ASSOCIATION

Luncheon ~ Wednesday, January 19th

The HR Professional as Mediator

Time: 11:30—1:00pm

Location: DoubleTree Hotel, Lloyd Center (FREE PARKING)

Speaker(s): Chris Sheesley & Mary Frost—InAccord

Session Summary: Your HR role often places you at the epicenter of organizational conflict. This hands-on, interactive luncheon session will help you learn how to more deftly manage disruptive workplace disputes in more productive ways. You will acquire a new mindset for approaching these cases and take away a broad range of professional mediation techniques to guide your approach. This luncheon session will provide HR professionals an overview and basic training in skills set of professional mediation for effectively handling employee conflict situations. This overview will also help weave together question and answer, discussion, shared stories and an emphasis on experiential learning centered around organizational conflict and how to effectively mediate those situations.

Speaker Bios:

Chris Sheesley, MA



Chris is a professional in conflict management and related training through his company, In-Accord Inc. For two decades, Chris has helped thousands of clients – businesses, government agencies, and individuals – reach positive solutions, improve working relationships and learn dispute resolution skills. He serves on multiple mediation rosters and uses insights from more than 1,500 cases, as well as over 5,000 hours of experience as an instructor in these skill areas, to enhance training events. Chris engages participants through interactive presentations, energizing exercises and humor.

Chris's commitment to conflict resolution is rooted in his belief that effective interpersonal communication is essential to transforming conflicts into opportunities for growth and change. Having devoted his entire career to conflict resolution, Chris offers his clients a fresh and unbiased perspective.

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PRESIDENT'S MESSAGE



Ready? Set? Go! It seems to be that time of year when we reflect both on the past year and what's next for us both personally and professionally. I'd like to take this opportunity to share with you a few of the initiatives and goals the 2011 PHRMA Board has established to help PHRMA continue to be the voice of Human Resources in Portland while providing you, our members, with professional development, networking and career growth opportunities.

First, I would like to give a heartfelt "thank you" to all of our member volunteers; including the 2010 Board of Directors, committees and committee chairs, SIG leaders and student volunteers who have made 2010 a great year. And thank you to Tina for her solid leadership as our 2010 Chapter President!!

In December we held our annual Board Transition Meeting during which the outgoing 2010 Board and incoming 2011 Board met to review the findings from our 2010 Member Survey, set goals for each area within the membership (for example: Programs, SIGs, etc.) and chart the course for 2011. Below are a few of those goals:

- Continue to develop high quality, relevant professional development and recertification opportunities for our members and the HR community at-large through monthly luncheons, Special Interest Groups and our annual Strategic Management Conference.
- Continue to grow our membership! Specifically, explore how PHRMA can serve young HR professionals, strategic & senior professionals and continue to provide educational & recertification opportunities for all HR professionals.
- Provide timely updates regarding state and federal legislation and provide opportunities for our membership's voice to be heard with our representatives.
- Continue our strong youth Workforce Readiness programs and explore resources for organizations who wish to hire returning veterans and military personal. Also, be a resource for organizations with employees who are retiring from "traditional work."
- Leverage social media for effective member communication. Raise awareness of the resources PHRMA and SHRM can provide to HR professionals who are not members of our chapter.

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Agenda at a Glance

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The mission of the Portland Human Resources Management Association is to engage the Human Resources community by providing professional development, relationship building opportunities, and other resources in order to stimulate professional growth and enhance workplace contributions.

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(Continued)

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2011 Monthly Program Schedule

2011 Programs Schedule DoubleTree Portland – Lloyd Center

Fees: \$20 for Members, \$30 for non members
All programs will be held on the 3rd Wednesday

Date	Time	Speaker/Topic	Sponsor
January 19	11:30AM-1:00PM	Chris Sheesley & Mary Frost HR as the Mediator	
February 16	11:30AM-1:00PM	Emily Shults Employee Privacy	PSU Development Center
March 16	11:30AM-1:00PM	Steven Fulmer Fierce Conversations	PSU Development Center
April 20	11:30AM-1:00PM	Bridget Dazey & Melissa Miller Individuals with Disabilities	
May 12	8:00AM-5:00PM	Strategic Management Conference	
June 15	11:30AM-1:00PM		
July 20	11:30AM-1:00PM		
August 17	11:30AM-1:00PM		
September 21	11:30AM-1:00PM		
October 19	11:15AM-1:00PM		
November 16	TBD	Member Appreciation Event	
December 14	11:30AM-1:00PM		

WELCOME NEW MEMBERS!

