

May 2014

RV SHRM Newsletter

President's Corner

I have not been more excited about a program than I am for this year's Annual May Legal Seminar! We have one of the best legal firms in the state joining us to present on such topics as Workplace Investigations, Family Leave Law and reasonable accommodation, Harassment and Discrimination, Labor, Employment and Wage and Hour law. The Stoel Rives attorneys specialize in these fields and will bring us mounds of information to keep us ready for what comes our way. Register for this one. There will be plenty of time to network with other HR professionals over the lunch catered by Mucho Gusto.

The excitement doesn't stop there... Check out our new Facebook page! Recommend us to your other friends!

WWW.FACEBOOK.COM/SHRMRV

"Like" us to stay plugged in with the newest and latest in the Rogue Valley world of HR.

Have you "tweeted" us lately?? Tweet us: @SHRMRogueValley

Our push to use technology as a tool to connect is paying off. We now have over 100 people following us on Twitter... Facebook friends group is growing. Take a moment to "friend" us?

Two honorable mentions go out this month. First to Joe Rossi, our Community Relations Director. He has tirelessly taken our message out to the chambers of commerce in the valley, other associated groups like the OEC and to the public through KOB 5 using their "5 On 5" segment to spread the word. Go to our Facebook page and watch Joe's short video where he presents the May Legal Seminar. He is one polished communicator! Second, Jeannette Trumm of Tablerock Consulting and our Social Media Director, has really launched us into the media sphere by setting up our Facebook account and upgrading use of our Twitter account. Both Joe and Jeannette are great additions to a wonderful Board of Directors.

We look forward to seeing you on May 15th at the Legal Seminar. Register now to insure a spot.



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SHRM – Rogue Valley Chapter Presents:

May Legal Seminar by Stoel Rives

Please join the SHRM - Rogue Valley Chapter for our annual May Legal Seminar presented by the attorneys of Stoel Rives LLC, a highly regarded Portland based law firm. Presentations will be on Workplace Investigations, Family Leave and Leave as a Reasonable Accommodation, New Developments in Labor and Employment Law, Wage and Hour Laws, and Harassment/Discrimination. This full day seminar includes lunch.

Date: Thursday, May, 15, 2014

Networking: 8:00 am to 8:30 am

Seminar Time: 8:30 am to 4:30 pm

Presenters: Stoel Rives Attorneys-at-Law: Brenda Baumgart, Karen O'Connor, Todd Hanchett, John Dudley, Melissa Healy and Ed Piper

Sessions:

Hot Topics: New Developments in Labor and Employment Law - Todd Hanchett

Explore what is new in the world of employment law. We will review updates to case law, labor law changes, and employee privacy updates.

Workplace Investigations - Brenda Baumgart

Investigations conducted properly will allow employers to make reasoned and appropriate business decisions that resolve the initial dispute and/or provide a solid defense if the matter ultimately ends up in litigation. This session will provide guidelines for employers to help them conduct thorough, effective and credible investigations. Topics covered include planning and conducting investigations, documentation, how to build credibility, and practical pointers.

Wage & Hour - John Dudley

Navigating the maze of wage and hour laws can often leave even the most experienced human resource professionals confused. We will help guide you through the maze and cover topics including exempt vs. non-exempt employees, FLSA requirements and documentation.

Family Leave and Leave as a Reasonable Accommodation - Karen O'Connor

After more than 20 years as law, ADA, FMLA and OFLA basics are familiar to most employers. This session will focus on the inter-relationships between OFLA, FMLA, and ADA; challenges of intermittent, extended and retroactive leaves; the impact the ADAAA has had on leave and job protection as a reasonable accommodation; and updates on OFLA/FMLA regulations and forms.

Harassment/Discrimination - Melissa Healy/Ed Piper

Do you want to build and maintain a healthy work environment? In this session we'll discuss the basics of what constitutes unlawful harassment, discrimination, and retaliation, and provide attendees with the tools to handle real-life scenarios that arise in almost every workplace.

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

Cost (Includes Lunch): Register by May 8th: \$75.00 Members / \$85.00 Non-Members / \$25.00 Students
Register after May 8th: \$85.00 Members / \$95.00 Non-Members / \$25.00 Students

HRCI Credit: HRCI Credits are pending

Registration: Fax or Email Registration Form to (541) 842-5135, thaakinson@sierrapine.com

Website: www.shrmroguvalley.shrm.org

SHRM – Rogue Valley Chapter

MAY LEGAL SEMINAR REGISTRATION FORM

Date: Thursday, May 15, 2014

Time: 8:00 am to 8:30 am ~ Networking and Registration
8:30 am to 4:30 pm ~ Program with Lunch from Mucho Gusto

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



Cost: \$85.00 for SHRM Members / \$95.00 for Non-members / \$25.00 for Students (with valid ID)

➤ Discounted price if you register and pay by Thursday, May 8, 2014

➤ \$75.00 for SHRM Members / \$85.00 for Non-members

Name: _____ Company: _____

Email: _____ Phone: _____

☐ SHRM member \$85 / \$75 for early registration ☐ Non-member \$95 / \$85 for early registration ☐ Student \$25

Additional attendees

Name: _____ Company: _____

☐ SHRM member \$85 / \$75 for early registration ☐ Non-member \$95 / \$85 for early registration ☐ Student \$25

Name: _____ Company: _____

☐ SHRM member \$85 / \$75 for early registration ☐ Non-member \$95 / \$85 for early registration ☐ Student \$25

