



Meeting Minutes
October 10th, 2024
Meeting was in-person at REG

Tiffany: Thank you to REG for the hospitality this year! Future meetings of the CySHRM Chapter will be held elsewhere.

Sharing of Accomplishments, Celebrations and Job Opportunities –
Dyma Brands – Supervisor, Production and Warehouse opportunities
Webster City Meats – HR opening
Spalding – Production Manager and Accounting Manager

Minutes – Lynn Barbier

The September Secretary's report was attached to the meeting Reminder.
Julie Moss moved and Jason Davis seconded

Financials – Treasurer's Report – Julie Rydl

The November financial report was attached to the meeting Reminder.
Lauren Stecher moved and Michelle Price seconded

Committee Reports

- Membership – Matt Nelson
 - New members are attending today – Welcome!
 - Jessica Schroeder – Haverkamp Group
 - We have visitors as well:
 - Brandy Howe – JCP Land Services, Operations

- Emerging Professional – Teresa Rummer
 - Teresa is the liaison to the Student Chapter.
 - Networking Event is planned – would like at least 15 people to attend.
 - Wednesday, November 13th - Meet and Greet at Gerdin Business Center for an hour

- Education – Kacey Reicks
 - Make sure to include State Conference credits!!
 - Congratulations to anyone that has passed their certification exam!
 - Today’s program is approved for SHRM credit.
 - QR code for certificates – the link is in Chat available at the end of the meeting.
 - **Reminder** – Anyone interested in taking the SHRM exams:
 - Here is the website with the deadlines:
 - <https://www.shrm.org/certification/apply/exam-windows-and-fees>
- Foundation – Shannon Thiele – no report
- Technology – Annette Marsalli
 - If you have any job opportunities please email them to Annette – amarsalli@accu-mold.com
- Diversity – Hope Arganbright

Holidays:

- October is Breast Cancer Awareness Month!
- October 7th is Child Health Day
- October 14th is Columbus Day
- October 16th is Boss’s Day
- October 31st is Diwali.
- October 31st is Halloween.

Since today is the 10th, I wanted to share a few fun ones. 😊 Today is National Handbag Day, National Cake Decorating Day and National Angel Food Cake Day!

I was reading the SHRM Quarterly Magazine that I received in the mail for this fall. I also attended the Iowa SHRM Conference and learned that SHRM is focused on civility right now. SHRM says, “Civility is more than making others feel comfortable; it’s about creating a dynamic, diverse, and productive workplace where everyone can thrive.” There are roughly 161 million people who work in the US every day. Of those 161 million, 58% of US workers believe our society is uncivil. Alex Alonso, SHRM’s chief data and insights officer, states that “This is not an acceptable level. The first step in any kind of fix is an awareness campaign. You need to actually measure what state of civility is within your organization.” SHRM believes that this is only going to increase. If you want to learn more about civility in the workplace, I encourage you to check out the online version of the SHRM Quarterly magazine!

If you want to see more articles like this, I encourage you to check out the national SHRM website!

- Past President – Jason Davis
 - Resources at National SHRM Website:
 - SHRM.org
 - Great content
 - Webinars
 - Podcast – Honest HR – very good and SHRM credits!

**New Business
Announcements**

We will have a social event in December! More details to follow...!!

Executive Board Meeting October 23rd at 12 noon.

Old Business

“Celebrate You” recognizing attendance at meetings. There will be a drawing at the end of the meeting to receive a \$10 Starbucks gift card!

National SHRM Members – check out SHRM.org there are some great interactive tools that have been improved. For example, there Employee Benefit Surveys, COBRA Notices and more!

Business meeting adjourned.

Program Presenter Melissa Schilling and Nicole Proesch, Dickinson, Mackaman, Tyler & Hagen, PC
Topic Legal Update – *Employment Law & Regulation Competency*

Closing Drawing for the \$10 Starbucks gift card

Meeting adjourned at 10:00 a.m.

The next meeting will be Thursday, November 14th and it is Virtual via Zoom.

The topic will be: Leading with People Data – *Analytical Aptitude Competency*
Presenters: Jennifer Peterson, Talent Optimization Consultant with the BecomeMoreGroup

Can't wait to see you there!