

OCTOBER 2015 NEWSLETTER



ROGUE VALLEY
SHRM

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Message from your President

Hello SHRM Rogue Valley Members,

Welcome to the last quarter of the year. I know many of us are even busier than normal at work preparing for events like open enrollment or if in retail, possibly gearing up for the busy hiring season. At home, we're just as busy.... Halloween is this month and before you know it, Thanksgiving, Christmas and the New Year's holidays. Whew! Your local RV SHRM has been super busy too. I'd like to share some of the amazing things your local SHRM Chapter has been working on:

Top News:

-Don't forget the ASSE Southern Oregon Safety Conference in two weeks. If you haven't attended before, I encourage you to check it out. The local Southern Oregon Chapter of ASSE has a wonderful event planned in Ashland. The event is October 14th and 15th with a professional development day on the 13th. As with last year's conference, this conference will contain an entire HR Track with the classes, including the PDC day, offering HRCI and SHRM recertification credit. Please refer to our website to see the HR Track classes.

- *There is not an additional program in October on the normal 3rd Wednesday of the month, due to the above program.*

-November's program is a special event. It is a 5 person panel discussion on Workforce Readiness. It includes a breakfast social. Come join the group and hear from your community partners about all the benefits available for your company's HR needs.

-Calling all college students! Did you know that all students are able to attend RV SHRM programs for free? This is a great way to get a peek into the business world, not to mention rubbing shoulders with the key HR and hiring folks in your community. Please join us at the programs, you'll learn something new and meet great professionals and in November score some eats. Yum!

- Congratulations once again to our members who have received their SHRM Certification this year! Whether you have the HRCI Certification or the SHRM Certification or both, we're proud to have you affiliated with Rogue Valley SHRM!

Don't forget, if there is anything else you would like to see on the website, or if you have a great program topic idea, know of an outstanding speaker or even if you have an HR related question, please feel free to contact any of us on the board, we're here to serve you.

Respectfully,

Tanya Haakinson, PHR, SHRM-CP
President, SHRM Rogue Valley Chapter



2015 Southern Oregon Occupational Safety & Health Conference
October 13 - 15, 2015 ~ Ashland Hills Hotel & Suites, Ashland
www.asse-southernoregon.org • www.orosha.org/conferences
Register at www.regonline.com/southern_oregon15

Tuesday, October 13

Professional Development Day

Seminar: Conflict Resolution and Decision-Making: Tips, Tricks, Traps & Tools
Speaker: Sam Imperati, JD | Executive Director | Institute for Conflict Management, Inc.
Time: 8:30am – 4:30pm
Cost: \$75 - \$85 Full Day Seminar
Register: www.regonline.com/southern_oregon15
Credits: 6.5 SHRM credits available & 6.5 HRCI credits currently pending

Wednesday, October 14

****Session 1**** *(RSVP to Sarah Elkinton – RV SHRM Only)*

Workshop: Ergonomics Program Management – Making It More than Just Safety
Speaker: Chris Schulenberg, MS Engr., CPE | Consulting/Managing Ergonomist | Independent Contractor
Time: 10:30 am – 12:30 pm
Cost: \$10 for SHRM members & \$15 for non-members
Register: Sarah Elkinton @ sarahe@rfpco.com
Credits: 2 SHRM credits available & 2 HRCI credits currently pending

****Session 2****

Workshop: HR and Safety Committees: A Perfect Fit
Speakers: Pam Ahr, MBA, ARM, CSP | Sr. Safety Management Consultant | SAIF Corporation, Medford & Kathryn Reinhardt | Corporate HR/Loss Control Manager | Naumes, Inc., Medford
Time: 1:30pm – 3:00pm
Cost: \$75 - \$85 Full Day Seminar
Register: www.regonline.com/southern_oregon15
Credits: 1.5 SHRM credits available & 1.5 HRCI credits currently pending

****Session 3****

Workshop: Safety for Supervisors
Speaker: Jim Nusser | Sr. Safety Management Consultant | SAIF Corporation, Eugene
Time: 3:30pm – 5:00pm
Cost: \$75 - \$85 Full Day Seminar
Register: www.regonline.com/southern_oregon15
Credits: 1.5 SHRM credits available & 1.5 HRCI credits currently pending

Thursday, October 15

****Session 4****

Workshop: Safety and HR Certifications Explained – How Your Company Can Best Leverage These Talent Markers