Name: _____ Company: _____

☐ SHRM member \$85 / \$75 for early registration ☐ Non-member \$95 / \$85 for early registration ☐ Student \$25

Name: _____ Company: _____

☐ SHRM member \$85 / \$75 for early registration ☐ Non-member \$95 / \$85 for early registration ☐ Student \$25

Fax form in advance to (541) 842-5135 or email thaakinson@sierrapine.com

Mail payment to • SHRM – Rogue Valley Chapter • P.O. Box 1501 • Medford, OR 97501

- Visit our website for more information www.shrmroquevalley.shrm.org
- For questions, contact Tanya Haakinson (541) 773-2522 x5228 or email thaakinson@sierrapine.com

IMPROVE TEAM COMMUNICATION & CURB FAMILY LEAVE ABUSE

JUNE 18, 2014

Valley River Inn
1000 Valley River Way
Eugene, Oregon



Promotional Code:
RedKiteOne

REGISTER TODAY!

Learn more information and Pay Online at:

<https://www.eventbrite.com/e/improve-team-communication-curb-family-leave-abuse-two-programs-registration-11469338099>.

Two Engaging Programs, One Great Day!

Choose your preferred session or register for the full day.

IMPROVE TEAM COMMUNICATION

Foster Engagement and Understanding Through
Colorful Communication

8:00 am – 8:30 am Check in & Registration

8:30 am – 11:30 am Half-day Program

If you would like to improve your communication and documentation skills, develop more productive and meaningful workplace relationships, and improve overall team dynamics, this engaging and interactive program is for you! A **Fantastic Team Building Tool!** (HRCI General Credits requested)

CURB FAMILY LEAVE ABUSE

Strategies for Managing Family Leave When
Use Becomes ABUSE

12:30 pm – 1:00 pm Check in & Registration

1:00 pm – 4:00 pm Half-day Program

Where do we draw the line between family leave use and family leave abuse, and what can we do about it? Join us for this **Advanced OFLA/FMLA program** to find out and receive an exclusive Red Kite leave-related take away **gift!** (HRCI General / Strategic Credits requested)

	Team Communication		Family Leave Abuse		Full Day Program	
	1 - 2	3 or more	1 - 2	3 or more	1 - 2	3 or more
Early Bird Reg. (By 5/23)	\$115	\$105	\$125	\$115	\$220	\$200
General Admission (By 6/12)	\$130	\$120	\$140	\$130	\$240	\$225
Late Reg. (After 6/12)	\$150	\$140	\$155	\$145	\$260	\$245

Price reflects per ticket registration. **BONUS!** Government employees and members of any SHRM affiliated chapter are also invited to enter Promotional Code: **RedKiteOne** when registering to receive an additional **10% off** ticket prices!



Jennifer Bouman-Stegall is a management-side labor and employment law attorney with over 15 years experience representing employers in Oregon and Washington. Red Kite's "Employment Law with HR Strings Attached" approach promotes organizational development and responsible risk management by integrating legal compliance with positive workplace practices.

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16200 SW Pacific Hwy, Ste. H-188
Tigard, Oregon 97224

REDKITERISING.COM

SHRM 2014 ANNUAL CONFERENCE & EXPOSITION ORLANDO

ORANGE COUNTY CONVENTION CENTER | JUNE 22-25, 2014

SHRM 2014 Annual Conference & Exposition

The SHRM Annual Conference & Exposition provides you with the foundation you need to launch your journey towards transformation.

In Orlando, you'll get the comprehensive education and discover the practical guidance you need to move forward with confidence.

You'll hear new ideas, get solutions to your challenges, expand your network, and grow your influence. You'll return to your office ready to explore new strategies, improved skills and enhanced perspectives.



REGISTRATION NOW OPEN

Register early to save! Registration is now open for the 2014 conference in Orlando.

REGISTER NOW at <http://annual.shrm.org/>



HOUSING NOW OPEN

Make your housing reservations for Orlando now using our official bureau, Wyndham Jade.

RESERVE NOW at <http://annual.shrm.org/>



GET A HEAD START

Supplement your learning with one of our exceptional Preconference Programs.

VIEW THE SESSION LIST at <http://annual.shrm.org/>



THE SHRM EXPOSITION

The SHRM Exposition is the largest HR solutions marketplace in the world.

VISIT THE EXPO at <http://annual.shrm.org/>

SHRM annual conference and exposition



Orlando
JUNE 22-25, 2014

Preferred Method—Online:
For immediate processing, register at annual.shrm.org

Fax: +1.703.535.6490
Please allow 5-7 business days for processing.
Phone: +1.800.283.7476, option #3
+1.703.548.3440 (Int'l)

Mail: SHRM
P.O. Box 79482
Baltimore, MD 21279-0492
USA
Please allow 4-6 weeks for processing.

PRINT CLEARLY: Use one form for each registrant.

SHRM MEMBER NUMBER _____

Name _____
LAST FIRST MI.

Name for Badge _____

Business Number (_____) _____

E-mail Address _____

PRINT CLEARLY

Job Title _____

Business/Company _____

Street Address _____

City _____ State/Province _____ ZIP _____

Country _____

Is this your ☐ home or ☐ business address? The address listed above will be encoded in your bar code.

