

February 2014



RV SHRM Newsletter

President's Corner

We would like to thank Newman Images for allowing our chapter to use one of their photographs for some promotional materials we are creating to attract students at the upcoming Careers in Gear, and other events, to the Human Resources profession. The photo we used was by Jay Newman and the photograph they allowed us to use, and others, can be found at www.newmanimages.com. You can also find them on Facebook at NewmanImages and SmugMug at NewmanImages.smugmug.com. Thank you!

The Rogue Valley SHRM Board of Directors met to review our work in 2013 and plan for 2014. We had a GREAT 2013 with a mix of wonderful programs and engagement with our schools through Junior Achievement and the Careers in Gear event in which over 600 students participated. We all felt the pressure of an economy that is slowly, steadily creeping ahead, bringing staffing, turnover, compensation and retention challenges. Things we haven't had to consider in a few years! Remember the 2.0% Bush tax cut, not extended in 2013? Prepare to hear the grumbling from our employees as we all prepare our 2013 tax returns. More wage pressure and more cost to do business.

This year, we are well positioned to take our profession and our community presence another step forward. Here's why:

Most Board Directors are returning for another role this year. We have depth of experience.

We are 142 members strong with another 60 At-Large members. There's strength in numbers!

We are financially solid and on a sustainable footing, thanks to well attended programming and prudent investments of our resources.

In 2014 we will focus more of our resources and efforts on the use of technology such as our new web site: shrmroguevalley.shrm.org (Check it out...); Twitter: [@shrmroguevalley](https://twitter.com/shrmroguevalley) (Go ahead... tweet us!)

A new look... You'll see the result of Wendi Brown and her Marketing/Branding committee work. It's NICE.

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As we go into the new year, please consider reaching out to the small business community and to those business owners who are CEO, CFO, Benefits Manager, Purchasing Agent, Operations Manager and HR Manager depending on the time of day! Invite your boss or a business owner associate to a program this year. It's great, low cost, time effective learning.

Join us at the February 20 Program: "Moving from Cost Center to Strategic Partner", Networking 7:30. Program starts at 8:00 a.m. at the Smullin Health Ed. Center.

Finally, you are welcome to come and "hang" with us at our next board meeting. We take care of business, but we know how to laugh and have a bit of fun!

Next meeting: Thursday, February 6, 2014 from 7:45am--9:15 am, RCC/SOU Higher Education Center, Room 228



Rogue Valley SHRM Chapter Presents:

Moving From Cost Center to Strategic Partner As an HR Business Partner

Enhance your ability to be a strategic business partner and successfully make the shift from cost center to strategic partner. This skill-building workshop integrates best practices from strategic planning, HR consulting and visual planning methodologies, along with a thorough understanding of business drivers. You'll leave able to effectively leverage the financial and operational language of business to firmly establish a strategic leadership role.

Date: Thursday, February 20, 2014

Networking: 7:30 am to 8:00 am

Workshop Time: 8:00 am to 10:00 am

Presenter: Dianna Wilusz, SPHR, MBA, USGTF

About the Presenter: Dianna Wilusz is a Managing Partner for The Pendolino Group. She brings 25 years of Human Resources Management and Operations experience, including senior global leadership roles at National Semiconductor, Vice President Operations and HR at Hara Software, Director HR at Beceem Communications and Managing Director of HR Operations at Lam Research. Dianna is currently a board advisor to several for-profit and not-for-profit organizations. She has served a number of clients across many industries and internationally in the areas of compensation, leadership, development, recruiting, talent management, and human resources information systems. Dianna received a Bachelor of Arts in Psychology and Industrial Relations from the University of Maryland, Baltimore County. She also holds an MBA in Technology Management from the University of Phoenix.

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

Cost: \$10.00 per member *(No charge for first time guests and students)*
\$15.00 for non-member

HRCI Credit: Approved for 2.0 Business (Strategic) Credits

RSVP To: Tanya Haakinson thaakinson@sierrapine.com

Be a Rogue Valley SHRM Program Sponsor!

Rogue Valley SHRM Program Sponsorships are Available to Your Business!

Support the wonderful programs offered by the Rogue Valley affiliate of SHRM through a business sponsorship.