Speakers: Pam Ahr, MBA, ARM, CSP | Sr. Safety Management Consultant | SAIF Corporation, Medford & Tanya Haakinson, PHR, SHRM-CP | Safety Director | Timber Products Company

Time: 8:45am– 10:15am

Cost: \$75 - \$85 Full Day Seminar

Register: www.regonline.com/southern_oregon15

Credits: 1.5 SHRM credits available & 1.5 HRCI credits currently pending

****Session 5****

Workshop: Preparing the OSHA 300 Log and 300A – Why NOT to Use Your Claims List

Speaker: Patti McGuire | Senior Safety Management Consultant | SAIF Corporation, Medford

Time: 10:45am - 12:15pm

Cost: \$75 - \$85 Full Day Seminar

Register: www.regonline.com/southern_oregon15

Credits: 1.5 SHRM credits available & 1.5 HRCI credits currently pending

****Session 6****

Workshop: Total Worker Health™ and the Road to Wellness (2 Parts)

Speakers: Chris Liechty, CSP, ARM | Senior Safety Management Consultant | SAIF Corporation, Salem & Leigh Freeman, MPH | Senior Safety Management Consultant | SAIF Corporation, Eugene

Time: 1:45pm – 5:00pm

Cost: \$75 - \$85 Full Day Seminar

Register: www.regonline.com/southern_oregon15

Credits: 3.5 SHRM credits available & 3.5 HRCI credits currently pending

To receive your SHRM & HRCI Program Completion Credit Certificates, please send your registration confirmation from OR-OSHA and/or ASSE to julie.carr@blackstoneaudio.com.

You'll receive your certificate via email.

RV SHRM Monthly Program

November 18, 2015

Workforce Readiness: Positioning for 2016

Five local workforce readiness professionals, each with a different perspective, will present in this panel discussion. As a setting for what employers need to know to locate and upskill the best talent for your organization, our panel will share labor force information and success stories from their respective agencies, including OED Workforce Analytics, the ORST Preferred Worker Program, OED Veteran Outreach, the Rogue Workforce Partnership, and a private employer. The panel members will also focus on the unique skillsets, economic, and cultural challenges

that face job seekers and employers alike. Attendees will come away with insights and tools for how to look at their current and future talent needs, and how to adapt their current employment practices to those needs to ensure a stable and competent talent pool to meet the strategic needs of business.

Location*: Asante/RMCC Smullin Center, Main Auditorium

*** Change due to panel presentation format.**

Time:

Breakfast/Networking, 7:30 am - 8:00 am

Presentation. 8:00 am - 10:00 am

Cost: \$10 for Members, \$15 for Non-Members, and Free for students and first-time participants

Panel Participants

John Underwood, Moderator

Ainoura Oussenbec, Workforce Analyst, OED

Aurora King, Rogue Workforce Partnership

Brian Nease, Workforce Modification Consultant - ORST Preferred Worker Program

Chuck Hanger, Veteran Representative, OED

Suz Montemayor, Area HR Manager, Barrett Business Services, Inc.

Presentation Outline

1) Current Workforce Picture: Ainoura

- a) Workforce Breakdown
- b) Industry Patterns
- c) Salary/Pay Statistics
- d) Jobs Outlook

2) Workforce Preparation: Aurora

- a) Rogue Workforce Partnership Update
- b) Current Workforce Skill Gap Efforts
 - * Foundation Skills Training
- c) Emerging Workforce: K-12
- d) Existing Workforce Upskill Efforts

3) Preferred Worker Program: Brian

- a) Employer At Injury Programs
- b) Return-to-Work Programs
- c) PWP Placement Success Stories

- 4) Veteran Placement Programs: Chuck
 - a) Targeted Veterans
 - b) Veteran Statistics
 - c) Employment Programs for Veterans
 - d) Veteran Success Stories

- 5) Employer Take-Aways: Suz
 - a) Employer Program Advantages
 - b) Focal Points – Calls to Action

- 6) Questions and Answers: All Panel Members



DONATE YOUR GENTLY USED CLOTHES TO A GOOD CAUSE
Workforce Readiness Report, by Kathryn Reinhardt, Director

CAREER CLOTHING FAIR SPONSORED BY:



REMINDER: This month our regularly scheduled HR program will be offered during the Southern Oregon Occupational Safety & Health Conference.