Conference Registration

		Member	Nonmember
Early Bird	02.15-04.10	\$1,430	\$1,860
Standard	04.19-05.30	\$1,545	\$1,975
Late	After 05.30	\$1,660	\$2,110

Join SHRM now and save \$15 on your membership!
Select Membership in the Additional Add Ons section.

☐ Register for the Annual Conference Only

The registration fee includes general sessions and luncheons, admission to the SHRM Exposition, concurrent sessions, one ticket to the Tuesday night show, and online access to conference presentations.

\$ _____

OR

One Day Rates

	Mon.	Tues.	Weds.
Member	\$680	\$680	\$630
Nonmember	\$955	\$955	\$905

☐ Day(s)

Includes daytime activities and Expo Hall pass only.

\$ _____

OR

☐ SHRM Exposition Only

Included in full & one-day registrations and preconference programs. Rate includes access to the Exposition Hall for all three days. \$95 (Sunday-Tuesday)

\$ _____

Prices are subject to change.

Cancellation Policy

A cancellation must be in writing and faxed to 703.535.6490 or submitted to www.shrm.org/accesssearch.

Fifty percent (50%) of the registration fee will be refunded for cancellations received from January 1 through April 18, 2014.

Cancellations received after April 18, 2014, are nonrefundable.

If a SHRM member transfers his or her registration to a nonmember, the nonmember must pay the difference of the SHRM member and nonmember price at the time of the transfer.

☐ No, I do not want to receive additional SHRM Annual Conference related mailings from exhibitors and sponsors.

Program Add Ons

Please Note: Program times may overlap with other programs, session times or conference activities. Prices include the program and the full conference. For session titles and numbers, please visit annual.shrm.org

SUPER SUNDAY SESSIONS

Session # _____
(code is required) \$ _____ 0

PRECONFERENCE WORKSHOPS

Buy two 1-day workshops and save! Register for 2 workshops and pay the 2-day workshop price.

	<input type="checkbox"/> 1-Day/Workshop	<input type="checkbox"/> 2-Day/Workshop
Member	Reg Fee + \$360	Reg Fee + \$605
Nonmember	Reg Fee + \$655	Reg Fee + \$900

Session # (s) _____ \$ _____

SEMINARS & CERTIFICATION PREPARATION

	<input type="checkbox"/> 1-2 & 3 Day Seminar	<input type="checkbox"/> 4-Day Seminar
Member	\$2275	\$2575
Nonmember	\$2540	\$2840

Title _____ \$ _____

EXECUTIVE EDUCATION

Member	\$2935
Nonmember	\$3200

Title _____ \$ _____

Rates increase after April 18!

Additional Add Ons

MEMBERSHIP \$185 \$170

Join now and save \$15 and receive the \$ _____ member rate for conference registration.

CONFERENCE ON DEMAND

Please Note: On Demand purchases are nonrefundable.

	3 Months online access	6 Months online access
<input type="checkbox"/> Member	\$295	\$395
<input type="checkbox"/> Nonmember	\$560	\$660

GUEST PROGRAM: Our Guest Program registration includes the Sunday Opening General Session, Opening Reception and Exposition Hall (Sunday only), a ticket to the Tuesday Night Show, and the Closing General Session on Wednesday. It does not include networking events, tours or access to the concurrent sessions.

First _____ Last _____
Number of Guests _____ x \$525 = \$ _____

TUESDAY NIGHT SHOW: One ticket is included in the conference registration fee. Additional tickets are \$90.
Number of additional tickets _____ = \$ _____

Total from All Sections Due \$ _____

PAYMENT INFORMATION

I authorize SHRM to charge my: ☐ AMEX ☐ VISA ☐ MasterCard

Card # _____ Exp. Date _____

Signature _____

NAME AS IT APPEARS ON CREDIT CARD BILL

Cardholder's Daytime Phone Number _____

ACCOUNTING USE ONLY	Date _____	Co. Chk. # _____	Chpt. Chk. # _____
	Am't _____	Per. Chk. # _____	My Order # _____
			Source: ANNMWEB



Rogue Valley SHRM Chapter Presents: Veterans', Employers & USERRA

As HR professionals and employers we often employ Veterans in our businesses. When these Veterans have issues, it would be the rare HR Manager who could have an intelligent conversation about their benefits. We just assume that the Veteran knows what they need to know and what is available to them through the "system". Well, let me tell you, that is not the case. Many Veterans learn about their benefits and rights from buddies and newspapers. Let's do a better job of helping our disabled veterans get the health care that they need and the financial support that they have earned. It may be as simple as knowing who to refer them to or as complicated as having a conversation about what they may be entitled to.

Eddie Abrams, himself a Veteran, will talk about the Purpose and Structure of Veteran's Administration. He will review the details of how a Veteran qualifies for benefits, what those benefits are and how they can be encouraged to gain access to them. He will describe the structure of the VA and how it provides health care services to our Veteran employees. He will talk about what Veteran Pension is and how much it is worth, how spouses are handled and where they can get support. Please join us for this informative presentation dedicated to Veterans and their unique benefits structure.