Some of the benefits include:

- Recognition before the program as our sponsor with 1-2 minute description of your organization
- Connect directly with members of the local SHRM chapter
- Enjoy the seminar presentation along with up to three of your staff associates free
- Collect business cards by offering a door prize drawing
- Recognition of your business in one edition of our monthly newsletter
- Your business logo on our promotional postcard for that program

If you're interested, please fill out the form in this newsletter and send it to:

John Underwood

E-mail: johnu@sor.timberproducts.com

Phone: 541-618-3644



ROGUE VALLEY CHAPTER

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

SPONSORSHIP OPPORTUNITIES

BENEFITS OF SPONSORSHIP:

- Enjoy recognition by the presenter as our sponsor with 1-2 minute description of your organization
- Connect directly with members of the local SHRM chapter
- Enjoy the seminar presentation along with up to three of your staff associates free
- Collect business cards by offering a door prize drawing
- Recognition of your business in one edition of our monthly newsletter

COST OF SPONSORSHIP:

- \$150
- Door Prize drawing optional (\$50 value...You keep business cards submitted)

___ Yes, Will offer Door Prize

___ No, Will NOT offer Door Prize

SPONSOR INFORMATION:

Company/Business Name: _____

Address: City _____ State ____ Zip _____

Contact Name: _____

E-mail: _____

Phone: _____ Fax: _____

Brief Description of Business:

Make check Payable to: SHRM – Rogue Valley Chapter

SHRM will bill Upon Request: ___ Check Enclosed. Do not bill ___ YES, Please Bill

Rogue Workforce Partnership and Junior Achievement present



The 4th Annual Youth Success Expo for Southern Oregon High School Students

March 13, 2014 at the Medford School District Education Center

THE EVENT:

Southern Oregon is teaming with dynamic, entrepreneurial businesses with incredible career opportunities.

Thousands of Rogue Valley high school students enter the workforce every year and have very little knowledge of the exciting career pathways right here in their own back yard.

Careers in Gear is a one-day expo that will bring several hundred high school students together in one place to explore the incredible variety of career options in Southern Oregon and give them some tools to encourage their pursuit of careers in our region.

HOW IT WORKS:

Students will be divided into small teams, led by business volunteers, who will explore careers in our valley through interaction with businesses and workshops relating to workplace success.

Students will participate in an Exhibit Hall, meeting a wide variety of employees from the top industry sectors in our region.

Students will be engaged before, during, and after the expo through their respective high schools, to encourage continued pursuit of career options in Southern Oregon.

HOW YOU CAN HELP:

- Lead a small team of students for the day
- Teach a workshop
- Showcase your career in the Exhibit Hall
- Showcase your service/product
- Sponsor the event
- Contribute to a door prize

Get involved with our local workforce efforts to grow our own, and keep them here! Your next generation of employees await!

For more information contact Stacie Grier, Careers in Gear Event Manager
Junior Achievement, 541-842-3920 or sgrier@ja-pdx.org

Rogue Valley SHRM Chapter Scholarship Awards

Program Overview

In an effort to serve our membership and advance the Human Resource Profession, the Rogue Valley SHRM Chapter has committed to promoting the Professional Human Resources (PHR), Senior Professional Human Resources (SPHR), and Global Professional Human Resources (GPHR) Certifications from the Human Resources Certification Institute (HRCI).

Scholarships may be awarded to a chapter member for each of the following:

- 1) Taking and passing the PHR examination;
- 2) Taking and passing the SPHR examination;
- 3) Taking and passing the GPHR examination and;
- 4) Recertification of your PHR, SPHR or GPHR within six months of the certification expiration date.

The total amount of scholarship awards available is determined by the Rogue Valley SHRM Chapter Board of Directors each year and is shown as a line item in the budget, which may vary significantly from year to year depending upon available funding, other chapter priorities, and qualified applicants. If there are no qualified applicants, the funds may be carried over to the following year. A scholarship recipient who does not pass the exam after two attempts must reimburse the funds to the Chapter.

Scholarship Criteria

- 1) Applicants are required to have a current SHRM membership and;
- 2) Must be a current member of the Rogue Valley SHRM Chapter (Designation #0234) and;
- 3) Must participate in either the local chapter, state, regional or national level of SHRM: e.g. regularly attend monthly meetings/programs, volunteer for SHRM events and/or serve on a SHRM board.

How to Apply

Submit a letter via email to the Rogue Valley SHRM Chapter President stating why you feel you meet the scholarship criteria along with supporting documents showing your intent to take one of the exams or receipt for one of the exams or recertification along with your SHRM membership number. Once awarded, the scholarship will be paid after receiving a receipt for the exam or recertification.

Timeline

March 25th: Applications due for the PHR/SPHR/GPHR May/June testing period and for recertification.

October 25th: Applications due for the PHR/SPHR/GPHR December/January testing period and for recertification.


April and November Board Meetings: Scholarship recipient(s) selected. Recipient(s) will be notified of their award within one week of the board meeting. (Board meetings occur on the first Thursday of the month).

