



Meeting Minutes
July 13th, 2023
In-person at REG offices

Introductions

- Attendees introduced themselves

Icebreaker

- What was your favorite concert you have ever attended?

Sharing of Accomplishments, Celebrations and Job Opportunities –

Annette Marsalli has moved to Vision Bank – Congratulations!

Survey – added into Chat – Please complete

Financials – Treasurer’s Report – Julie Rydl

The May financial report was attached to the Meeting Reminder. Balances were:

- Checking - \$17,388.19
- Savings - \$12,068.41
- CD #1 – *Matured - \$0 balance (transferred into checking)*

Mollie Frideres moved to approve and Lynn Barbier seconded.

Minutes – Secretary’s Report – Lynn Barbier

The Secretary’s Report was attached to the Meeting Reminder.

Tiffany Phillips moved to approve and Teresa Rummer seconded.

Committee Reports

- Membership – Tiffany Phillips
 - Currently CySHRM has 98 members
 - If you have a change of address or change of email – please email Tiffany
 - Tiffany will be out in September for surgery but will monitor everything from home
- Emerging Professional – Teresa Rummer
 - Pretty quiet right now from the Student Chapter
 - Next month and into September should be more updates
 - August will be asking for mentors
 - September will have Networking events scheduled

- Education – Kacey Reicks
 - Anyone interested in a study group with another chapter – would begin August 30th. The deadline is August 1st.
 - On the SHRM website you can tie your SHRM account to a chapter – if you need help linking that, please let Kacey know
 - 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 – Nikki Fischer
 - If you know someone going to HR – check out the SHRM website, there are several grant opportunities
 - Donate to the SHRM foundation: got to donate.shrmfoundation.org to win a chance to win a gift bag

- Technology – Annette Marsalli
 - Thank you for your patience with the Zoom issues
 - Cyclone SHRM website improvements including updates and news information
 - State SHRM conference has early registration open
 - If you have any job opportunities please email them to Annette – amarsalli@accu-mold.com

- Diversity – Mollie Frideres Smith

July 26: Anniversary of Americans with Disabilities Act

In 1990, Congress passed the Americans with Disabilities Act or ADA. This civil rights law made it illegal to discriminate against people with disabilities in areas like employment, transportation, public accommodation, communications, and access to state and local government programs/services.

Celebrate the anniversary of the ADA by conducting in-house training to increase sensitivity for people with disabilities. Or review physical or architectural barriers in your workplace and ensure your website and other digital assets are compliant for people with visual and other impairments.

Supreme Court Dismantles Affirmative Action in College Admissions

On June 29, the Supreme Court issued a ruling to end affirmative action in higher education.

SHRM issued a statement:

“Whether or not one agrees with the ruling, we must all turn to the critical task of supporting higher education human resource professionals as they both comply with today’s ruling and develop innovative approaches to build better workplaces for an increasingly diverse workforce,” the HR organization said in a statement. “SHRM will always be apart of finding solutions that deliver for organizations and the people they serve.”

We need to be aware that the Supreme Court's ruling could lead to fewer employment opportunities for people of color – if fewer are admitted to colleges because of the removal of race-conscious admissions practices – and, as a result, impact recruiting and hiring efforts.

Supreme Court Rules Free Speech Rights Supersede LGBTQ+ Protections

The US Supreme Court has ruled in favor of a Colorado website designer who refuses to make wedding websites for same-sex couples due to her Christian beliefs about marriage. In a 6-3 ruling on June 30th, the court found the website designer's free speech rights trumped the state's legal protections against discrimination.

The ruling applies nationwide to businesses that sell creative goods or services to the public. The decision is narrow and will affect those businesses that provide original, customized, expressive services that require creators or speakers to engage in speech for pay.

The ruling "does not constitute a blank check to engage in discrimination," said Katie Eyer, a professor at Rutgers Law School in Camden, NJ. It applies only "where a business offers services that are effectively its own speech, and where accepting a particular customer would require it to articulate a message that it disagrees with."

Therefore, the case should have little or no impact on businesses in their capacity as employers, because the court's rationale would not extend to the act of employment discrimination. The ruling does not afford protections to employers who wish, even for expressive reasons, not to hire members of a protected class.

Additional information can be found on the SHRM website.

New Business

Announcements

- October meeting is moved to the following Thursday, October 19th, because of conflict with the state SHRM meeting. New calendar invites will reflect this
- Iowa SHRM Conference is October 11th, 12th and 13th in Des Moines
- September 14th is the CySHRM Membership Appreciation Breakfast
- National SHRM Conference is June 11-14th in Las Vegas
- You will receive a QR code to scan and it will take you to a Survey Monkey to give feedback on today's meeting

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 Presenters Lynn Barbier, Aaron Loan and Christi Reynolds, Acumen Advisors, Inc.

Topic Size Matters: Funding Strategies & Compliance Matters for Small, Medium and Large Employers

Closing Drawing for the \$10 Starbucks gift card

Meeting adjourned at 10:00 a.m.

The next meeting will be on Thursday, August 10th and it is In-person.

The topic will be: DEI Strategies

Presenter: Anita Rollins, Ames City Council

Can't wait to see you there!