



SHRMA Newsletter

Salem Human Resources Management Association

May 2013



SHRMA Survey 2013!

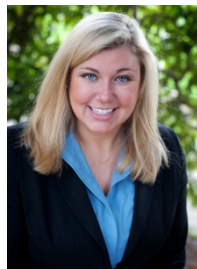


Heidi Carter, Workforce Readiness

Heidi has put together a survey for SHRMA. This is your chance to participate and have your voice heard. Take this opportunity to let SHRMA know; what priorities SHRMA should focus on for 2014, what programs are important to you, what changes does SHRMA need to make to involve more of its members and how can we get more members to volunteer?

Your input will help the board set priorities for 2014. As an incentive there will be a drawing for those that completed the survey and two lucky winners will receive a \$50 gift certificate to Fred Meyers. We encourage you to participate in the survey. [Click here!](#)

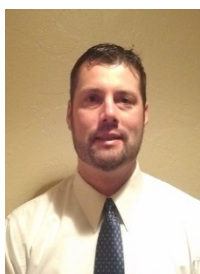
A Crash Course in Employment Law



Jennifer C. Paul, J.D. – Saalfeld Griggs PC, SHRMA Legislative Director

HR Basics is quickly approaching and thanks to our partners at Saalfeld Griggs Law Firm and Jennifer who will provide this training, this one day seminar of hot topics is a must for HR Managers. This training will help guide you through new statutes, regulations and case law helping you to reduce liability for your employer. This event is scheduled for Friday, May 31, 2013. To register or for more information visit salem.shrm.org. This event is pending approval for 6.5 HRCI recertification credits.

SHRMA's New Website and other News!



Scott Cantu, SHRMA President

Its official! SHRMA has moved to a new website, which we hope will be easier to navigate and much more informative. Please visit and let us know what you think? [SHRMA website!](#)





2012 Platinum Award Winner

The Salem Chapter has been awarded the 2012 Platinum EXCEL Award. I would like to congratulate all the past and current board members that have worked hard throughout the year for this accomplishment and look forward to our continuing effort to meeting the needs of our members.

Are You Interested in Volunteering?

As the President of the Salem Chapter for SHRM, I am writing to ask for your help and to see if you are interested in volunteering with SHRMA? Just like Uncle Sam once said "We Want You."

There is a great deal of energy and enthusiasm on our Board and within our committees and we would like to see that continue. Planning Chapter activities like our monthly meeting, special workshops/conferences, HRCI Certification Study Group, the monthly newsletter, our website, and so much more, take committed people to make these things happen.

Unfortunately, due to the current base of our volunteers we are unable to provide some of the member support and activities at the levels we want or believe our members deserve. The Board does not want to cancel or reduce our offerings, so on behalf of the Chapter Board I am now asking if you might find some time in your busy schedule to donate a few hours to volunteer...back to the profession.

Volunteering within the Chapter is a wonderful leadership opportunity as well. At this time we are seeking immediate needs for:

- HRCI Director (study group activities for certification exam)
- SHRM Foundation Director (funding for the research side of SHRM)

And then for next year we would like to mentor someone into the following positions:

- Treasurer
- Secretary
- Membership Director
- Programs Director (monthly meetings and special workshops/conferences)
- And of course there are always openings for committee members for Membership, Workforce Readiness, Diversity, and Government Affairs.

It is our hope that you will be interested in volunteering and either leading or co-leading one of these efforts so as a Chapter we can continue the level of excellence that our members have come to expect and definitely deserve.

To learn more, see a job description, and to ask questions please feel free to reach me at scott.l.cantu@doc.state.or.us.

Enjoy the Spring,

Scott Cantu, SHRMA President

SHRMA
PO Box 487
Salem, OR 97308-
0487

E-mail:
salemshrm@yahoo.com

We're on the Web!
www.salem.shrm.org

"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."

—Dr. Martin Luther King, 1963



PHR/SPHR Certification Time!

Are you preparing to take your PHR/SPHR Certification?

Cascade Employers is providing an online study course that will prepare you for your exam increasing your likelihood of passing. If you would like more information visit www.cascadeemployers.com for details.

Or are you in need of HRCI Credits?

Are You Certified? Do You Read Books? Then you will want to know about this!

The SHRMStore now offers a select number of books that have been approved for either General or Strategic recertification credits.

Purchase your book from the SHRMStore and receive a link for an e-learning test. After reading the approved book, simply complete the online test and score 70% or higher.

You will then receive a program ID number that entitles you to 2.5 credit hours. Up to 20 total credits are available in a 3-year recertification cycle.