Date: Thursday, July 17, 2014

Networking: 7:30 am to 8:00 am

Workshop Time: 8:00 am to 9:30 am

Presenter: Eddie Abrams, Assistant Director US DOL, Veterans Employment and Training Service (VETS) for Oregon

About the Presenter: Eddie Abrams is the Assistant Director at U.S. Department of Labor (DOL), Veterans Employment and Training Services (VETS) in Oregon. DOL VETS mission is to proudly serve veterans and service members by providing employment resources and expertise to assist and prepare them to obtain meaningful careers, maximize their employment opportunities, and protect their employment rights. Mr. Abrams investigates veteran's employment complaints (such as veteran's preference, veteran's discrimination, reemployment rights, and retaliation cases) filed under Uniformed Services Employment and Reemployment Rights Act (USERRA). Additionally, he evaluates and monitors State Workforce Agency (SWA) employment and training services to eligible veterans to assess the level and quality of services to veterans. Furthermore, he monitors Homeless Veterans Reintegration Program (HVRP) grantees that provide employment related services to veterans. His military experience includes: Active Army – 82nd Airborne Infantry 3rd Battalion, Oregon National Guard – Executive Officer, B Company 141 Support Battalion and Forward Logistics Officer (deployed to Afghanistan). His education includes: MBA from Keller Graduate School of Management (with distinction), Bachelor degree in Human Resource Management from Portland State University, and a Bachelor degree in Business Management from Linfield College (magna cum laude).

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

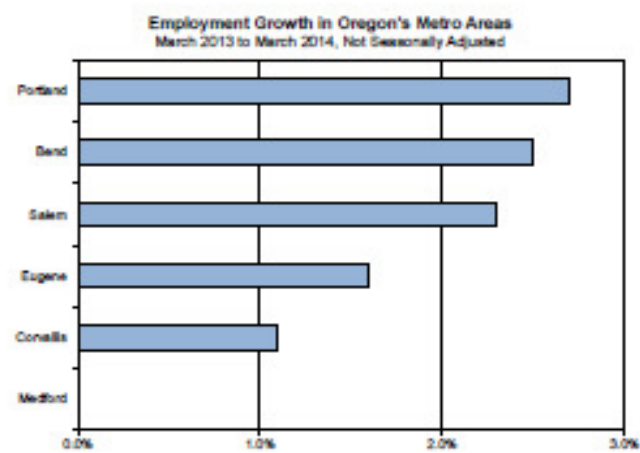
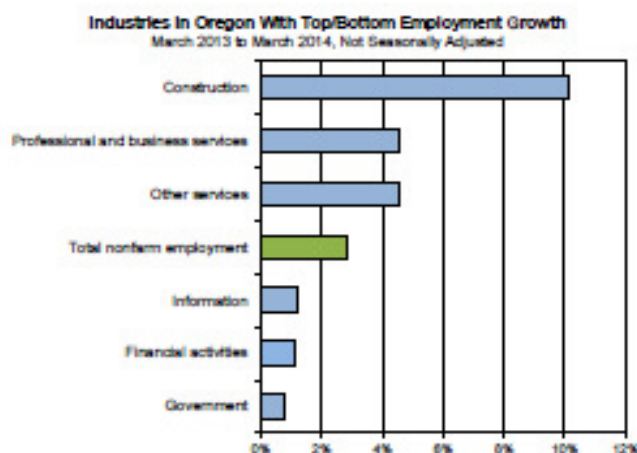
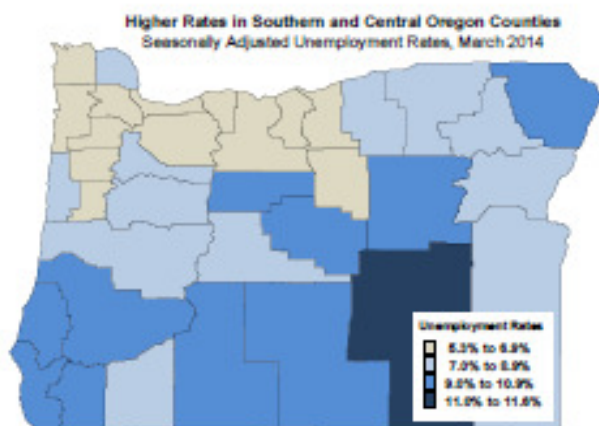
HRCI Credit: HRCI Credits are pending

RSVP To: Tanya Haakinson thaakinson@sierrapine.com

Website: www.shrmroquevalley.shrm.org

Workforce and Economic Research Fast Facts – April 2014

- Benton County (5.5%) posted the lowest seasonally adjusted county-level unemployment rate in March, while Harney County (11.3%) had the highest rate.
- Oregon had about 11,500 fewer unemployed persons in March 2014 than in March 2013.
- The Portland metropolitan area experienced the fastest year-over-year job growth among Oregon metro areas in March with a growth rate of 2.7 percent.



Average Covered Pay in Oregon

	2013-2nd Half	2013-1st Half	2012-2nd Half	2012-1st Half
Average Covered Pay Per Worker	\$22,748	\$22,255	\$22,146	\$22,084
Percent Change From Previous Year	2.7%	0.8%	1.2%	4.3%
Portland-Salem Consumer Price Index (1982-84=100.0)	233.735	233.735	230.811	228.746
Percent Change From Previous Year	2.6%	2.2%	2.1%	2.5%

To be added to the email distribution for this report, contact Kathi Riddell at Kathi.R.Riddell@state.or.us or 503-947-1266.

Diversity & Inclusion



SHRM Rogue Valley Chapter Diversity Survey Results

Patricia (Trish) Ford, SPHR, GPHR, 2014 Diversity Director SHRM RV & Chair of Directors

In Q1 2014, we conducted a Survey Monkey Diversity and Inclusion survey inviting all of our chapter members to participate. As promised, I committed to sharing the results of our survey with the entire chapter membership in our monthly newsletter.

