



**Meeting Minutes**  
**January 9<sup>th</sup>, 2025**  
**Meeting was virtual via Zoom**

**Icebreaker** – Everyone introduced themselves, and shared the company they worked for, their job titles and how big the company is.

**Sharing of Accomplishments, Celebrations and Job Opportunities** –  
No Reports –

**Minutes** – Lynn Barbier

The November Secretary's report was attached to the meeting Reminder.  
Motion by Jason Davis, Annette Marsalli seconded.

**Financials – Treasurer's Report** – Julie Rydl  
No report.

**Committee Reports**

- Membership – **Open Position**, *Matt Nelson filled in*
  - February 28<sup>th</sup> is the target date for membership forms to be turned in
  
- Emerging Professional – Maggie Carbaugh
  - Maggie is the new liaison to the Student Chapter.
  - Students are on Winter Break. The Chapter will start back up in January.
  
- Education – Kacey Reicks
  - We have the programs scheduled for all months except September and November!
  - Iowa Community Colleges Certification Classes:
    - Hawkeye Comm College – starts today (1/9) through 5/1/25
    - North Iowa Area Comm College (NIACC) – starts 2/20 through 5/22/25
  - 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 – **Open Position**
  - No report.
- Technology – Annette Marsalli
  - Please continue to send job postings to [cycloneshrm@gmail.com](mailto:cycloneshrm@gmail.com).
  - There are a few new job postings on our website.
  - Continue to look at our website for news updates. All virtual meetings have been recorded and stored under the Resources tab on our website.
- Diversity – Brittany Rummelhart

#### Holidays:

- January 1-New Years Day
- January 7-Orthodox Christmas Day *Many Orthodox Christians in the United States celebrate Christmas Day on or near January 7 in the [Gregorian calendar](#). This date works to be December 25 in the [Julian calendar](#), which pre-dates the Gregorian calendar*
- January 14-Orthodox New Year
- January 20-Martin Luther King Jr. Day
- January 20- Inauguration Day
- January 27-Isra and Mi'raj *This event commemorates the Prophet Muhammad's journey from Mecca to Jerusalem and his ascent into heaven. It is observed on the 27th day of Rajab, the seventh month in the Islamic calendar*

Speaking of inauguration day, SHRM recently released an article about political biases in the workplace. Stating there is no federal law that makes political beliefs a protected class, however, some states may protect applicants/employees from political affiliation discrimination, so be aware especially if you're a multi-state company. SHRM reminds us that while it may not be illegal to ask about political affiliation, it is bad form. To learn more about this topic and how politics may cross into what SHRM calls "lifestyle" discrimination, I advise you to review their article on SHRM's website and in their latest news.

#### New Business

##### Announcements

- Board election ballots will be sent out later this month. Board members will be officially installed at the February meeting.
- We have OPEN BOARD POSITIONS! Please volunteer!
  - Membership-VP/President/Past President > this is a three-year term
  - Foundation Chair
- Make sure you turn in your CySHRM membership forms by February 28<sup>th</sup>!
- Instead of drawing for a gift card each meeting – we will draw one ticket for a BIG PRIZE at the end of the year. Each meeting attended get one ticket in the drawing.

## **Old Business**

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** Megan Hammes, Owner, Hammes Homestead and Consulting

**Topic** *Workplace Mental Health Trainings: Building Blocks for Annual Campaigns*

**Next Month's Topic** *Pitch Perfect: Crafter Your Power Statement with Confidence*

**Presented by** Shannon Johnston, Owner, True HR

Meeting adjourned at 10:00 a.m.

The next meeting will be Thursday, February 13th and it will be VIRTUAL.

Can't wait to see you there!