

Cyclone Chapter of SHRM

Meeting Minutes

ISU Foundation

8/9/12



Meeting called to order at 8:10 a.m. by Jeff Stanton

Present: 32 Human Resource Professionals

Introductions, Announcements, and Accomplishments:

Deb Malsom shared that Manpower has a webinar on Tuesday, August 21st titled “Managing Succession, Even if You’re Not Going Anywhere.” The webinar is free, preapproved for a HRCI credit, and you have two years to watch it.

Chapter Business

Financials:

Current balances:

- Checking: \$4,066.36
- Savings: \$3,763.19
- Certificate of Deposit: \$8,387.39

The July 2012 financial reports were emailed to members with the August meeting announcement. Kevin Stow moved approval of the financials. Julie Moss seconded the motion. Motion carried.

Minutes:

The minutes from the July 2012 meeting were posted on the chapter website with a link provided in this meetings emailed announcement. Deb Malsom moved approval of the minutes. Steve Fiorello seconded the motion. Motion carried.

Membership Report:

Julie Moss shared that we are officially over at 100 members. We have had an enormous amount of new members this year. Please continue to invite peers to our meetings.

Education Update:

Michelle Price shared that the Iowa State Council offers a webinar series. Here are the upcoming webinars:

- August 21st – A Leader’s Guide to Passion
- September 12th – Leveraging Personality for Development Coaching
- October 10th – A Seat at the Table and Strategic Thinking
- November 14th – The Strategic Side of Compensation
- December 12th – Career Development and Happenstance

All of the webinars are pending recertification credits.

It is currently the application period for the PHR/SPHR exam. The deadline for normal registration is October 5th. You can apply until November 9th with a late fee. There is a study group forming, so please reach out to Michelle if you are interested in joining.

Foundation Update:

No update.

Diversity Update:

Michelle Stotts shared that there is a Diversity and Inclusion Conference in Chicago on October 22-24.

The SHRM Diversity and Inclusion Strategic Leadership Program has two upcoming sessions. The first one is August 16-17 and the second is October 1-2. Both of these programs are taking place in Alexandria, VA. The program has been approved for recertification credits.

SHRM offers a seminar called “Diversity Practitioner of the 21st Century: What New Practitioners Need to Know” in Alexandria, VA on November 30th. The seminar has been approved for recertification credits.

Legislative Update:

Chelsey Aisenbrey discussed the following legislative happenings:

- National Labor Relations Board – On July 30, 2012 the NLRB decided that employers prohibiting employees to discuss ongoing investigations violates the employee’s right to engage in concerted activity under the National Labor Relations Act.
- Moratorium on Workplace Regulations – The U.S. House of Representatives approved a bill that would prohibit the federal government from issuing any new “significant” workplace-related regulations until the national unemployment rate drops to 6 percent or

less. This bill would need to be approved by the United States' Senate before being enacted.

- WARN Act – The Department of Labor decided that if federal contractors have to do layoffs as the result of automatic federal budget cuts in January 2013 (due to the Budget Control Act), they do not have to notify potentially affected employees 60 days in advance.
- FMLA – The 8th U.S. Circuit Court of Appeals recently ruled that a terminated employee could not establish an interference claim under the FMLA Act when he failed to show up for work on three consecutive shifts without notifying his department or requesting leave under FMLA. An employee who requests FMLA leave has no greater protection against discipline or termination for reasons unrelated to the FMLA than he did before taking the leave.

Technology Update:

No update.

Publicity Update:

No update

Old Business:

The State SHRM Conference is September 26 – 28 in Des Moines. Please mark your calendars to attend. The early-bird conference rate goes through August 15th. The conference has a great program planned and our chapter is handling the registration process. We have some Cyclone SHRM members who have volunteered to help at the conference, but we are looking for more to help cover the registration table.

Steve Fiorello is looking for a few more volunteers to help with resume critiquing. There are currently five people helping with this service. Most of the resumes are pretty well done and it ends up only being a few a month per person. Please reach out to Jeff or Steve if you are interested in helping.

New Business:

Jeff shared that we are approaching election time for the Cyclone SHRM Executive Committee. We are looking for people who would like to be a part of the committee and have a leadership role within our chapter. Please send your name to Jeff if you are interested in learning more about a position or want to add your name to the ballot. Here are the Cyclone SHRM Executive Committee positions:

- President – Julie Moss (for 2013)
- VP of Membership (3 year commitment)

- Secretary/Treasurer
- Education Chair
- Technology Chair
- Diversity Chair
- Publicity Chair
- Foundation Chair
- Past President – Jeff Staton (for 2013)

Business meeting adjourned at 8:38 a.m.

Program Summary

John Herz with Herz Consulting Group spoke on “Strategic Business Management – Promoting and Facilitating Innovation within a Corporate Culture.”

Meeting adjourned at 10:00 a.m.

Respectfully submitted,

Chelsey Aisenbrey

Secretary/Treasurer