DROP OFF LOCATION: To keep donations coming, we are adding a new twist. On the way to the Southern Oregon Safety Conference be sure to drop off your donations at the Hershey plant (1105 Benson Way, Ashland) and take some time to sample the chocolate while you're there.

If you miss this opportunity, then be sure to access one of our other drop off locations:

- CDS (2655 S. Pacific Hwy, Medford)
- SOPTV (28 S. Fir St., STE 200, Medford)
- SO Head Start (1001 Beall Ln, Central Point)
- Ascentron (994 Antelope Rd, White City)
- Motorcycle USA (931 Chevy Way, Medford)

ROGUE VALLEY CHAPTER-SHRM 2015 PROGRAM CALENDAR
Smullin Center @ Rogue Regional Medical Center (RRMC)

January 21, 2015

8:00 - 10:00 am

The HR Professional Competency Model: A Road Map for Success

Presented by Kari Strobel, PhD

Society for Human Resource Management (SHRM)

No Credits

February 18, 2015

8:00 - 10:00 am

Active Shooter/Workplace Violence

Presented by Jeff Gedding from Boise-Cascade

HRCI & SHRM Credits awarded

March 18, 2015

8:00 - 10:00 am

Diversity Roundtable

Presented by Trish Forde, SPHR, GPHR, SHRM-SCP

Human Resources and Safety Manager, The Hershey Company

SHRM Credits awarded

HRCI Credits pending

April 15, 2015

8:00 - 10:00 am

Workforce Investigations/ Drug Use in Workplace

Presented by Michelle Robison

Human Resource Manager, Carestream and

Trish Forde, SPHR, GPHR, SHRM-SCP

Human Resources and Safety Manager, The Hershey Company

SHRM Credits awarded

HRCI Credits pending

May 20, 2015

8:00 am – 4:00 pm

Annual Legal Seminar

Presented by attorneys from Barran Liebman, LLC
and Jennifer Bouman-Steagall

June - No program

July 22, 2015

8:00 - 10:00 am

Strategic Negotiation Techniques

Presented by Allen Cabelly, SPHR
Professor, Portland State University
Executive Director and Founder , Portland Leadership Institute

August 19, 2015

8:00 – 10:00 am

Seat at the Leadership Table

Presented by Jeanette Trumm
Human Resources Director, Neuman Hotel Group

September 16, 2015

8:00 – 10:00 am

Are you talking to me?

Presented by Jennifer Bouman-Steagall

SHRM Credits awarded

HRCI Credits pending

**October 14, 2015 (in conjunction with the ASSE Southern Oregon Safety
Conference)**

10:30 am – 12:30 pm

Ergonomics Program Management

Presented by Chris Schulenberger, Consulting/Managing Ergonomist

SHRM Credits awarded

HRCI Credits pending

November 18, 2015

8:00 – 10:00 am

Workforce Readiness: Positioning for 2016

Panel Presentation

Last year, the **Society for Human Resource Management (SHRM)** launched their own certifications for the HR profession; called the SHRM-CP and the SHRM-SCP. Over the past number of years certification was attained through HRCI (PHR, SPHR, HRBP, HRMP)

In order to allow our membership the opportunity to choose the path that is right for them we will be offering a study group in the fall for 2015 for the HRCI Certification and in 2016 for the SHRM certification. Due to the response of our members, the 2015 HRCI Certification will be a blended learning opportunity based online with only two “in person” study sessions. The group study will include remote discussion sessions, testing, and materials for study.

The 2015 Study Sessions will begin in September 2015 and run through the first week of December (12 weeks). To sit for the HRCI Exam this winter, you will need to register at: <http://www.hrci.org/apply/application-process>.

To receive information or sign up for the study session, please complete the survey at: <https://www.surveymonkey.com/r/975DVPQ>

If you have questions – please reach out to Theresa Morris our Certification Director for 2015.

CAREER OPPORTUNITIES



Payroll Specialist

The BBSI Payroll Specialist is a key member of business unit that consults on a broad range of organizational and management issues. The primary objective of the Payroll Specialist is to process perfect and timely payroll, and provide solutions to improve payroll processes and systems for our clients and BBSI.

This person must demonstrate strong business acumen, and possess an entrepreneurial spirit with a genuine desire to proactively and consistently deliver value to our clients and internal teams.

