



**Cyclone Chapter of SHRM
Meeting Minutes
July 11, 2013**

Meeting called to order at 8:10 a.m. by President Julie Moss.

Present: 47 Human Resource Professional Members

Introductions, Announcements, and Accomplishments:

Introductions of members were completed.

Michelle led the group in a “Fun” activity regarding Personal Histories Exercise.

Kevin Stow noted that he attended the National SHRM Conference in Chicago last month (Hillary Rodham Clinton was a keynote). The conference put out a “Conference Daily” everyday highlighting the day’s events. Included in one of the Conference Daily, the Cyclone Chapter was listed as a receiving the Gold Award winner last year.

Deb Malsom announced an upcoming webinar on July 31, 2013 on the 2013 Talent Shortage. This program has been approved for 1 recertification credit hour toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

Deb Malsom also shared that she loves singing and will be performing soon in an event in Nevada.

Chapter Business

Financials:

The June 2013 financial reports were emailed to members with the meeting announcement as well as posted on the Cyclone Chapter website.

The following financials reports for June 2013 were read as follows:

Checking - \$9,880.74

Savings - \$3,767.88

CD - \$8,494.76

CD - \$5,010.20

Kevin Stow made a motion, seconded by Steve Fiorello to approve the June 2013 financials as presented. Motion Carried.

Minutes:

The minutes of June 2013 meeting were posted on the Cyclone Chapter website with a link provided in the meetings announcement that was emailed to members.

Chelsey Aisenbrey made a motion, seconded by Kendra Mosman to approve the meeting minutes of June 2013 as presented. Motion Carried.

Membership Report:

Steve Fiorello reported when he arrived, membership was at 99 and while here, he received two additional new membership forms bringing the grand total to 101. Julie noted that this will move the Cyclone SHRM Group from a small size group into a medium size group.

Education Update:

Michelle Price announced that today's meeting was approved for 1.5 hours of credit, but that she forgot the certificates. She will bring them next month or if you need the certificate sooner, please let her know and she can email you your certificate.

Legislative Update:

Kendra Mossman reported that on June 26th the Supreme Court struck down the Defense of Marriage Act. Same-sex spouses are now considered spouses under federal law if they are spouses under state law (such as Iowa's State law). All federal laws and regulations that include spouses include the broader same-sex definition in those states where same-sex marriage is legal.

Kendra also noted that there is a one year delay for the Patient Protection and Affordable Care act mandate that employers with 50 or more full-time employees provide health care coverage to their full-time employees or pay steep penalties. Employers must continue to implement and comply with new individual and group health plan requirements taking effect for 2014 plan years though.

Foundation Update:

Kevin Stow reminded the group that the SHRM Foundation is the non-profit entity that provides us with research information that makes our lives easier.

On the tables today, is a list of resources available from the SHRM Foundation, entitled, "SHRM Foundation Effective Practice Guidelines".

Younkers Community Day will be coming up soon.

Technology Update:

No report.

Diversity Update:

Michelle Stotts discussed a recent article that stated during the next 15 years the most skilled and senior employees at many companies will begin retiring in large numbers. Meanwhile, those same companies can't expect their younger workers—especially talented Millennials—to stick around much longer than 36 months, if that.

Michelle announced the SHRM Diversity and Inclusion Conference and Exposition in San Francisco, California from October 28 through October 30, 2013.

Publicity Update:

No report.

Old Business:

The Speaker Evaluation Survey form is on each table. Please take the time to complete this and leave on the table at the end. We are also looking for a small committee of members to plan programming for 2014. If you are interested, please indicate this on the form.

Regarding the Cyclone SHRM 2014 Programming- We would like to set our first meeting on Friday, August 2, 2013, at Noon, with the location to be arranged later. Please let Steve or Julie know if you are interested in attending. We would like to be more proactive and expand further out to draw speakers in from other areas.

New Business

Kevin Stow announced that the Members Appreciation Breakfast on September 12, 2013, will be held at the Alumni Association with Keynoter Jamie Pollard, Director of Athletics, Iowa State University.

Program Summary

Julie Moss introduced Max Gage who presented on "The Five Dysfunctions of a Team".

Closing

Next month's meeting will be on August 8, 2013.

Meeting adjourned at 10:00 a.m.

Respectfully submitted,

Cheryl Baker, Secretary/Treasurer