This month's Diversity Column article, therefore, includes a summary of the information obtained from the 36 survey respondents below. Though this participation level is not representative of a majority of our chapter membership, it is a useful indicator for purposes of identifying Diversity and Inclusion issues that might affect our ability to attract and retain new members for our chapter going forward.

#	Question	Result and/or Comments
1	Which of the following Diversity areas concern you in regards to attending/ participating in SHRM RV Chapter activities:	None: 86.11% Religion: 2.78% Ethnicity: 2.78% Parental Status: 0% Age: 5.56% Marital Status: 0% Education: 0% Physical Abilities: 2.78% Gender: 2.78% Language: 5.56% Other: 0% Sexual Orientation: 2.78%
2	If you checked any items in Question 1 other than "none", please provide us with comments by sharing your recommendations.	<ul style="list-style-type: none"> There are areas in which I perceive the Rogue Valley is lingering behind most in comparison with areas of the country that have made more progress. I feel very young in comparison to many of the others who attend meetings and often feel like I can't speak up and ask a question because the others seem so much more experienced than I and may think my questions are ignorant or unimportant. Working with company managers to clearly communicate requirements and creative ways to accommodate requests. Language barrier, especially English/Spanish.
3	My SHRM RV Chapter colleagues treat me with respect and dignity.	Strongly Agree 72.97% Neutral 5.41% Strongly Disagree 5.41% Agree 16.22% Disagree 0%
4	Diversity is well represented in SHRM RV Chapter.	Strongly Agree 16.67% Neutral 38.89% Strongly Disagree 2.78% Agree 27.78% Disagree 13.89%
5	SHRM RV encourages participation from all members.	Strongly Agree 61.11% Neutral 8.33% Strongly Disagree 0% Agree 27.78% Disagree 2.78%
6	Diversity has been clearly defined by the SHRM RV Chapter.	Strongly Agree 13.31% Neutral 31.35% Strongly Disagree 0% Agree 18.92% Disagree 16.22%
7	I feel welcomed when I attend SHRM RV Chapter	Strongly Agree 64.86% Neutral 8.11% Strongly Disagree 0% Agree 27.03% Disagree 0%

	meetings.	
8	What would you suggest the SHRM RV Chapter do to proactively promote Diversity and Inclusion in 2014/2015?	<ul style="list-style-type: none"> • More training on diversity and reaching out to those from diverse areas. • Outreach college students who are in business degree programs and concentrating in HR as a profession. • By definition, diversity occurs, but inclusion needs to be created. I suggest our chapter do some intentional recruitment and reach out with a personal invitation to professionals of the demographics not represented whenever possible. • Provide ice-breaker activities to introduce and connect the membership. Spotlight a member or two each month. Improve networking activities. Providing a meeting, signing people up and telling them to network isn't encouraging diversity. It's not a stats race. It's about truly building a strong chapter. In my opinion, we don't need the "build it they will come model." We need more a "see one, do one, teach one" model to grow and connect the membership. Membership mentoring program would also work well. • A session on overall diversity may create awareness. I don't think this necessarily speaks to age – but the evolution of leadership style impacts everyone differently. • I think it's difficult to actively promote diversity in Southern Oregon because ethnicities and non-English languages are not well-represented. Having spent most of my life in SF Bay Area, this is what I dislike most about this area. Generally, I do not feel that tolerance and acceptance prevails at the grass roots level of the S.O. culture. It is "legislated" but not engrained in the population. • It would be good to have members of the board have more of a diverse background, but in this geographic area, that may be hard to come across. • Keep the discussion alive. • More diversity in presenters– we have mostly older women presenting. • Change the topic to promote acceptance. • Meeting presentations, emails, articles. • Newsletter articles are good and appreciated; perhaps add to the distribution by getting into Chamber publications. • It think it would take a proactive recruitment of diverse populations specifically. Try to get Harry & David and Amy's Kitchen to send some bicultural HR folks. • Have a dedicated presentation. • I don't think that diversity has been clearly defined. How would we know? There isn't a mission statement or practice listed on the website. Maybe this would be a way to make sure people know it is clearly defined and promoted. • I think the quarterly articles in the newsletter is a great idea and will start to open up people's mind that diversity isn't only about ethnicity. • Provide workplace diversity roundtables. • This survey is a great idea. • Provide diversity training and handout information to go with training. • Networking to invite potential members which could add more diversity to the chapter. Have representation at other community events to promote the chapter and recruit. • Provide a program topic. • Provide training in areas of diversity. • Perhaps we should craft a "diversity statement" to put on our website, in our newsletter, etc.
9	Please provide us with any diversity resources or suggestions/comments that you would like to share.	<ul style="list-style-type: none"> • More outreach to community diversity groups or organizations to develop partner/assistance synergies. • What are Oregon, Southern Oregon, and Jackson and Josephine counties doing to promote diversity in the workforce? This would be a great topic for a SHRM session if anyone has this information. • A presentation on the topic. • I'm not really sure what the point of diversity is ... is it because we must comply or because we want to? ...need to? We should talk about goals.