REPORTING RELATIONSHIPS: This position reports to the Area Manager and works in partnership with other positions within the business unit, branch, and corporate office.

DUTIES AND RESPONSIBILITIES:

- Act as business owners' advocate
- Drive Tier movement within client companies
- Run perfect and timely on- and off-cycle payrolls for multiple client companies
- Become an expert in BBSI payroll, timekeeping and HRIS systems and identify systems options to achieve better results for clients
- Perform on-site client payroll training and implementation planning
- Perform EFTs, aging follow up, net calculations, EDD benefit audits, and benefits billing administration
- Identify client reporting needs and develop and prepare reports
- Data entry and file maintenance to include employee on-boarding, changes and terminations
- Other duties and responsibilities as assigned

CORE TRAITS/COMPETENCIES:

- Results-oriented, accountable and highly organized
- Strong client service orientation
- Business-owner empathy
- Stakeholder mentality
- Embracing of change
- Innately curious
- Highly ethical
- Detail oriented and quality driven
- Understanding of economic environment and effect on business

SPECIAL REQUIREMENTS:

- Minimum 5 years of payroll experience – ideally in a

fast-paced, demanding environment

- Customer service experience strongly preferred
- Systems orientated including proficiency in MS Excel
- Knowledge of wage and hour laws and taxability of wages
- Effective communicator with individuals at all levels within an organization
- Professional appearance and demeanor
- Exceptional time management skills and ability to work under minimal supervision
- Bachelor's or associate's degree; CPP or FPC designation preferred but not required
- Possession of a valid driver's license with automobile insurance meeting BBSI criteria
- Some overnight travel

If you meet the above requirements, we welcome the opportunity to learn more about you. Please mail, or drop off, your cover letter (with salary requirements) and resume to:

BBSI Area Manager, Southern Oregon
3512 Excel Drive, Suite 107
Medford, OR 97504

For more BBSI information, visit us at
www.barrettbusiness.com

Carestream

Position Title: Human Resource Business Partner Manager – 6705BR

Carestream is seeking a HR Manager and Business Partner for its manufacturing operations in White City, OR. If you have 5+ years in HR, great with manufacturing personnel, strong organizational and communications skills, please share your interest with us by applying today www.carestream.com/csh-careers.html, position number 6705BR.

Position Description:

The HR Business Partner Manager manages assigned client base by supporting

department leaders to implement people strategies to positively impact business goals; actively is involved and leads department level Performance Management strategies to optimize work force; ensures that client departments have talent with the right skills and capabilities to achieve business objectives; monitors staffing needs and ensures work force planning and quality of hires for the assigned business units; investigates and resolves Employee Relations, Regulatory and Safety issues that have key impact to the business; implements communications, training, benefits and compensation programs to drive employee engagement and retention. The successful HRBP will act as an employee champion and change agent.

Primary Duties:

- Serve as a partner to management on human resources-related issues.
- Communicate needs proactively with our HR department and business management.
- Seek to develop integrated solutions.
- Work in partnership across the HR function to deliver value-added service to management and employees that reflect the business objectives of the organization.
- Consult with line management, providing HR guidance when appropriate.
- Track trends and metrics in partnership with the HR team to develop solutions, programs and policies.
- Manage and resolve complex employee relations issues. Conducts effective, thorough and objective investigations.
- Maintain in-depth knowledge of legal requirements related to day-to-day management of employees, reducing legal risks and ensuring regulatory compliance. Partner with the legal department as needed/required.
- Provide day-to-day performance management guidance to line management (coaching, counseling, career development, disciplinary actions).
- Work closely with management and employees to improve work relationships, build morale, and increase productivity and retention.
- Provide HR policy guidance, standard work and interpretation.
- Provide guidance and input on business unit restructures, workforce planning and succession planning.
- Manage a program of Talent Acquisition.