Jaclyn Bailey
GNSA

David Barnes, SPHR
PDC

Sheri Bilicic
R2C Group

Taryn Braseth
LaPorte & Associates

Melissa Clark
Portland Marriott Downtown

Cessa Diaz
PDC

Sandra Fickenscher, SPHR

Janice Hampton

MaryAnn Holbert, SPHR
Legacy Health

Le Huynh
PDC

Melanie Leyesa
Ajilon Professional Staffing

Bob Lilly
LaPorte & Associates

Sabrina Linsalato
GNSA

Kara Long
Employment Trends

Jenny McGuire
Arris

Marisa Messina
Human Solutions

Chelse Newcomb
University of Phoenix

Kay Orsatti
Iwasaki Bros Inc

(Continued)

BARRAN LIEBMAN^{LLP}
ATTORNEYS

WISHING YOU A
WONDERFUL NEW YEAR

PLEASE JOIN US AT ONE OF OUR 2011 SEMINARS:
JANUARY 19, MARCH 1, MAY 3,
JULY 12, SEPTEMBER 22 & DECEMBER 6

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GOOD ADVICE FOR GOOD EMPLOYERS

WELCOME NEW MEMBERS (cont)!

Candy Parker
Club Sport

Chawn Peterson
Competitive Edge Recruiting

Carmen Schwisow
PSU

William Paven, PHR
Avamere Health Services

Kendrick Schulte
Rentrak Corp

Kate Wildrick, SPHR

Barry Peine



**HRCI Approved for
2.75 General Hours**

Dr. Don Kirkpatrick

*Join us for Dr. Kirkpatrick's
Farewell Tour!*

Evaluating Training Pro- grams: The Four Levels

January 27, 2011

Portland, Oregon

Intended Audience

Anyone in the workplace learning field!

Overview

ASTD-Cascadia Chapter is thrilled to be one of the stops on Dr Kirkpatrick's Farewell Tour! Join us in learning about evaluation from one of the industry legends! He will be reviewing the four levels of evaluation and showing how to apply them to learning initiatives and make a business case for measuring learning.

Cost: \$49 Chapter and PHRMA members, \$99 others (contact ASTD for discount code) (prices increase after January 19, 2011)

To Register: Visit the ASTD-Cascadia Chapter website at www.astdcascadia.org.

President's Message (cont from page 2)

- Through a sponsor partnership with the Portland Business Journal, create the first ever Portland “HR Leadership Awards” which will recognize excellence in Human Resources program management, innovation and leadership.

In closing, I would like to let you know the volunteer Board of Directors is here support the membership through the continuation of great programs and by providing you with quality resources. In turn, feel free to send us an email or give us call. You can find our contact information on the PHRMA website under “About Us” and then “Board of Directors.” Here’s to a great 2011!

Natalie Miller

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School of Extended Studies



Oregon OSHA, 350 Winter St. NE, Room 430, Salem, Oregon 97301-3878

For immediate release:
May 26, 2010

Contact information:
Melanie Mesaros, Public Information Officer
503-947-7428
melanie.l.mesaros@state.or.us

2011 Oregon GOSH Conference coming to Portland

Conference theme "Safety: It's a Marathon, Not a Sprint."

(Salem) – Mark your calendar for the Oregon Governor's Occupational Safety and Health (GOSH) Conference, to be held March 7-10, 2011, at the Oregon Convention Center in Portland. The largest conference of its kind in the Northwest, it will feature more than 140 workshops and sessions.

"This event offers managers and employers a chance to hear about the latest safety issues in their field," said Sharell Lien, coordinator of the GOSH Conference. "It's a great value and opportunity to network with other safety and health professionals."

Registration for the event is now open. New to this conference will be a skills demonstration in the Columbia Forklift Challenge.

General conference topics include:

- Safety Committees: Beyond the Basics
- Safety Training and Your Multicultural Workforce
- Motor Vehicle Safety

Conducting an Accident Investigation

Conference specialties such as health care, ergonomics, construction, emergency preparedness and response, industrial hygiene, and workplace wellness are some of the other session tracks.

The Oregon Occupational Safety and Health Division (Oregon OSHA), a division of the Department of Consumer and Business Services, is partnering with the Columbia-Willamette Chapter of the American Society of Safety Engineers to sponsor the conference.

About Oregon OSHA:

Oregon OSHA, a division of the Department of Consumer and Business Services, enforces the state's workplace safety and health rules and works to improve workplace safety and health for all Oregon workers. For more information, go to www.orosha.org.