		<ul style="list-style-type: none"> • Do we work with the Hispanic Chamber? • It would be good to see the Hispanic Community represented. • We are not a diverse community. I wouldn't expect a hugely diverse HR group. But it is great to try. Maybe some speakers on how to draw in diverse groups (i.e. Native Americans, Hispanic, acceptance of GLBT, etc.) • I think a program about diversity again would be a great idea. • Glad to see we are aware of the issue. • Jennifer Bouman-Steege is wonderful with training. I have attended BOLI and Fair Housing training and she has been spectacular.
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A warm thank you to our members who took the time to share their comments and suggestions in our survey. We recognize that we perhaps have more challenges related to Diversity and Inclusion due to the demographics in our geographical area, but it is a step in the right direction that we are attempting to raise awareness and work on improvements for the benefit of our members ... both current and future.

Please note that our Board of Directors is actively looking at the Diversity and Inclusion issues raised by survey participants. We have put together a draft plan of action that is still being refined at the time of this writing. One of the actions planned is to author a Chapter Diversity and Inclusion Statement that is now under development. The SHRM RV Chapter board of directors will vote on the finalized statement in the coming months for adding to our chapter website and other materials.

If you have any specific ideas or recommendations regarding the promotion of Diversity and Inclusion initiatives that you would like to be considered by the Board as we finalize our Action Plans for 2014-2015, please feel free to contact me either by telephone or email. We welcome your input. Contact details: pfiorde@hershers.com; phone 541-531-1226.

SHRM Rogue Valley Has Joined the Social Media Revolution

The Rogue Valley chapter of the Society of Human Resources Management (SHRM) is excited to announce our arrival into the world of social media! We at SHRM Rogue Valley recognize an opportunity to reach out via social media to HR and business professionals in the Rogue Valley and beyond for both continuous networking and information sharing.

Sites such as Facebook, Twitter and LinkedIn provide an excellent opportunity for the ongoing discussion of the ideas, experience, methods, professional development and other matters of mutual interest concerning human resources management. We will be regularly posting upcoming events (both with the local SHRM chapter and other areas of interest), HR-related jobs in Southern Oregon and other information that is related to the HR field.

We will encourage our followers to join in the conversations in order to share your own experiences or insights with other professionals.

If you have not already, please take a moment to check us out and either "Follow" or "Like" us at the following:

Facebook – www.facebook.com/shrmrv

Twitter – www.twitter.com/SHRMRogueValley

LinkedIn – Because this is a Closed Group, please send a request to join to our email address at: SHRMRogueValley.com

HR Business Partner

Barrett Business Solutions, Inc. (BBSI)

Description

Our focus is business owners. Is yours?

BBSI helps business owners to focus on their business. We eliminate organizational complexity and bring predictability to the management of their business. We offer outsourced HR, risk management, payroll administration and recruiting to small-and medium-sized businesses. We combine expert knowledge with industry-leading solutions allowing business owners to focus on their core business while building stronger companies.

BBSI (NASDAQ) is experiencing a steady rate of growth and is looking for key employees to complement our existing teams. The HR Business Partner role provides guidance and support to our business-owner clients and our internal team of experts. This person must demonstrate strong business acumen, and possess an entrepreneurial spirit with a genuine desire to proactively and consistently deliver results for our clients and internal teams.

The BBSI HR Business Partner supports a multi-million dollar business unit that consults on a broad range of organizational issues. The primary objective of the HR Business Partner is to provide guidance, training and support to clients in the areas of strategic human capital management, employment law compliance, benefits administration, employee relations, organization development, workers' compensation administration and the overall development of best practices in human capital management.

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

Requirements

- The ideal candidate will be results-focused, accountable, motivated and highly organized.
- Thorough understanding of human resources principles and practices, including employment laws and regulations. This includes self-directed maintenance on knowledge of current laws, events, industry trends and economic factors that may impact BBSI and its clients.

-
- Knowledge of HR metrics and ability to benchmark, measure, analyze and articulate the value and ROI of HR initiatives, practices and policies
 - Demonstrated ability to write, develop and deliver successful presentations and facilitate trainings to individuals and groups at all levels of an organization
 - Ability and willingness to enthusiastically “roll up sleeves” and perform administrative work
 - Ability to become a trusted advisor to business owners
 - Additional operations or business experience outside of HR
 - Prior exposure to payroll processing, strong knowledge of wage and hour laws
 - Extensive Microsoft Office experience
 - SPHR or PHR strongly preferred
 - Possession of a valid driver’s license and ability to use your own vehicle, proof of automobile insurance meeting BBSI coverage criteria
 - Roughly 50% of time spent out of the office – primarily within Southern Oregon – working with clients at their location
 - Bachelor’s degree, advanced degree is a plus

10+ years’ experience in hands-on and strategic HR management

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 client 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



Amy's Kitchen Job Description

Job Title: Continuous Improvement Coordinator
Department: Plant Management
Reports To: Continuous Improvement Manager
FL SA Status: Exempt
Prepared By: Shaun Mortensen
Prepared Date: March 2014
Approved By: Compensation / Job Evaluation Committee
Approved Date: March 11, 2014
Salary Level: EX004

SUMMARY

The CI Coordinator will be responsible for executing and supporting Amy's lean continuous improvement (CI) initiatives, which will result in a significant impact to Quality, Cost, Delivery, and Safety (QCDS). The CI coordinator is responsible to oversee the value streams CI efforts and ensure that plant goals and initiatives are aligned with the product value streams. The CI Coordinator will coach and train all site employees in lean tools, lead A3/A4/Kaizen events, auditing 5/6S efforts, leading mfg cell reviews and managing plant value stream boards. In addition, the CI coordinator will utilize standard lean analytical tools such as product rationalization and product flow to develop comprehensive production improvement strategies. Coordinator will also work closely with the CI manager, as well as a cross-functional team, in order to identify, recommend, develop, implement and support cost-effective operational/business solutions for all aspects of the plant.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

