

MAY 2015 NEWSLETTER

**ROGUE
VALLEY
CHAPTER
SHRM**

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Message from your President

Hello SHRM Rogue Valley Members,

It's May! Spring is here bringing with it the sun and lots of fun activities in Southern Oregon. Day trips abound. Maybe a ride to one of the many lovely lakes close to us, a picnic at the beach, hiking Roxy Ann or even Table Rock, possibly camping over Memorial Day weekend..... Whatever it is that you enjoy doing, Southern Oregon is a beautiful place to live and work. Speaking of work, I'd like to share some of the great things your local SHRM Chapter has been working on:

Top News:

- Our Annual May Legal Seminar is right around the corner, May 20th - the third Wednesday of May. This will be an amazing day filled with wonderful workshops on topics ranging from marijuana in the workplace to dealing with FMLA leave issues. Lunch will be catered by Mucho Gusto. If you haven't signed up yet, please do. This is superb value for a top-notch, full day seminar in our area. You'll also get a chance to network with other HR professionals.
- Soon we'll have a new SHRM Chapter logo. The goal of the logo is to incorporate some of what the Rogue Valley is known for like mountains, rivers, rolling hills. Oh and don't forget the pear trees! You'll soon start seeing it on our website, in our newsletters and on our other media materials. And don't forget to let us know what you think. Hopefully we were

able to capture the feeling of the Rouge Valley.

Your Rogue Valley SHRM works hard at staying relevant to you and your needs from keeping the content updated on the website like displaying new HR jobs in our area, to having a current list of chapter programs at your fingertips. You might have recently received a call from one of our board members. This month we're conducting a membership survey and reaching out to all our members to personally invite you to our programs.

Our goal is to serve our SHRM chapter membership as best as we can and we really do value your feedback. If there is anything else you would like to see on the website, or a great program topic, or even an HR related question, please feel free to contact us, we're here to serve.

Respectfully,

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



**It's Not Too Late to Register!!
\$10.00 discount if you register by
Wednesday May 13th**

ANNUAL MAY LEGAL SEMINAR

Please join the Rogue Valley SHRM Chapter for our annual May Legal Seminar brought to us by Barran-Liebman, Portland area based attorneys. Presentations will be on Avoiding Wrongful Discharge, Legislative Update, Recreational Marijuana and Use or Abuse: Tools to Curb Family Leave Abuse. Full day seminar includes lunch provided by Mucho Gusto.

Date: Wednesday, May 20, 2015

Networking: 8:00 am to 8:30 am

Workshop Time: 8:30 am to 4:00 pm

Presenters:

Sean Ray, Barran-Liebman Attorneys and
Jennifer Bouman-Steagall, RedKite Employment Law Outsourcing

Presentations:

Sean Ray, Barran-Liebman Attorneys

Sean is an attorney at Barran-Liebman, where he represents management in employment matters. He defends employers against discrimination complaints, sexual harassment lawsuits, and retaliation claims, and represents employers in state court, as well as before Oregon's Bureau of Labor and Industries and the Washington State Human Rights Commission.

In addition to litigation, Sean also works with employers to ensure compliance with changes in the law, including drafting and revising their employee handbooks and providing customized trainings to address harassment, discrimination, and other workplace issues to help businesses prevent grievances.

Sean regularly writes about employment law cases and decisions, and his columns can be found in such publications as the *Portland Business Journal*, the *Daily Journal of Commerce*, and *Oregon Business Magazine*.

He received his B.S. in Mechanical Engineering from the University of Portland, and earned his J.D. at the University of Oregon. In addition to being licensed to practice in Oregon, Washington, the U.S. District Court of Oregon, and the Ninth Circuit Court of Appeals, Sean is also a Registered United States Patent Attorney.

Jennifer Bouman-Steagall, RedKite Employment Law Outsourcing

Red Kite founder Jennifer Bouman-Steagall is engaging, dynamic, compelling, entertaining, and genuinely passionate about her work, or so people say. She also happens to be a highly skilled management-side employment litigation attorney with over 14 years of experience representing Oregon and Washington employers.

