

Cyclone Chapter of SHRM

Meeting Minutes

ISU Foundation

7/12/12



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

Present: 47 Human Resource Professionals

Introductions, Announcements, and Accomplishments:

Deb Malsom shared that Manpower has a webinar on Wednesday, July 18th titled “Talent Mismatch: the Gap Widens.” The webinar is free, preapproved for a HRCI credit, and you have two years to watch it.

Julie Moss shared that Webfilings is growing and hiring a Benefits, HRIS, and Administrative Manager. You can find more information on their website (webfilings.com)

Gerogiana Donahue informed the chapter that Raymon Donco is hiring a Manufacturing Engineering and also a Human Resources Generalist. They are located in Albion, IA and interested individuals can find more information on their website (raymon-hvac.com).

Chapter Business

Financials:

Current balances:

- Checking: \$4,923.43
- Savings: \$3,762.71
- Certificate of Deposit: \$8,377.49

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

Minutes:

With the transition in the Secretary/Treasurer role, the May meeting minutes did not get posted to the website. We will approve the May and July meeting minutes at the August meeting. There were no June meeting minutes due to our Fair Hiring Practices Seminar.

Membership Report:

Julie Moss shared that we are at 98 members. Our goal is to hit 100 members, so please talk to anyone on the Executive Committee if you need a membership form to fill out.

Education Update:

Michelle Price shared that today's meeting has been approved for strategic credit.

The City of Ames has formed a Blue Zones Breakout Board. The board is discussing doing a workplace wellness coalition in Ames. They will be sending out a survey in the next week to SHRM members and would really appreciate your feedback.

Foundation Update:

Rhonda Herschberger shared that the SHRM scholarship deadline is July 16th. You can go to the SHRM Foundation website for information on how to apply. The scholarship can be used for certification prep. The student SHRM scholarship applications will be available on August 1st with a deadline of December 1st.

The SHRM Foundation puts together a variety of helpful resources for SHRM professionals. There is some information on effective practice guidelines on the website. The SHRM Foundation also provided our chapter with some information on succession planning that can be checked out by members.

The change jar, which is located on the registration table, is another way to support the SHRM Foundation. Please drop in any loose change that you may have.

Diversity Update:

No update.

Legislative Update:

Chelsey Aisenbrey discussed the following legislative happenings:

- Health Care Reform – The Patient Protection and Affordable Care Act was ruled constitutional by the Supreme Court on June 28, 2012. With the upcoming elections, there is still a possibility of the act being amended, but a lot of the provisions become effective in 2013 and 2014, so employers need to start preparing for those requirements. For 2013, most employers will be required to report the value of employer health coverage on employees' 2012 W-2s, cap health flexible spending accounts at \$2,500 per year and increase Medicare withholdings for high earners (earning more than \$200,000/year).

- Pension Reform – As the result of the Surface Transportation Reauthorization Bill, “pension smoothing” will be allowed in order to stabilize interest rates and contributions to defined benefit pension plans.
- Supervisor Definition – The U.S. Supreme Court will consider the definition of “supervisor” under Title VII. There has been some question as to whether a person directing daily tasks but having no authority over an employee’s formal employment status is a supervisor or not.

Technology Update:

Tabitha Zesch shared that the “Join Now” and “Sign In” buttons on the website are creating a little confusion. Cyclone SHRM members do not automatically have a sign-in. In order to access the site, they need to select the “Join Now” option to create a log-in. The only information that is stored on the site is the membership roster. People interested in joining Cyclone SHRM cannot do so via the website. They must see an Executive Committee member to get the registration form.

Publicity Update:

No update

Old Business:

Jeff Stanton publically thanked Deb Malsom and Kevin Stow for their efforts with the Fair Practices Hiring Seminar in June. There are extra handouts from the seminar on the registration table.

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 will have a lot of opportunities to earn credit along with invaluable networking time. We need volunteers to help with the registration. Please contact Jeff if you are interested in helping. We also need to create a Cyclone basket to auction at the conference. All of the money raised will go towards the SHRM Foundation. Please talk to Jeff or Rhonda if you are interested in donating.

Steve Fiorello needs a few more volunteers to help with resume critiquing. Please reach out to Jeff or Steve if you are interested.

New Business:

No new business.

Business meeting adjourned at 8:33 a.m.

Program Summary

Dan Schneider with Edge Performance Group spoke on “Succession Planning: Roadmap for the Next Generation of Leaders.”

Meeting adjourned at 10:00 a.m.

Respectfully submitted,

Chelsey Aisenbrey

Secretary/Treasurer