Award Levels – Awarded Twice a Year

- \$350 for PHR examination
- \$475 for SPHR and GPHR examination
- \$100 for recertification for either PHR, SPHR, or GPHR certification

Thank you for investing in your profession!

Legislative Update By Sarah Elkinton



On January 13 this year the EEOC settled its first systemic lawsuit under the Genetic Information Non-discrimination Act GINA. 138 individuals were asked for their genetic information during the pre-employment process for Founders Pavilion, a nursing home and rehabilitation center in New York (now out of business after the lawsuit was filed). As part of the post offer, pre-employment medical exams the company allegedly requested applicants for family medical history. The EEOC alleges that 5 individuals were either fired or not hired as a result of what was shared. In the settlement the company agreed to create a fund of \$110,400 for the 138 individuals who were asked family medical history information as well as payment of \$259,600 for the 5 individuals who suffered adverse action.

GINA prohibits employers from requesting genetic information from employees and forbids them from discriminating against a person in any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoffs, training or fringe benefits, as a result of the information gained. GINA does provide some protection to employers who inadvertently gain knowledge of an employee's genetic information. An employer is not considered to have broken the law in situations such as the following: when family history is accidentally overheard while someone talks about a family member's illness, when it is volunteered in a wellness program or when it is disclosed as part of the certification process after an employee requests time off to care for a family member with a serious health condition. Unfortunately, in this case the company did not fall under these exceptions.

"Employers should take heed of this settlement because there are real consequences to asking applicants or employees for their family medical history," cautioned EEOC New York District Director Kevin Berry. "The EEOC will pursue these cases to the fullest extent of the law to ensure that such genetic inquiries are never made of applicants or employees."

Adapted from:

Title:

EEOC Settles GINA Claim from Requests of Family History

Publication:

Legal Issues

Publisher:

Society for Human Resource Management

Date:

2/4/2014 12:00:00 AM

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A Focus on Diversity in our Chapter Operations

~ Patricia (Trish) Forde, SPHR, GPHR

Not only companies but also professional organizations need to start thinking about how to create environments where all people can feel accepted, respected and appreciated for the unique gifts they bring to the table. This takes a focused effort in planning and not just talking about diversity in an abstract way.

As a SHRM Chapter, the Rogue Valley board of directors wants to first determine if we are serving the needs of our membership as it relates to recognizing the diversity concerns within our own group of colleagues. For example, are we inclusive in serving diverse areas such as race, gender, age, religion, ethnic background, education, sexual orientation, physical abilities, and military status as it relates to our own members? Do our members have concerns that we should address? What should be our chapter's diversity plan for the next 1-5 years?

Diversity initiatives need to begin first with an assessment of an organization, no matter how big or small, and our local SHRM chapter is no different. In order to complete a comprehensive assessment, in the coming weeks you will receive a short email survey from the Rogue Valley Chapter to inquire how our current members perceive matters as they relate to diversity in our operations, and how well our member population feels we are meeting their needs. For example, our local community has a large Spanish speaking population, should we offer bilingual informational materials, outreach programs, training, etc. in order for our chapter to be more inclusive?

As industries compete for qualified employees at all levels, our local chapter wants to ensure that we are implementing diversity initiatives that can improve opportunities, access and services for our diverse membership. Your ideas and comments are welcome. Be on the lookout for the survey, and we hope that you will respond with your valuable input as we focus on diversity issues in our own backyard.

(Please direct any comments/inquiries to Patricia Forde, SPHR, GPHR, Diversity Director, Rogue Valley Chapter (email pforde@hersheys.com)

Labor Relations Manager—Astoria, OR

Human Resource Dimensions has been engaged to place a Labor Relations Manager for a client near Astoria, Oregon.

The position will be responsible for the collective bargaining agreement between the Company and the Union to include language interpretation, providing advice to managers, managing all employee grievances and identifying areas for operational improvement and efficiencies.

To be considered candidates must have a BS Degree and 8+ years of managing collective bargaining agreements in a manufacturing/industrial environment.

If interested, please contact Meghan Wheeler, Human Capital Coordinator at meghan@hrdracc.com or **770) 857-0002 x 225**



If your company would like to post an open Human Resources position in our newsletter, please send information to John Underwood at johnu@sor.timberproducts.com



EUGENE WATER & ELECTRIC BOARD (EWEB)
invites applications for the position of:

Senior Human Resources Consultant

An Equal Opportunity Employer

SALARY:

<u>Hourly</u>	<u>Monthly</u>	<u>Annually</u>
\$33.65 - \$42.07	\$5,833.33 - \$7,291.67	\$70,000.00 - \$87,500.00

OPENING DATE: 01/16/14

CLOSING DATE: Continuous

FLSA: Exempt

DESCRIPTION: The Eugene Water & Electric Board seeks a senior human resources professional to perform advanced-level work across HR disciplines, including but not limited to:

- Training and development
- Performance management
- Employee and labor relations (including investigations)
- Compensation reward design and delivery
- Staffing and recruitment
- Legal interpretation and compliance

This role may be assigned primary responsibility to one or more areas but will be required to work across all functions as needed. A proven track record of experience in multiple human resources disciplines requiring critical/analytical thinking, project management, and consultation at all levels of the organization is required.