Luncheon Program ~ Wednesday, January 19th

“The HR Professional as Mediator” (cont from page 1)

Speaker Bios:

Mary Frost, JD



Mary Forst (dba Confluence Center for Mediation & Training), has been a full time professional mediator and trainer since 1985. In private practice since 1988, she has focused on assisting people to resolve conflicts in the workplace and in organizations, and working with multi-party disputes in human services, health care delivery issues, land use and public policy arenas. She is listed as a qualified mediator on a number of mediation rosters, including the national Institute for Environmental Conflict Resolution, and has been a member of the Public Policy Mediator Roster for the State of Oregon since its inception. (Note: please see Mary’s website at www.confluencecenter.com for more information).

PHRMA LUNCH RESERVATION FORM

Sign up for: January 19, 2011

Member Name _____

Company Name _____

CWCG MEMBER ASTD MEMBER DMEC MEMBER

SWHRMA MEMBER ISCEBS MEMBER ODN MEMBER

Guest Name _____

Company Name _____

Number of guests _____ + Number of Members _____ = Total _____

Date Registered _____ Day Phone: _____

\$ 20.00 per member prepaid

\$ 30.00 pay at door

\$ 5.00 past president

\$ 30.00 per guest prepaid

Amount Enclosed _____ Checks should be made payable to PHRMA

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Credit Card Number: _____ Expires _____

Name as it appears on the card _____

Signature _____

Send to: PHRMA, P.O. Box 68749, Portland, OR 97268 Fax: 503-655-6490

**The Deadline for
registration/
cancellation is Fri-
day January 14.**

**Due to space and
food service limita-
tions, preregistra-
tion is a MUST.**

Workshop Program ~ Wednesday, January 19th

“The HR Professional as Mediator-Learning Advanced Mediation Techniques for Organizational Conflicts” - Chris Sheesley & Mary Frost

Session Summary: This afternoon workshop session, HR professionals will acquire advanced professional mediation techniques to apply in your organization’s internal conflicts. The afternoon workshop will cover mediation areas for HR professionals such as:

A Tale of Two Hats: Human Resource & Mediator Roles -> Comparing the mindset of mediators & HR professionals
Key attributes of the conflict management role

Brainstorm “HR professional’s disclosure statement” checklist

Case Assessment -> Identifying the most promising situations

Practice preparing parties for participation - or not

Core Conflict Management Tools -> Six skills: Summarize, Clarify, Emotional validation, Mirror, Reframe & Impartial regard and the power of impartiality

Advanced Conflict Management Tools -> Conflict management truisms, Mediation essentials: The conflict resolver’s tools, “What would you do?”: Participatory demonstration and sitting in the conflict manager’s chair

PHRMA WORKSHOP RESERVATION FORM

Sign up for: January 19, 2011

TIME: 1:15—4:00pm

Member Name _____

Company Name _____

CWCG MEMBER ASTD MEMBER DMEC MEMBER

SWHRMA MEMBER ISCEBS MEMBER ODN MEMBER

Guest Name _____

Company Name _____

Number of guests _____ + Number of Members _____ = Total _____

Date Registered _____ Day Phone: _____

\$ 50.00 per member prepaid

\$ 65.00 pay at door

\$ 65.00 per guest prepaid

Amount Enclosed _____ Checks should be made payable to PHRMA

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**The Deadline for
registration/
cancellation is Fri-
day January 14.**

**Due to space limi-
tations, preregis-
tration is a MUST.**

SHRM's "Health Care Reform" DVD Program

SHRM prepared a DVD program on health care reform featuring SHRM's Director of Governmental Affairs, Mike Aitken. The DVD references a discussion guide designed to be used in conjunction with the DVD and to help facilitate discussion around specific topics covered in the DVD. This DVD will be helpful to familiarize yourself with the new law.

This program is approved for one (1) HR Certification Institute Strategic recertification credit, and should serve as a "meeting in a box". The HR Certification Institute set the validation date until March 31, 2011.

If you would like to borrow the DVD for a formal presentation to your organization, you will need to apply to the HR Certification Institute for pre-approval and receive the "seal" and verbiage to include on your certificates. Please contact Jill Dyck, PHRMA Office, 503-655-6474.