- To coach, support and teach short topics in lean tools such as value stream mapping, process flow, set up reduction, 6S, standard work, forms of waste, etc. Must possess facilitation skills to be used in a team setting.
- Ensuring that a current state value stream map is created of the end-to-end value stream(s).
- Conducting fact-based analysis of the current state map(s) using lean analytical tools.
- Preparing an Ideal State map showing what the value stream could look like in the long term.
- Preparing a future state map that uses lean techniques to eliminate waste and improve process value in the short to mid-term.

- Creating and executing a plan to achieve the future state.
- Leading and mobilizing the people inside and outside of the value stream to enable the required changes. (Including customers and suppliers)
- Manage the CI roadmap developed by leadership team
- Scheduled reporting of all CI related metrics. Example cost savings, training matrices, kaizen report outs, ideas submitted, ideas implemented and improvements in processes or safety.
- Material flow data acquisition and analysis
- Support CI team leaders with daily "go do it" activities throughout the plant
- Participate in GEMBA walks and coach/mentor/train the plant/functional management team to deploy a consistent Daily Lean Management System (DLMS) and drive CI culture across the plant/functional areas.
- Implement CI best practices across the plant/functional areas and share with the organization.
- Actively participate in the improvement process with responsibilities including any preparation work, actual improvement activities and follow up activities/action items generated from Kaizen events and leading specific events as required.
- Assist in identification of root cause of process failures and facilitate problem resolution utilizing lead tools and techniques.
- Establish standardized work and audit schedule for sustainment. Drive and improve the QCDS metrics.
- Assist in ensuring all environmental, health and safety regulations and rules are complied with.

SUPERVISORY RESPONSIBILITIES

No supervisory responsibilities

QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION

- Bachelor's Degree in Industrial Engineering, Operations Management, business administration or related field.

EXPERIENCE

- 3+ years of operations/production experience with demonstrated process improvement experiences.
- 2+ years of experience of leading Kaizen and deploying lean tools and principles.
- Experience working with cross-functional leaders to execute CI roadmap to deliver results.

REQUIRED SKILLS

- Strong facilitation skills; ability to lead and facilitate meetings
- Proficient in Excel, Outlook, Word, Visio, Power Point, and (Value stream mapping).
- The ability to coordinate and lead successful cross-functional improvements is necessary in addition to possessing strong written, oral and presentation skills.

PREFERRED QUALIFICATIONS

- Lean transactional experiences in areas beyond manufacturing such as: customer service, order entry, quality, procurement, engineering design, and finance.
- SME/AME/ASQ/Shingo Prizes Lean Certification or other Lean Six Sigma Black/Green Belt certifications.
- Led 5 or more kaizen events.

Language Skills

- Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals.
- Ability to write routine reports and correspondence.
- Ability to speak effectively before groups of customers or employees of organization.

Mathematical Skills

- Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane and solid geometry and trigonometry.
- Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

Reasoning Ability

- Ability to define problems, collect data, establish facts, and draw valid conclusions.
- Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

CERTIFICATES, LICENSES, REGISTRATIONS

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing this job, the employee will be regularly required to sit and talk or hear. The employee is occasionally required to stand; walk; reach with hands and arms; and stoop, kneel, crouch, or crawl. The employee must occasionally lift and/or move up to 10 to 25 pounds. Specific vision abilities required by this job include close, distance, color, and peripheral vision.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing job employee will occasionally be exposed to wet or humid work conditions. Work near moving mechanical parts. Noise levels in work areas can be moderately loud with some occasional exposure to loud levels while working in the manufacturing areas.

Job Code: OJD-HRSDHRM-01

Job Title: OJD - Human Resource Manager

Opening Date/Time: Thu. 05/01/14 12:00 AM Pacific Time

Closing Date/Time: Fri. 05/23/14 11:59 PM Pacific Time

Salary: \$5,425.00 - \$8,842.00 Monthly

Job Type: Permanent

Location: Salem, Oregon

Agency: Judicial Department - State Courts

[Print Job Information](#) | [Apply](#)

Description	Benefits	Supplemental Questions
<p>Job Information</p> <p>The Oregon Judicial Department (OJD) is a separate branch of state government comprised of the trial courts in all 36 Oregon counties; the tax and appellate courts in Salem; and the Office of the State Court Administrator, also in Salem. The Human Resource Services Division (HRSD), which reports to the State Court Administrator, provides professional human resources support to all OJD courts and divisions. Those support services include payroll, benefits, classification and compensation, recruitment and selection, safety, workers compensation, employee and labor relations, discipline, grievances and appeals, and records.</p> <p>This position reports to the HRSD Director and will join incumbent HR Managers who provide professional consultation and advice to OJD administrators, supervisor, and judges; current OJD employees; and prospective OJD job applicants. Each of the four HR Managers is the primary point-of services "generalist" for human resource matters (excepting payroll and benefits) within an assigned group of OJD courts and offices. In addition, each HR Manager carries a "portfolio of expertise". The portfolio assigned to this position is classification and compensation. (Note: subject matter expertise in public sector classification and compensation is preferred, but not required. If the successful applicant does not possess such expertise, he or she will be expected to gain the expertise within the first year of employment.)</p>		

Duties & Responsibilities:

Typical job duties may include, but are not limited to, the tasks listed below. Assigned tasks may be changed to accommodate workload and organizational needs.