The successful candidate will be a team player skilled in program, project, and change management. This role will support two separate utilities (water and electric) which includes field operations and corporate services. The diverse employee population includes both represented and non-represented workgroups.

WHY THIS JOB: The Senior Human Resources Consultant will have the opportunity to work on a high-performing, empowered team in a collaborative environment. The successful candidate will work closely with employees at all levels of the organization and will have the opportunity to influence and enable the successful future of the utility.

EWEB offers employees a progressive working culture which values diversity and is devoted to providing excellent public service. Our employees work in a fast-paced environment where creativity, innovation, involvement, teamwork and professional development are supported and encouraged. EWEB is also committed to providing a work environment conducive to the safety, health, and well-being of its workforce, and offers great benefits, including but not limited to health care, vacation and sick leave, pension, holidays, an on-site fitness center, credit union and a child development center.

**MINIMUM
TRAINING AND
EXPERIENCE
REQUIRED:**

Minimum Experience: A minimum of five years advanced-level experience in Human Resources in multiple disciplines, including training and development, performance management, employee and labor relations, compensation reward design and delivery, recruitment and selection, and

legal interpretation and compliance. Prior program and project management experience involving concept development through implementation and measurement stages required.

Education: Bachelor's degree in human resources, business administration, organizational development, or related combination of education and experience; Specific Human Resource related course work must be evident in education or past training pursuits.

Desirable education, experience, training and certifications: Masters and/or PHR/SPHR preferred. Previous experience with practices and laws governing public employers highly desired.

Equivalency: An equivalent combination of experience and training that demonstrates the required knowledge, skills, and abilities may be qualifying.

Valid driver license: Yes

Professional license or registration: None

Post-offer background check required: Yes

Post-offer drug test required: No

Post-offer physical / functional test required: No

Apprenticeship or other education/training required as a condition of employment, progression or advancement: None

SUPPLEMENTAL INFORMATION:

SUPERVISION AND/OR FUNCTIONAL OR TECHNICAL OVERSIGHT

Supervision or Functional or Technical Oversight Exercised: None

Type and frequency of personal contact required (general public, customers, organizations, and EWEB employees): Daily contact with employees and the general public. Consistent contact with legal counsel and organization representatives.

Candidates will not be contacted regarding their application status for 1-2 weeks after the posting has closed.

APPLICATIONS MAY BE OBTAINED AND FILED ONLINE AT:

<http://www.eweb.org>

ALTERNATIVE FORMAT MAY BE OBTAINED AT:

500 E. 4th Avenue
Eugene, OR 97440-2148
541-685-7359
laurie.muggv@eweb.org

Job #894
SENIOR HUMAN RESOURCES CONSULTANT
KD

Senior Human Resources Consultant Supplemental Questionnaire

- * 1. Please select the highest level of education completed.
- Master's Degree
 - Bachelor's Degree
 - Associate's Degree
 - High School Diploma / G.E.D.
 - Other
- * 2. Please select how many years of experience you have in performing advanced-level human resources work in the following areas: training and development, performance management; employee and labor relations, compensation reward design and delivery, staffing and recruitment, legal interpretation and compliance.
- 1 year
 - 2 years
 - 3 years
 - 4 years
 - 5 years
 - 6 years
 - 7 years
 - 8 years
 - 9 years
 - 10 years
 - 10 + years
3. Please select any certifications you currently possess (check all that apply).
- PHR/SPHR
 - IPMA-HR
 - CLRP
 - CCP
 - GRP
 - EGP
 - SCP
 - CBP
 - WLCP
 - PMP/PgMP
- * 4. Describe your experience handling Employee Relations complaints and investigations. Include years of experience, size of organization, and your role. Then give an example of a complex case you handled.
- * 5. Describe a time when you identified a need for an important HR initiative, how you developed it, and then brought it to implementation.
- * 6. Describe how you have assessed the effectiveness of your recruitment and selection efforts.
- * 7. What is HR's role in organizational change management? Please also give an example of a time when you've effectively performed that role.

* Required Question