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PRESCRIPTION DRUG ABUSE IN THE WORKPLACE

What: An Employer Breakfast Forum

Date: Wednesday, February 16, 2011

Time: 7:30 - 8:00 am, Check-in, Continental Breakfast
8:00 - 10:00 am, Program

Location: Kaiser Town Hall, 3704 N. Interstate Ave., Portland, OR 97227

Cost: \$15 per person, includes breakfast and materials

Speakers: Clarence Belnavis, Fisher & Phillips LLP Attorneys
Dr. David Roberts, Legacy Laboratory Services
Jennifer Warner, NW Natural
Dr. Ronald Schwerzler and Jason Temchin, Serenity Lane

Oregon has the fifth-highest rate of prescription painkiller abuse in the country and the highest rate of prescription abuse among 18 - 25 year olds. Due to interest in workplace impacts, PEDI has scheduled a second employer forum on the subject on Feb. 16, 2011. It will include the legal and drug testing experts participating in PEDI's May 2010 forum: Clarence Belnavis, Fisher & Phillips Attorneys and Dr. David Roberts, Legacy Laboratory Services. In addition, PEDI has invited as panelists in February: Dr. Ronald Schwerzler, Serenity Lane, who will bring a physician's perspective; Jennifer Warner, NW Natural, who will provide an employer's experience in workplace policy, and Jason Temchin, Serenity Lane, who will bring a drug abuse treatment perspective. Please join us to learn how to minimize the risks of prescription drug abuse in your workplace.

February 16, 2011 Breakfast Forum Registration Form

Name _____ E-Mail _____

Company _____ Phone _____

Checks should be made payable to PHRMA, or Charge my: Visa Mastercard American Express

Account # _____ Expires _____

Name on Card _____ Signature _____

Mail: PHRMA, PO Box 68749, Portland, OR 97268 or Fax: 503-655-6490 or E-Mail: businessmgr@portlandhrma.org

REGISTRATION DEADLINE FEBRUARY 11, 2011



Robbie Miller, MAC, SAP, CADC III



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FIFTH AVENUE
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DISABILITY MANAGEMENT
EMPLOYER COALITION

General Counsel Column

2011 HR Checklist for the New Year

By Kathryn M. Hindman

Kathy is a shareholder with Bullard Law and has spent the last 23 years assisting employers with litigation prevention and training. She specializes in public and private sector wage and hour compliance, workplace harassment and discrimination, and managing family medical leave, the interactive process and reasonable accommodation.

While the beginning of the new year can be a little less demanding for most employees, it is one of the busiest times for human resource professionals. Employers can expect increased regulatory oversight and rulemaking initiatives in 2011, particularly with the federal government. They can also expect increased employment litigation, especially collective or class filings in wage and hour.

With this in mind, following is a checklist of specific human resource (HR) items you may want to pay special attention to in 2011. Upcoming columns will explore some of these concerns in greater detail.

1. **Classify non-employees correctly.**

State and federal legislation and agencies continue to target misclassification of workers in three categories: (1) independent contractors, (2) unpaid interns and trainees, and (3) volunteers. Misclassification of workers is one of the biggest bases for employment-related lawsuits. The U.S. Department of Labor (DOL) estimates that one in three employers misclassifies workers. Make sure you are not one of these employers.

2. **Evaluate your compliance with federal and state wage and hour laws.**

In 2010, the U.S. Department of Labor hired hundreds of new investigators for its Wage & Hour Division. Federal wage and hour audits are up, and state agency investigations are on the rise (despite frequent mandatory furlough days). Additionally, attorneys for employees have been aggressively pursuing class action lawsuits in the wage and hour area, particularly in Oregon where the penalties are steep. Accordingly, HR should consider the following steps:

- Conduct training sessions for supervisory employees to ensure, to the extent possible, a basic understanding of the requirements of the federal wage and hour law (Fair Labor Standards Act or FLSA) and state wage and hour laws. At a minimum, training should cover (1) the prohibition of employees working off the clock and not reporting their time for pay purposes, particularly overtime pay; (2) an understanding of the state requirements to provide paid rest breaks and an uninterrupted 30-minute meal period for non-exempt employees; and (3) a practical confirmation that your employees are properly classified as either exempt or non-exempt.
- For Oregon employers, remember that the state meal and rest break rules probably apply to your employees, unless it is appropriately waived by a labor agreement or meets one of the few exceptions. Review how meal and rest periods are being implemented throughout the organization to ensure that employees who are not compensated for meals are receiving an uninterrupted 30-minute break as required by both the FLSA and state law.

(Continued)

General Counsel Column (cont.)

