



Meeting Agenda September 10, 2020

Present: 40 Human Resource Professionals

Introductions:

- Attendees introduced themselves. Using Chat – emoji screen

Icebreakers 2020: 6 breakout rooms fun questions

Sharing of Accomplishments, Celebrations and Job Opportunities:

- Maggi Gentle is overseeing the Resume Critiquing with ISU Partners. They are looking for more reviewers for our ISU Students and Alumni. If you are interested in helping with this effort, please reach out to Maggi at mgentl@lumos-pharma.com

Financials:

The August 2020, financial reports were attached to the meeting Reminder. 8/31/20 Balances were:

- Checking – 18,632.75
- Savings – 1,783.64
- CD #1 – 11,141.02
- CD #2 – 5,432.34

Motion to approve the financials; 2nd; thumbs up. Motion carried.

Minutes:

The minutes of the August 2020 meetings were attached to the September meeting announcements.

Motion to approve the minutes; 2nd; used chat box to approve. Motion carried.

Committee Reports:

- Vice President / Membership, Lauren Cook: Call for exec members
 - Treasurer
 - Education
 - Technology
 - Foundation

- VP Membership
- Treasurer, Kevin Stow – N/A
- College Relations, Tammy Stegman-
 - Tammy, Kevin Stow, & Brenda Dryer attended the ISU Students' SHRM club meeting Wednesday night and answered students' questions.
 - Mentoring program: Still need volunteers for this partnership. Encouraged club members to consider and complete forms that were sent out in prior email from Lauren.
- Diversity, Annemarie Miller –
 - On September 22nd from 12:00 PM - 1:00 PM CST, GRHRA will be hosting Beyond Diversity, a webinar which features Claudia Schabel, Iowa SHRM Diversity Chair, as the speaker. This event is free and those that attend will earn 1 hour of continuing education through SHRM. To find out more about this event and to share with your members, click [here](#).
 - SHRM's Inclusion 2020 Conference virtually, October 19-21. "Go Claudia!!"
- Education, Cheryl Baker-
 - This program is approved by SHRM for 1.5 CEU's. This program has NOT been pre-approved for recertification through HRCI, however you may still submit the above program information as part of your recertification portfolio for review and approval by HRCI. If you need a Certificate of Attendance, please place your name in the chat box during the Zoom meeting and indicate you need a certificate and we will email those out to those who requested.
- Foundation, Anne Peterson-
 - Club needs to complete a fundraiser this year. More details to come.
- Technology, Lisa Atchison-Charleston – N/A

New Business:

- Board Elections:
 - Still need volunteers for VP of Membership and Education/Certification Chair (must be SHRM certified)
 - Slate to membership via email – Sept 11th
 - Electronic Voting – September 16th – Oct 1st
 - President notifies new officers after Oct 5th
 - Announce new 2021 exec team at October 8th meeting
- Note in the announcements about the Iowa workforce office reopening
- Great River Human Resource Association:
 - As we will begin our SHRM Certification Study Group mid-September, we'd like to have anyone interested finalized in the next week. This is a great opportunity for members to have a group with which to work and learn with. Please pass along this information to your members at your earliest convenience. (Original email with all the SHRM Certification details is listed below.)

- State SHRM Conference will now be virtual October 14th & 15th details to come
- State SHRM Conference voluntary tasks are TBD

Old Business:

Lauren Cook encouraged members to complete survey that will be sent out after meeting closes.

Business meeting adjourned.

Speaker Bio: Amy Costello received her Juris Doctor Degree from Drake Law School in 2013, before clerking from 2013-2014 for the Iowa Supreme Court. Following her clerkship, she was in private practice until January 2016, at which time she joined Casey's General Stores Legal Department. Her responsibilities at Casey's include oversight of Casey's compliance with regulations related to age-restricted products (including alcohol, tobacco, and lottery) as well as oversight of Casey's compliance with Food safety regulations at the local, state, and federal level. She has been monitoring the legal status and industry wide impact of cannabis and cannabis derived products since 2017, including the changing laws concerning cannabis and employment-related matters.

Cannabis in the Workplace

- This training will include:
 - Categorizing Cannabis
 - What's legal and where
 - Who is using and who wants to
 - Employment issues
 - Myths about medical use in the Workplace
 - Obligations to Maintain a safe workplace
 - Obligations to avoid unlawful discrimination
 - Reasonable accommodations
 - Reasonable Suspicion.

Closing

Thank you to Amy for joining us today. Thank you to you all for your participation in this new meeting format. Survey sent via survey monkey following this meeting to get feedback on this type of meeting and the topic in general. Appreciate your participation in that survey.