Required Skills & Experience:

- Bachelor's Degree in Human Resources Management or a related discipline
- 5-7+ years of HR Generalist/HR Business Partner experience, preferably supporting manufacturing
- Must maintain visibility with all shifts. This will require periodic walk throughs and the facilitation of employee forums on off shifts.
- Willingness to take on broader responsibilities (i.e. HR generalist support for a

remote site) which may require travel

- Experience partnering with senior management, with proven ability to influence and facilitate HR strategy
- Experience driving organizational change and identifying critical HR practices that help support change overall
- Passion for applying new processes, tools and technology in a way that measurably improves business performance
- Experience with SAP or other HR system of record
- Solid Excel and other MS products (Office, Word, PowerPoint, etc.)
- Strong analytical skills
- Ability to manage in a fast-paced and complex entrepreneurial environment
- Strong interpersonal communication skills; strong presentation skills
- Problem resolution & conflict management skills
- Proactive without needing to be directed to take action
- Organizational skills, flexibility and the ability to re-prioritize
- Results oriented
- Orientation to team based work, coordination and low ego when dealing with others cross-functionally; with leaders
- Passion for Human Resources excellence
- Project Management Skills
- Experience utilizing quality tools such as swim lane charts, DAMIC/DMADV, etc.
- SHRM, PHR, or SPHR

Carestream Health is a dynamic global company with over 100 years of leadership in radiology and healthcare IT. We are passionately committed to helping our customers do their jobs better, faster and more cost effectively. By applying our insights and experience, we create inventive, elegant solutions that offer a smarter way forward.

Headquartered in Rochester, NY, Carestream has over 7800 employees operating in 170 countries. Our customers range from large enterprises to small private practices, including: large health systems, hospitals, imaging centers, medical groups and dental practices. In addition to our innovative radiology products, Carestream also sells solutions for information management, non-destructive testing, thin-film coating & nanomaterials.

**Carestream Health, Inc. is an Equal Opportunity/Affirmative Action Employer.
Minority/Female/Disability/Veteran.**



Position: Human Resources Generalist
Department: HR
Manager: Chad Scott
Available Shift: M - F

Fire Mountain Gems and Beads is the leading catalog and ecommerce direct marketing company in the Jewelry supply industry and has been satisfying customers with excellent products and customer service for over 40 years!

Based in Grants Pass, Fire Mountain Gems and Beads is located in one of the most picturesque valleys of Southern Oregon. The Wild and Scenic Rogue River flows right through the heart of the city and outdoor activities are abundant, with rafting, fishing, hiking, skiing, golf, and many other adventures just minutes away from the Fire Mountain Gems and Beads headquarters. And, the beautiful Rogue Valley is ideally situated just a half day drive away from either Portland or San Francisco, and an even shorter drive through towering National Forests to the breathtaking Pacific Ocean.

Summary:

Fire Mountain Gems and Beads has an exciting opportunity for an HR professional with a solid generalist background. This is a great opportunity to work for a local ecommerce company with a solid position within its industry, and operate in a fun and family-oriented atmosphere. Fire Mountain Gems and Beads is a successful organization that has grown leaps and bounds over its 40+ year history, due to having leaders with a passionate vision, and a talented team that possessed an entrepreneurial spirit!

Characteristics & Competencies of our HR Generalist Profile:

- Possess a true and heartfelt desire to impact the organization through positive interactions with employees at all levels; from our leadership team to any teammate regardless of position.
- Foundational builder of our employment brand, from our community outreach to our recruitment efforts.
- Solution-orientated approach to getting to the root cause of any type of problem solving.
- Thoughtful and kind leader and teammate.
- Champion employee engagement every day!
- Commitment to understanding our culture, and possess a drive to make the culture even better because YOU are a part of it!
- Relentless desire for caring about our employees and always providing amazing customer service, and thoughtful relationships.
- Advanced ability for consensus building, addressing diverse points of view and options.
- Quarterback for our employee appreciation events.
- Out-of-the-box thinker, who connects business needs to a vision for amazing possibilities.
- Be the type of person that knows when to "roll up their sleeves" to help others, or the organization, outside of the normal scope of the position.
- Passion for developing our current team, and championing their career paths.
- Possess an abundance of creativity towards incorporating FUN into the workplace!
- Leader of our Benefits and Wellness programs.
- Unshakable desire to recruit talented future teammates for all open positions.
- Social Media skills for employment brand building and evangelize our work culture to our community and fans.
- Down-to-Earth personality!

Qualifications:

- Bachelor's degree (preferably in Human Resources or Business Administration) or equivalent experience required.
- 3-7 years of relevant and progressively human resources experience, including benefits administration.
- Excellent interpersonal, written and verbal communication skills.

How to Apply:

Please apply online through this link to our Careers Site:

http://www.firemountaingems.com/aboutus/employment.asp?navsrc=foot_EmploymentOpportunities



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