In 2010 Jennifer left law firm life to open a solo private practice called Employment Law Outsourcing (ELO). ELO is the formal legal defense side of Jennifer's practice and continues to be the name under which Jennifer represents clients in legal matters filed at the agency level and in state and federal court. Over the next 3 years ELO grew into more than an employment law practice; it became a better business practice. To give the prevention-focused, organizational development side of her practice its own voice, Jennifer launched Red Kite as a d.b.a. of ELO in 2013. It doesn't take long to see Jennifer's passion for training and her commitment to helping businesses grow and succeed.

Jennifer's clients consider her to be a trusted business partner and effective on-site trainer with a reputation for professionalism, integrity, enthusiasm and creativity. She is proud to be a favorite speaker for human resource organizations, the Oregon Bureau of Labor and Industries, the Oregon Employer's Council, and the Portland State University HR Certificate Professional Development Program. You can read more about Jennifer's credentials, associations and publications at ELO.

Seminar Location: Smullin Health Education Center
2825 E. Barnett Road Medford, OR 97501

Registration Including Lunch):

By May 13th: \$75.00 Members / \$85.00 Non-Members / \$25.00
Students
After May 13th: \$85.00 Members / \$95.00 Non-Members / \$25.00 Students

HRCI Credit: HRCI & SHRM credits are pending

RSVP To: Fax or Email Registration Form to Julie Carr @ (541) 631-5052 or
julie.carr@blackstoneaudio.com

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

Negotiation Skills

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 21, 2015

TBD

November 18, 2015

TBD

December - No program

CAREER OPPORTUNITIES



Asante Human Resources Analyst

Asante was created by and for the residents of Southern Oregon and Northern California. We are a locally owned, not-for-profit, comprehensive community health care system serving over 550,000 residents in nine surrounding counties. Progressive and visionary, Asante is in the medical

forefront. Virtually all medical specialties and services are represented in an organization dedicated to personalized care and sophisticated technology. With approximately 4,600 employees, Asante's entities offer outstanding opportunities for career advancement and professional growth. Our mission is simple: ***"Asante exists to provide quality healthcare services in a compassionate manner, valued by the communities we serve."***

At Asante we believe that we are defined by our values – the traits that guide us as we serve patients and the community.

Excellence - Respect - Honesty - Service – Teamwork

The **Human Resources Analyst** is responsible for collecting, validating and analyzing data to make recommendations to improve HR programs, practices and services. Also coordinates specific assigned HR programs such as compensation or benefit programs and actively participate in communication of HR programs.

Responsible for performing a full range of duties with respect to calculating benefit estimates, new retiree benefits, and vested benefits. In this role you will be the subject matter expert for all retirement plans. Prepare appropriate correspondence and follow up on all requests and correspondence regarding benefit estimates, new retiree benefits, active death benefits, vested benefits, and purchase of service credit. This will include responding to incoming telephone inquiries, counseling members in person, and replying to correspondence from members regarding various benefits and credits. Process new retiree applications, requests for benefit estimates and vested benefits and ensure that member files contain the appropriate documentation in order to complete such benefits/estimates.

In this position, required skills include research methodology and analysis techniques; proposal writing; knowledge of word processing and spreadsheets; project management experience; demonstrated oral and written communication skills and presentation skills; strong problem solving skills; the ability to work independently with direction; the capability of handling highly confidential information; and the ability to work with a variety of individuals at various levels of experience, knowledge and communication skills.

Education: Bachelor's Degree in business administration, personnel administration or a related field or the equivalent in education and experience is required (4 additional years of experience if no degree).

Experience: 2-5 years professional level experience which provides knowledge of Human Resources functions, business practices and organizational structure is required. Experience with data collection and analysis also required.

Preferred experience includes participating in local/regional compensation/benefits professional organizations; directly applicable experience in a similar function within Human Resources; project management experience; and information systems experience. Prefer experience with and knowledge of retirement plans.