- Meet with the payroll department to ensure that hours worked by non-exempt employees at various facilities are aggregated or counted toward the 40-hour workweek (or the 8 and 80 workweeks for certain healthcare facilities) for overtime pay calculations as required under the FLSA and state law.
- Beginning January 1, 2011, Oregon's minimum wage increases to \$8.50/hr, Washington to \$8.55/hr and the federal sits still at \$7.25/hr. Work with payroll to ensure that all required employee pay is being properly included in the base rate for overtime pay calculations. This is especially important for employers who provide a base hourly rate in addition to other considerable pay in the form of shift differentials, non-discretionary bonuses, incentive pay and other types of compensation not specifically excluded by FLSA or state regulations.
- Review policies related to travel time, training time, time-clock rounding, attendance at educational programs and other pay-related issues to ensure compliance with wage and hour laws.
- Finally, consider conducting a wage and hour audit to enhance good-faith compliance with federal and state laws. Such audits can be coordinated on a system-wide, facility, or department unit basis. Consider involving your favorite attorney in the audit to gain the protections of the attorney-client privilege.

3. Enhance efforts to comply with the federal and state family medical leave regulations and rules.

With the recent 2010 notice requirements in effect for the Oregon Family Leave Act (OFLA), it is important to pay particular attention to those new provisions or clarifications, how they coordinate with the federal Family Medical Leave Act (FMLA), and HR requirements to provide proper written notice and follow-up to every employee on family medical leave.

4. Review applications, handbooks, posters, job descriptions, etc.

Out with the old and in with the new. Employment applications and employee handbooks should definitely be reviewed for this year. 2010 was a banner year for policy changes at the federal and state level. Remember to incorporate the FMLA military provisions. Remember, too, the state military family leave laws related to the deployment of a spouse or registered domestic partner, and the requirement to provide leave and safety accommodations for certain victims of domestic violence. Employment posters should be updated for most employers in 2011. At some point this year, think about checking up on the company's job descriptions – although they are not legally required, they are extremely valuable for recruiting, training and performance evaluations. In addition, they are critical in the evaluation of disability accommodation needs. And while you're at it, remind managers to finish performance evaluations for their employees so that raises can be incorporated into the payroll system.

5. Strengthen awareness of Affirmative Action plan and other requirements that apply to federal contractors.

Although the affirmative action plan requirements that apply to federal contractors and subcontracts are not new, the budget for enforcement is. With the increased federal stimulus dollars, the expansion of who qualifies as a "federal contractor," and new enforcement initiatives by the DOL's Office of Federal Contract Compliance Programs (OFCCP) with respect to federal contractors, it is especially important for employers to determine whether they have federal contracts and understand the new requirements for federal contractors (for example, the OFCCP has proposed regulations requiring affirmative action for applicants and employees with disabilities, is working on new regulations relating to veterans, and now requires that covered contractors and subcontractors use of the federal government's E-Verify system).

(Continued)

General Counsel Column (cont.)

- At a minimum, review federal contracts and other sources of federal funds to determine if the company is a contractor or subcontractor subject to the regulations enforced by OFCCP, and understand that many HR-related requirements are associated with the regulations enforced by OFCCP.

6. Understand the implications of the new Genetic Information Nondiscrimination Act (GINA).

Review requirements of the new GINA regulations to ensure the company is in full compliance with this new law. GINA prohibits employers and health insurers from discriminating on the basis of genetic predisposition to illness and disease, including a prohibition on gathering information about family history of illness. The DOL Employee Benefits Security Administration (EBSA) has issued guidance on Title I of GINA and how it affects employer group health plans and insurance providers. The EEOC has published November 9, 2010, final rules on Title II of GINA, which prohibits using genetic information in employment decisions.

7. Look for increased “social networking” employment issues.

With the increase in popularity of Linked-In, Facebook, blog sites and texting, HR should be prepared for new and increased HR concerns related to social networking in the workplace.

- Modify or redraft confidentiality policies to include coverage of special networking sites like Twitter, Linked-In, Facebook, etc.
- Educate your managers and staff about policies and procedures regarding social networking, and communicate clearly to employees that public posting of proprietary or confidential information (or patient information for healthcare facilities) on such sites will be subject to review and place the employee in a potential disciplinary situation.

8. If unionized, review HR policies for compliance with recent NLRB decisions.

With the newly instituted National Labor Relations Board (NLRB), unionized employers can expect increased scrutiny of HR policies and practices for compliance with the latest NLRB decisions about use of company emails, the definition of independent contractors, solicitation and distribution, and loitering.

