



Meeting Minutes
January 11th, 2024
Meeting was virtual via Zoom

Introductions/Icebreaker

- Attendees introduced themselves via a roundtable and told about their company and what their role is

Sharing of Accomplishments, Celebrations and Job Opportunities – No report

Financials – Treasurer’s Report – Julie Rydl

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

The December financial report was also voted on.
Julie Moss moved and Jason Davis seconded

Minutes – Lynn Barbier

The November Secretary’s report was attached to the meeting Reminder.
Jason Davis moved and Hope Arganbright seconded

Committee Reports

- Membership – Matt Nelson
 - CySHRM had 126 members at the end of 2023
 - 13 enrollment forms have been turned in for 2024
 - Please email enrollment forms directly to Matt’s email: matt.nelson@nelselectric.biz
- Emerging Professional – Teresa Rummer
 - Teresa is the liaison to the Student Chapter.
 - This chapter is growing. They have had between 30-50 members. They have a mentoring program. Teresa will keep us updated.
 - Meet and Greet planned for Wednesday, March 6th from 5:30-6:30 at the Gerdin Business Building at Iowa State University.

- Education – Kacey Reicks
 - Congratulations to anyone that certified or re-certified.
 - SHRM National Membership cost is going up on February 6th.
 - There are quite a few SHRM memberships expiring in the next few months.
 - If you know of anyone that would be a great speaker for our September Membership Appreciation Event, please let Kacey know.
 - Kacey is going to be on maternity leave soon and Annette is filling in – Thank you Annette!
 - 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 – No report
- Technology – Annette Marsalli
 - Cyclone SHRM website improvement with a news feature and job openings.
 - Annette will be covering for Kacey as Education chair while Kacey is on maternity leave
 - If you have any job opportunities please email them to Annette – amarsalli@accu-mold.com
- Diversity – Hope Arganbright

Holidays:

- We welcomed in the new year on January 1st.
- Korean American Day is on January 13th.
- Martin Luther King Day on January 15th.
- International Day of Commemoration in Memory of Victims of the Holocaust on January 27th. I wanted to remind everyone of this holiday due to the war that is currently happening.

Articles:

- Whole Foods Ban on Black Lives Matter Logo is Lawful. Whole Foods has been disciplining workers for wearing BLM logos at work. The National Labor Relations Board ruled on December 20th that wearing BLM apparel wasn’t legally protected activity because it wasn’t directly connected to an effort to improve employees’ working conditions.
 - <https://www.shrm.org/topics-tools/employment-law-compliance/whole-foods-ban-on-black-lives-matter-logo-is-lawful--nlrb-judge>
- In another SHRM article, report finds that disability inclusion makes financial sense. There are five A’s that can improve disability inclusion: access, awareness, advocacy, action, and accountability.

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

**New Business
Announcements**

Tiffany is very excited for 2024! She is looking forward to a wonderful year with Cyclone SHRM!

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 Mack Munro, CEO/Founder of Boss Builders

Topic How to Transform Bosses into Leaders – Leadership & Navigation Competency

Closing Drawing for the \$10 Starbucks gift card

Meeting adjourned at 10:00 a.m.

The next meeting will be Thursday, February 8th Virtual via Zoom.

The topic will be: The First 15 Minutes – Talent Acquisition Competency

Presenters: Jim Roy, VP of Human Resource Strategy at Percipio Workforce Solutions

Can't wait to see you there!