Certifications: While not required, the following are *preferred* - Professional in Human Resources (PHR) certified by HRCI; Senior Professional Human Resources (SPHR) certified by Human Resources Certification Institute (HRCI); Certified Employee Benefits Specialist (CEBS) certified by IFEBP; Certified Benefits Professional (CBP); Certified Compensation Professional (CCP).

https://www.healthcaresource.com/asante/index.cfm?fuseaction=search.jobDetails&template=dsp_job_details.cfm&cJobId=100781



Talent Acquisition and Development Manager

POSITION SUMMARY: The BBSI Medford Area Talent Acquisition and Development Manager provides strategic and operational leadership in a variety of areas which include systems of learning, leadership, performance, succession and development, as well as acquisition and development of talent aligned with business owners strategy and HR talent management through sourcing, engaging, development, and implementation to maximize customer workforce management and positively impact customer company success and profitability.

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

DUTIES AND RESPONSIBILITIES:

- Act as business owners' advocate.
- Evaluate, benchmark, analyze, and deliver measurable results to the business owners.
- Assess bench strength and evaluate talent

acquisition requirements by studying organization plans and objectives.

- Build applicant sourcing opportunities by utilizing a variety of sources such as internet job sites, college, and career centers.
- Advertise for candidates; screen, interview, qualify, and place candidates, primarily in manufacturing, light industrial, and clerical roles, as well as for professional placements and direct hires.
- Ensure that BBSI is involved in community engagement, leadership and development.
- Oversee training programs accountable to learning and performance management within customer needs.
- Develop, present, and facilitate a wide range of area training programs and career pathways for all job families; conduct new hire enrollment/onboarding.
- Self-guided professional development and maintenance of knowledge in human resources principals and practices, including employment laws and regulations, industry trends, and economic factors that may impact BBSI and its customers.
- Other duties and responsibilities as assigned.

CORE TRAITS/COMPETENCIES:

- Ability to operationalize concepts with true business acumen.
- Understanding of economic environment and effect on business.
- Drive and vision, results oriented.
- Business-owner empathy.
- Stakeholder mentality.
- Innately curious.
- Demonstrated leadership ability and ethics management skill.
- Ability to communicate at all levels of business by using various techniques of communication.
- Creative and strategic thinker possessing practical business orientation. Ability to create consultative partnerships and serve as a key advisor to the business owner.

QUALIFICATIONS:

- Bachelor's degree or equivalent
- At least 5 years of supervisory or management experience.
- SPHR/PHR and/or SHRM-SCP/CP certification preferred.
- Accomplished in strategic guidance, training, and support to customers in workforce management including organization development, employee relations, employment law compliance, benefits administration, workers' compensation administration and other best practices.
- A deep understanding of the value of talent pipelines and continuous networking to acquire key talent on an ongoing basis.
- Experience using ATS, CRM, and HRIS for talent mapping, succession planning, and performance review and development.
- Exceptional written and verbal communication skills and ability to effectively communicate with individuals at all levels of an organization.
- Strong customer service orientation is imperative.
- Self-starter, self-motivated, personable, and well-organized with a sense of urgency.
- Knowledge of federal and state employment laws including wage and hour.
- Computer proficiency with knowledge of applications such as MS Word, Excel, Outlook, and aptitude and desire to learn new computer applications.
- Strong sense of ethics and personal integrity with effective interpersonal skills as well as a "can do" attitude.
- Desirable for candidate to have work experience outside of human resources in areas such as operations, finance, management, sales, training or business consulting.

SPECIAL REQUIREMENTS:

- Ability to shift easily between strategic initiatives and operational responsibilities.
- Ability to complete high-volume workload, meet critical deadlines and work through constantly changing priorities with enthusiasm.
- Demonstrated ability to develop and deliver successful presentations to individuals and groups at

all levels of an organization.

- Possession of a current Oregon driver's license with valid automobile insurance meeting BBSI criteria.
- Requires automobile travel – primarily local, with some overnight.

Physical Requirements/Environment:

Normal conditions similar to an office environment; willingness and ability to travel to visit branch offices and field programs.

For individuals with these requirements, this position offers at a minimum:

- Generous base salary, profit sharing, 401k with employer match, and benefits
- Knowledge that you are working for a results-oriented organization
- Opportunity to impact the success and growth of customer companies and BBSI
- Gain experience working in multiple industries

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



Benefits Manager - Roseburg area

Large company: 3000 FTE's and Union(s). \$75-95K with bonus. Looking for 8-10 years of experience. Full Relocation available. They will even consider a go-getter, more junior person for the opportunity.