9. Train supervisors and managers in anti-discrimination practices.

The beginning of the new year is a good time to dust off your anti-harassment and EEO policies and remind supervisors and managers of their duties to insure compliance with “appropriate” conduct under the workplace conduct policies. Remember that discriminatory pay practices that affect pay and other compensation are under particular scrutiny by the EEOC due, in large part, to the Lilly Ledbetter Fair Pay Act.

10. Review potential HR issues connected with healthcare reform.

Healthcare reform presents many challenges for HR in the new year. If you offer your employees health benefits, add the following items to your “to do” list (or check them off if you’ve already attended to them):

- Determine your “plan year,” so you know when the new rules will take effect
- If your health plan is insured (not self-insured) determine whether your plan is “grandfathered.” If your plan is insured but isn’t grandfathered –

(Continued)

General Counsel Column (cont.)

- ◇ *Immediately* review the new rules that prohibit discrimination in favor of highly compensated individuals.
- ◇ Speak with your advisors about new rules regarding emergency services, primary care physicians, preventive care and claims appeals
- Even if your plan is grandfathered, speak with your advisors about new rules regarding coverage of employees' children up to age 26, changes for annual and lifetime dollar limits and retroactive cancellation of coverage.
- Give notice to employees about changes to dollar limits and coverage of older children and of new rule prohibiting payment for non-prescribed over-the-counter medicines after December 31, 2010.

Finally, take it easy. Ring in 2011 with hope and peace. It's a new year. Unless there is a potential HR fire on the horizon, tackling one HR policy per month to review and update may be a more realistic goal than a full-on assault.

Dress for Success Drive

Dress for Success – Business Supplies Drive at January Luncheon!

Dress for Success Oregon, the local affiliate of the international non-profit organization, is seeking help to accommodate the recent expansion of its programs that support low-income women entering the workforce. Office equipment, computer and office supplies are needed. The Career Center, which provides clients with career development tools through one-on-one mentoring with volunteers, will be physically expanding to include 4 additional work stations and will be able to accommodate additional clients and small groups for software training and mentoring.

In October, the Professional Women's Group (PWG), the job retention program that provides on-going support to employed clients at three meetings a month in Portland, added a meeting in Vancouver that will serve clients in Clark County. The group recently received an Epson projector for speakers to use during presentations and a projector screen, replacement bulbs, audio cord, and A/V cart are needed.

Computer and office supplies needed to support clients in both programs include:

projector screen	USB flash drives
replacement bulbs	planners
audio cord	portfolios
A/V cart	and other business supplies.

Please contact Volunteer Coordinator and Store Manager, Caryn Servis (caryns@dressforsuccessoregon.org/ 503-239-7300) if you are interested in donating the items or have any questions.

PHRMA will be happy to collect any donations at the January 2011 luncheon.

Support for Guard & Reserve

PHRMA signed a Statement of Support for the Guard and Reserve, as did the Oregon State Council and SHRM. By signing this Statement of Support, PHRMA publicly affirms the Portland HR community's support for the men and women who serve voluntarily in the National Guard and Reserve. Earlier this year, SHRM publicly pledged to promote the mission and activities of the Employer Support of the Guard and Reserve (ESGR). ESGR volunteers serve in all fifty states, and provide no-cost education services and mediation to human resource professionals regarding the Uniformed Services Employment and Reemployment Rights Act (USERRA).

If your organization is interested in signing a Statement of Support for the National Guard and Reserve, please contact the Oregon ESGR in Salem, phone number 503-584-2837.



STATEMENT OF SUPPORT FOR THE GUARD AND RESERVE



We recognize the National Guard and Reserve are essential to the strength of our nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

- We fully recognize, honor and enforce the Uniformed Services Employment and Reemployment Rights Act (USERRA).
- Our managers and supervisors will have the tools they need to effectively manage those employees who serve in the Guard and Reserve.
- We will continually recognize and support our country's service members and their families in peace, in crisis, and in war.

Sina Weber
President

Portland HR Management Association
Employer Association

November 16, 2010
Date

James J. Kelly
Chairman
National Committee for Employer
Support of the Guard and Reserve

R. Brent Jones
Secretary of Defense



Your PHRMA Mentoring Program Needs Mentors!

Your Portland HR Management Association has a Mentoring Program, designed to match up mentors and mentees in the HR field within the Portland metro area.

This is a great way to get involved with your local chapter and give back to your HR community! If you're between positions right now, it's a great way to keep your brain working in the HR realm – and looks great on a résumé! Mentoring is a great way to learn as well as teach, and you may get some new ideas that will help you in your own work. There are of course the good feelings and the internal satisfaction that go along with knowing you've helped someone out. In addition, HRCI credits are available for mentoring. This is a great way to get involved in the HR community.