Visit the SHRM Book Club for a list of the approved books.

Membership Update



Carolyn Ross, SHRMA Membership Director and President-Elect

Membership in SHRM is such a rewarding experience and being a part of the Salem Chapter is incredible. Some of the benefits of membership are:

Connect with Local HR Professionals Like Yourself

Share your professional interests and goals. Pick up new ideas and discuss common challenges. Make new friends and expand your professional network.

Collaborate, Lead and Sharpen Your Skills

Sharpen your leadership and expand your professional skill set by attending the meetings. Each meeting has a program that is incredibly beneficial to your learning and development within the HR field.

Make an Impact in Your Local Community

Give back to and make HR visible in your community by participating in activities such as workforce readiness. I have had a lot of fun participating in programs with Willamette University this last year.

Make Your Voice Heard

Get involved in the legislative process and make your voice heard as part of your local HR delegation to your state and federal lawmakers. Advocate for the priorities and values that matter to you as an HR professional.

A successful person is one who can lay a firm foundation with the bricks that others throw at him or her.

—David Brinkley



By being a member of the Salem SHRM chapter, you have the opportunity to be a part of an organization that provides opportunities for all Human Resource professionals.

We also have a Facebook page. Go to: Salem Human Resource Management Association. Please like the page. We will be putting updates and information about our upcoming programs on our Facebook page.

If you have questions and want to know about your SHRM membership, contact me at Carolyn.ross@state.or.us.

Chapter Programs Update



Deborah Jeffries, SHRMA Programs Director and Oregon State Council Director-Elect

HERE'S A LOOK WHAT'S COMING...

We want you to be able to plan ahead so while we will list items in the calendar we also want you to be able to see what is coming for Chapter Programs, Conferences, and other HR related activities on our community. Remember we typically meet on the second Tuesday of the month at 7:30am at the Comfort Suite on Hawthorn near Costco.

- **May 14th** we will have our own **Carolyn Ross from the Department of Human Services** who will present a **Workforce Strategy Plan for Redesigning HR**
- **June 11th** we will have this session at Illahe Hills Country Club during lunch starting at 11:30a.m.
- **July 9th** we are lucky to have **David Briggs** (you loved him when he did Viva Loss Wages) come to us from **Saalfeld Griggs** and present a **Legislative Update** (since the Oregon Session has ended)
- **August 13th** is also an open month.
- **Sept. 10th** we welcome **Jean Bonifias from Springboard NW** who will provide us with a half-day session on **Fierce Conversations**. More details and pricing to follow.
- **October – December** are open months at this time, but we keep you posted.

Please go to the Chapter Meetings tab on our web site for a schedule of upcoming Chapter Programs. You may register for current programs there.

At the SHRM Foundation, we are a catalyst for thought leadership. We help predict where the workforce is headed because we've been studying its evolution for over 40 years.

SHRMA
PO Box 487
Salem, OR 97308-0487

E-mail:
salemshrm@yahoo.com

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SHRM Foundation Update

Thank you to all our members who have and continue to help support the SHRM Foundation through 50/50 raffles during our monthly meetings. For 2013 we have so far raised \$67.

Why do we support the SHRM Foundation? The SHRM Foundation is a 501(c)(3) nonprofit affiliate of SHRM. The Foundation is a legally separate organization, and is not funded by SHRM membership dues. Supporting the SHRM Foundation is a chance to contribute to an ongoing study of the direction of human resources in society.

SHRM Resources

Innovative academic research grants. The SHRM Foundation is a **leading funder** of HR research. Over the past three years, the SHRM Foundation has awarded more than \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice.

Scholarships. The SHRM Foundation awards \$170,000 annually in **education and certification scholarships** to professional and student SHRM members, and doctoral students.

Educational resources. The SHRM Foundation's **Effective Practice Guidelines** series makes research findings easily accessible to HR practitioners. The Foundation has also created a series of educational **DVDs** for SHRM chapter programming, staff trainings, and executive education sessions.

Our support of the SHRM Foundation helps ensure they are able to continue the great work they do supporting HR professionals!

SHRMA Sponsorship Opportunities

Are you, or is someone you know, interested in sponsoring a Chapter meeting? Meeting sponsors ensure that we continue to offer the quality of programs we as a Chapter are committed to providing our members. We offer three levels of sponsorship opportunities to meet the advertising needs of businesses. More information regarding sponsorship opportunities is available by clicking on the More tab and selecting Advertisements which is on our web site located at salem.shrm.org.

Do you have suggestions or ideas of how SHRMA can better serve you? If you do please send your ideas to salemshrm@yahoo.com and help us help you.