Human Resources Manager - Coquille

300 full time employees. 12 more at another nearby location. \$70-90K. Great benefits, full relocation.

This person will fully support the plant manager and supervisors in fulfilling all Human Resource responsibilities specified by Federal/State law, company policy and labor agreement.

The functions of this job are:

- Act as primary HR resource to plant manager and supervisors in supporting their efforts to achieve facility's performance KPI's
- Lead all HR initiatives and goals
- Perform the role of employee advocate and create culture of positive employee relations
- Interpretation, education and enforcement of appropriate policy, labor agreement and work rules
- Coach and mentor management members on employee issues
- Grievance process adjudication as appropriate
- Oversee and execute hiring process to meet facility staffing needs
- Orientation of new hires
- Oversee and administer leave of absence process, drug testing
- Responsible for the plant bid system
- Collaborate with corporate office and other facilities as required.

The Minimum Qualifications are: 5 yrs of related HR experience and/or a minimum of two years advanced education; Excellent communication and listening skills; Must be a team player; PC operation and experience (Word and Excel Spreadsheets); and proven leader and results driven.

An Equal Opportunity Employer including Disability and Veterans

If interested in either of these opportunities, please contact:

Christine "Collins" Prockish
Principal, Sr. Search Consultant
PNW Search Consultants

503-928-4768/877-PNW-SRCH
503-928-6732 (after hours)



Human Resources Specialist
\$3,339 /Month

An employee in this classification performs clerical duties of a detailed and complex nature. Provides assistance to departments and employees to comply with and support the County's Human Resources system. Incumbents must possess strong oral and written communication skills. Basic knowledge of maintenance of confidential materials, employment laws, and human resources legal compliance issues is essential. Requires considerable knowledge of general office management practices and software applications.

Duties include: AR/AP, Recruitment, Risk Management Claims Processing, Oversee County Safety programs including participation on safety committee. Oversee County training program.

Associates degree and four to six years related experience; or any satisfactory combination of experience and training. Those employed in this position will be subject to a background investigation including criminal background investigation.

For more info/application go to www.co.josephine.or.us or Josephine County Human Resources, 500 NW 6th Street Room 162, Grants Pass, OR 97526. An original application (ALL pages) are required; NO resumes only. EOE

[View the Job Description](#)

Posting Dates: Open till Filled
First Review on May 15th



Portland Human Resource Management Association
PHRMA Strategic Management Conference

Register Here:

www.portlandhrma.org

May 20th, 2015
Oregon Convention Center
7:30am - 5:00pm

PHRMA/SHRM Members: \$275
(PHRMA Members - Remember to LOGIN for Member pricing!)
Non-Members: \$325

7 HRCI Credits: APPROVED
7 SHRM PDC's: APPROVED

PHRMA and our partner sponsor Davis Wright Tremaine are pleased to present the 10th annual Strategic HR Management Conference, "Tour de HR Portland: Are You Ready to Lead the Pack?" See the information below regarding speakers and topics. Seven hours of HRCI and SHRM recertification credit for business management and strategy are pending. Come join us for a day of education and networking!

Conference Agenda:

Strategies to Increase Organizational Profit & Productivity
Bethanne Kronick, Simplify!

A Relational Approach to Empowered Leadership: a Priority for People of Color
Yvonne Chang, Yvonne Chang Consulting

What We Believe That May Not be So: Implications for Managing People & Operations
Robert Greene, Reward Systems, Inc.

Strategies for Being an Influential HR Exec
Michael Beck, Michael Beck International

If Your Organization Was an Airplane, Would it be Supersonic?
Don Everett, Workforce Interactive

Out of Joint? How Your Drug Policies and Testing Procedures Impact Culture, Satisfaction and Retention
Tamsen Leachman, Katherine Franklin
Littler Mendelson, PC



Facebook



Twitter



Website

Copyright © 2015 Rogue Valley Chapter-SHRM, All rights reserved.

[unsubscribe from this list](#) [update subscription preferences](#)