How it works: Complete a Mentor or Mentee questionnaire to get signed up. Contact Jenny at the e-mail above to get these forms. Mentors and mentees will be matched up, taking into account industry, learning/expertise areas, and learning/teaching style. Both mentors and mentees can accept or decline the relationship.

Time commitment: There is flexibility in the time commitment, but we request a minimum of 1-3 hours per month and can go on for as long as the parties agree. PHRMA is asking for a minimum 6 month commitment from mentors. Relationships will be assessed every few months to make sure they are still valuable for each.

How to get signed up: Contact Jenny Bartleson at: jebartleson@gmail.com to request a Mentor or Mentee questionnaire. Completed questionnaires can be sent to Jenny who will review your form and contact you to talk about a potential match!

Spring 2011 SPHR/PHR Study Group

Do you want to join a distinguished group of HR professionals? Would you like to gain credibility, confidence, a competitive advantage, enjoy a challenge, skill development, personal satisfaction, recognition from your peers, strategic partnerships and lifelong friendships? . . . Certification can do this for you and more. . . Now is time to be thinking about a commitment to strengthen your knowledge and add to your credentials in our ever-changing human resource profession.

Make the decision now to take the HRCI Certification Exam for your PHR or SPHR. PHRMA's Spring group for the May/June 2011 HRCI exam begins meeting on February 1, 2011 on Tuesday nights (5:30 to 8:30pm) through April 26, 2011 with no class March 22 for Spring Break. The Spring Study Group will be held in the Bonneville Power Administration building.

Bonneville Power Administration

905 NE 11th Avenue

Portland, OR 97232

The study group fee for PHRMA/SHRM members is \$225. Please note – In order to be issued materials (HRCI textbook and CD of materials) you must be registered by January 5, 2011. Registration will close January 14, 2011 or once maximum of 50 attendees has been met.

HRCI exam costs, applications, registration requirements, and deadlines, can be obtained directly from HRCI by calling 866-898-4724, or on-line at www.hrci.org (HRCI costs are in addition to the PHRMA study group fee). You must apply to take the exam directly with HRCI.

For more information, or to enroll, visit the PHRMA website at www.portlandhrma.org and print off the registration form and submit to the PHRMA office. For additional information on enrollment, please contact the PHRMA office at businessmgr@portlandhrma.org or 503-655-6474. Confirmation of enrollment will be sent by the PHRMA office. For additional information about the study group, please contact: Alisa Yannello, SPHR 503-230-3581 or email certification@portlandhrma.org.

SHRM Member Dues Increase

- For the first time in more than 20 years, SHRM’s annual dues for professional members will increase in 2011, from the current \$160 to \$180.
- The increase amounts to about \$0.39 per week ... or about \$1.67 per month.
- The increase will guarantee that SHRM can continue to provide leading-edge services and products to you ... and we’ll be able to invest in developing the new resources and content you want on a timely basis, to help you stay ahead of what’s coming next – in your organization and in the HR profession.
- SHRM last increased dues in 1990. If SHRM had raised dues to match the Consumer Price Index since 1990, a SHRM membership would cost \$266 today.
- In fact, SHRM members tell us they value their membership in the Society far more than even that amount. In a recent survey, members were asked what value they would place on the various benefits they receive from SHRM. On average, members told membership package to be worth \$400.
- Even with a \$20 increase, dues will still not cover the average cost of providing benefits and services to our members. For example, as the cost of doing business has increased, the cost to serve a SHRM member has gone from \$174 in 2005 to \$224 in 2009 – an increase of 29%.

- At \$180, SHRM’s annual dues are still lower than those at other professional societies. For example:

World-at-Work	\$350 new members; \$235 renewals
HR.com	\$299
Human Capital Institute	\$299
Am. Society for Training & Development	\$199
American Management Association	\$225

- The dues increase in 2011 only applies to professional members in the United States.
- Annual membership dues will not change at this time for:
 - **students** (at \$35) whom we want to encourage to enter the HR profession;
 - **retirees** (at \$55) many of whom are on fixed incomes; and
- Additionally, chapter members will receive a discounted first-year rate of \$165.



2011 Membership Committee

Katie Slick, SPHR

Membership Director

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Bonnie McCombs

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Mike Curtis

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Celebrating 20 years of providing compensation analysis services to Portland area companies.

