

Cyclone Chapter of SHRM

Meeting Minutes

Hilton Garden Inn

9/13/12

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Meeting called to order at 8:24 a.m. by Jeff Stanton

**Present:** 57 Human Resource Professionals

**Introductions, Announcements, and Accomplishments:**

If you have recently changed jobs and have a new email address, please share it with Julie Moss. We want to ensure that all of our members are getting the monthly meeting announcements and other pertinent information.

**Chapter Business**

Financials:

Current balances:

- Checking: \$3,409.09
- Savings: \$3,763.67
- Certificate of Deposit: \$8,397.30

The August 2012 financial reports were emailed to members with the August meeting announcement. Dale Ullestad-Heneke moved approval of the financials. Rhonda Herschberger seconded the motion. Motion carried.

Minutes:

The minutes from the August 2012 meeting were posted on the chapter website with a link provided in this meeting's emailed announcement. Kevin Stow moved approval of the minutes. Michelle Price seconded the motion. Motion carried.

Membership Report:

Julie Moss thanked the members for coming to the membership appreciation breakfast. The Cyclone SHRM chapter currently has 104 members, and new membership forms are still being collected.

### Education Update:

Michelle Price shared that a study group has been formed for the PHR/SPHR exam. The study group meets on Wednesday nights at Manpower. The registration deadline for the exam is October 5<sup>th</sup>, but you can register until November 9<sup>th</sup> with a late fee.

Today's program has been approved for HRCI credits. The certificates are on the registration desk.

At our last Cyclone SHRM Executive Committee meeting, we discussed building our relationship with the student chapter. Michelle shared that we will be starting a mentoring program where students will be matched up with HR professionals. The selection process will be done through an application for the students. If you are interested in participating, please reach out to Michelle Price. Caitlin McLaughlin, the ISU Student SHRM Chapter President, shared that the students are really excited for this partnership.

### Foundation Update:

Rhonda Herschberger informed the group about the value that the SHRM Foundation provides our profession. They focus on education and research for the HR field.

Our chapter supports the SHRM Foundation through personal donations, Younkers Community Day coupon books, the change jar on the registration desk, and a portion of our proceeds from helping with the State SHRM Conference.

Our goal is to increase our donation to the SHRM Foundation by 5% this year.

The student scholarships are available until November 1<sup>st</sup>. Over \$50,000 will be awarded to graduate and undergraduate students.

Younkers Community Day coupon books will be sold at the next two meetings. The days when you can redeem your coupons are November 9<sup>th</sup> and 10<sup>th</sup>. All of the proceeds raised from the coupon books go to the SHRM Foundation.

### Diversity Update:

Michelle Stotts shared that SHRM has a diversity newsletter that is extremely helpful and provides good information and ideas.

### Legislative Update:

Chelsey Aisenbrey discussed the following legislative happenings:

- PPACA Guidance on Full-Time Employees, 90-Day Waiting Period Limit – The Patient Protection and Affordable Care Act (PPACA) requires employers with 50 or more full-time or full-time equivalent employees to provide health care coverage for full-time

employees starting in 2014. A full-time employee is considered anyone that works at least 30 hours a week in any given month. For employers that employ seasonal and hourly employees, the IRS issued guidance for how you calculate their time. Also, the IRS and DOL issued temporary guidance that no group health plan or health insurance issuer should have a waiting period that exceeds 90 days.

- EEOC Lawsuits – The EEOC’s fiscal year end of September 30<sup>th</sup>. Last year, over half of the lawsuits filed occurred during their last quarter. Prior to filing a lawsuit, the EEOC has to notify the employer about the charge, conduct an investigation, issue a reasonable cause determination, and attempt to reach a voluntary resolution with the employer.
- EEOC Enforcement Plan – The EEOC released their 2012-2016 Strategic Enforcement Plan which establishes their priorities moving forward. The priorities listed are eliminating systematic barriers in recruitment and hiring, protecting immigrant, migrant and other vulnerable works and addressing emerging issues. They are asking for comments through September 18<sup>th</sup>. Comments can be submitted via email at [strategic.plan@eeoc.gov](mailto:strategic.plan@eeoc.gov).
- Iowa: Wage Violations Results in a Fine: The Division of Labor just issued a civil penalty of \$1,164,400 for a total of 11,644 wage violations committed by a turkey processing company. As a reminder, you need to pay minimum wage and compensate employees for any time that they work – even the evenings and weekends.
- SOX: July celebrated the 10<sup>th</sup> anniversary of the Sarbanes-Oxley Act (SOX). Moving forward, the SEC and DOL are looking for a culture of compliance with the law.

#### Technology Update:

Tabitha Zesch shared that if you are looking to hire for an HR specific role, we will post your position for no charge on our website. Also, if you are searching for an HR position, we will post your resume on the website.

#### Publicity Update:

Kendra Mosman shared that LinkedIn is a great resource for networking and discussing ideas. If you aren’t currently a LinkedIn member, Kendra would be happy to help you set-up a profile. Also, as our chapter continues to grow, it is a good way to match up names with faces since most profiles have a picture.

#### **Old Business:**

Mary Greiner, the State SHRM Conference Director, informed the group about the upcoming conference. The State SHRM Conference is September 26 – 28 in Des Moines. Please mark your calendars to attend. The Cyclone SHRM Chapter is handling the registration process for the conference, and we are still looking for some more volunteers to help cover the registration desk. Please reach out to Jeff Staton if you are interested in helping.

## **New Business:**

Jeff shared that we need to secure the Cyclone SHRM Executive Committee ballot for next year. The ballot is:

- President – Julie Moss
- VP of Membership – Steve Fiorello
- Secretary/Treasurer – Cheryl Baker
- Education Chair – Michelle Price
- Technology Chair – Chelsey Aisenbrey
- Diversity Chair – Michelle Stotts
- Publicity Chair – Tabitha Zesch
- Legislative Chair – Kendra Mosman
- Foundation Chair – Kevin Stow
- Past President – Jeff Staton

The ballot was approved by Dale Ullestad-Heneke. Julie Moss seconded the motion. The motion carried.

Julie Moss will send a link to all members to vote through our website. The results will be announced at our October meeting.

Business meeting adjourned at 9:02 a.m.

## **Program Summary**

Pam Green, SHRM Vice President, U.S. Membership, spoke on “*Lead, Achieve & Succeed in HR.*”

Meeting adjourned at 9:55 a.m.

Respectfully submitted,

Chelsey Aisenbrey

Secretary/Treasurer