- Deliver high quality, professional-level HR generalist advice and consultation to management and non-management staff and to judges on a wide variety of HR topics.
- Interpret, explain, and advise on OJD personnel rules, OJD personnel policies, and state and federal employment rules and statutes.
- Research, analyze and interpret facts, laws, rules, and policies; identify and discuss alternative responses, including pros and cons of each; and when appropriate, recommend an appropriate course of action.
- Participate in or lead recruitments for high-level positions.
- Participate in or lead investigations of sensitive situations.
- Develop and maintain professional and constructive working relationships with Trial Court Administrators, OSCA Division Directors, and Presiding Judges. As needed, meet face-to-face at their workplace in order to better understand their operations and to maximize customer service.
- Within portfolio area, serve as OJD project leader in maintaining OJD resources; identify the need for, and implement, change.
- Research, gather, and interpret information related to portfolio area. Determine, or effectively recommend, how to apply the information to OJD rule, policy, program, or process.
- Develop, or effectively recommend, rule, policy, program, or process change. Recommend strategic plan to roll out change or new product. Create and deliver communications plan to maximize acceptance. Anticipate and, when possible, resolve unexpected issues or concerns that arise.
- Identify a variety of law, rule, policy, process, or other HR-related issues. Conduct research, analysis and prepare reports relative to specialty area considering internal and external conditions and influences.
- Collaborate on human resource development issues and recommend, draft, and implement appropriate changes to existing or new OJD policies. Participate in discussions to identify the potential impact of issues on OJD and to develop a plan to address or resolve the issues. Use expertise and experience to maximize the quality of such decisions.
- Draft, or effectively recommend content of, OJD personnel policies.
- Draft, or effectively recommend content of, OJD personnel rules.

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- Make presentations and conduct training on HR related topics to judges, administrators, managers, supervisors and staff.
 - Represent OJD and testify at unemployment insurance hearings, trials, and other legal matters.
 - Remain current on the full range of HR-related topics by reading, attending relevant trainings, understanding, and applying new case law or statutory changes.
 - Provide "back-up" support for other HR Managers' assigned courts/divisions.
 - Analyze legislative bills when Legislative Assembly is in session to identify potential impacts on OJD.
 - Conduct research and prepare reports and summaries on HR-related topics as assigned.

Working Conditions

This is a full-time position and the work schedule currently is 8:00 a.m. to 5:00 p.m. Monday through Friday.

This position is not eligible for overtime compensation.

Work includes managing multiple projects simultaneously under tight timelines and with shifting priorities.

After hours work and occasional travel, some overnight, is required.

Frequent phone and in-person contact with people who may be angry, hostile, confused, or frustrated.

Frequent phone and in-person contact with people from diverse backgrounds.

The following equipment may be used: telephone, personal computer, printer, copy machine, fax machine, and scanner.

Requires excellent judgment and detailed critical thinking.

Qualifications, Required & Requested Skills:

Minimum Qualifications

The qualified candidate must have a Bachelor's Degree in Human Resources Administration, Management, Business or Public Administration or a closely related field.

AND

At least five (5) years of Human Resource professional-level (or increasingly responsible) public sector experience related to the position.

OR

Any [combination of education and experience](#) equivalent to eight (8) years of experience that typically supports the knowledge, skills, and abilities for the position.

Preference may be given to applicants with

- public sector HR experience;
 - public sector classification and compensation experience.
- Bilingual applicants are encouraged to apply.

Application Processing

Depending on the volume of applications received for this recruitment, you should allow four weeks after the close date to be notified concerning the review of your application.

This job announcement may be used to fill future vacancies in this class of work. Apply now if you are interested in this or future vacancies.

Application Screening

In order to evaluate your experience as it relates to this position, we need your responses to the supplemental questions and an attached cover letter that addresses your:

- Experience administering personnel policies, rules, or labor agreements, including any that you may have authored;
- Experience interpreting and applying state and federal employment laws;
- Classification and compensation experience; and
- Recruitment and selection experience

For each of the above areas, include the size, name, and scope of the organization in which you gained your experience and your level of responsibility in each area.

Your cover letter, not to exceed two pages, must be attached. Failure to do so may result in disqualification of your application.

The space provided for the supplemental questions will expand to accommodate additional text beyond the area shown. You may cut and paste text into the space provided from a word processing program, such as Word, WordPerfect, or Notepad.

Note that formatting such as bolding, italics, indents, and certain lists will be removed from your pasted text (**plain text only**).

Your application materials must be consistent in order to be considered. If the information contained in your responses to the supplemental questions are not reflected in your application materials, your application may be removed from consideration.

Please note that your application and documents will also be evaluated for English usage, grammar, spelling, and punctuation.

Inquiries and Requests for Alternate Formats

Please direct inquiries and/or requests for an alternate format to complete the screening process, by the closing date of this announcement, to:

Mail:

Oregon Judicial Department
Human Resource Services Division (HRSD)
1163 State St. SE
Salem, OR 97301

Telephone:

(503) 986-5930

TTY:

Oregon Relay Service - 711

Please be prepared to describe the alternate format(s) needed.