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2011 Special Interest Group Chairs/Co-Chairs

Active Search

*Meets before the PHRMA meeting each month;
9:00a.m. – 11:00a.m. at the Lloyd Center DoubleTree Hotel.*

Peter Paskill — (503) 885-7755
peter@careermakers.com

Katie Muldoon — (503) 240-4609
katie.muldoon@graphicpkg.com

Compensation & Benefits

Meets quarterly 7:30a.m. to 9:00a.m

Scott Haas — (503) 768-3514
scott.haas@wellsfargo.com

Diversity and Inclusion

Meets quarterly; Location varies

Lillian Tsai — (971) 327-0628
lillian@tsaicomms.com

Sandy Banister, SPHR — (503) 321-2609
sbanister@sch.n.com

Recruitment and Selection

*Meets every other month, at the office of Lee Hecht Harrison;
7:30 a.m.– 9:00a.m.*

Wendy Kent — (503) 293-5627
wendy@kentemploymentsolutions.com

Felicia Rivers, SPHR — (503) 415-5585
frivers@lhs.org

Workforce Readiness

Penny McBain, PHR — (503) 216-8467
penny.mcbain@providence.org

Training and Development

Meets quarterly

Kirsten Wall — (503) 418-0469
wallk@ohsu.edu

Irene Scruggs — (503) 306-5331
iscruggs@dunnearney.com

Employee Relations

Janet Hollcroft — (503) 306-2864
janet_hollcroft@aon.com

Wendi Sinclair, PHR — (503) 972-1923
wsinclair@gnsadmin.com

Global

Allison Brown, GPHR — (503) 985-4116
allisonbrown@columbia.com

Co-Directors of SIGs

Berry Kruijning, PHR — (503) 880-6640
berry@crowning.net

Tamsen Leachman — (503) 224-6440
tll@dunn-carney.com

PHRMA Affiliates

Portland Employer Drug-free Initiative

Meets 2nd Thursday each month; Noon-1:30p.m., Legacy Metro Lab

Zane White — (503) 226-4211
zane.white@nwnatural.com

Jana Wolfgang — (503) 297-4113
stopdrugs@aol.com

*To find out more information about each
SIG, please check out the PHRMA
Website under the SIG Link.*

News and Views Deadline

Deadline for submission is the 12th of the month prior to publication. Please submit ads, articles and other information to:

Jill Dyck

Phone: (503) 655-6474

E-mail: businessmgr@portlandhrma.org

Publisher reserves the right to accept, classify, cancel, edit or reject any advertisement. The advertiser assumes full and complete responsibility for advertising content that is published. Publisher shall have no liability whatsoever by reason of any error in connection with any advertisement. Publisher's liability for errors is limited to the cash amount paid for by the first publication of any ad. Advertiser shall indemnify and hold publisher harmless against any demands, claims or liability arising from the publication of advertising. PHRMA/SHRM does not necessarily endorse or support any of the advertisers or the advertisers' products or services advertised in the PHRMA News & Views.

It is important to keep your membership data current. Please let the PHRMA office know of any changes in employment or address information.

Send to:

PHRMA

Jill Dyck P.O. Box 68749

Portland, OR 97268

Phone: 503.655.6474

Fax: 503.655.6490

E-mail: businessmgr@portlandhrma.org

Interested in Advertising?

The **Portland Chapter, PHRMA/SHRM** is pleased to offer you the opportunity to advertise in the monthly electronic newsletter, or the Website.

Business card (approx. 2" x 3-1/2")	12 months for \$530
	9 months for \$500
	6 months for \$400
	3 months for \$230
1/4 page (approx. 4" x 5.25")	12 months for \$1,090
	9 months for \$890
	6 months for \$750
	3 months for \$450
1 month for \$150	
1/4 page non-profit rate	12 months for \$260
	9 months for \$210
	6 months for \$180
	3 months for \$110
1 month for \$35	
1/2 page (approx. (8" x 5.25"/4" x 10.5"))	12 months for \$2,040
	9 months for \$1,670
	6 months for \$1,390
	3 months for \$840
1 month for \$280	
Full page ad (approx. 7.5" x 9.75")	12 months for \$3,200
	9 months for \$2,620
	6 months for \$2,180
	3 months for \$1,310
1 month for \$440	

Website Banner Advertisement Option 1:

12 months=\$780, 6 Months=\$460, 3 months=\$260

Website Banner Advertisement Option 2:

Banner ad in conjunction with a newsletter ad

(Reduced rate for Website ad, plus regular newsletter rate)

12 Months=\$650, 6 months=\$330, 3 months=\$200