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| **STEVENS POINT AREA HUMAN RESOURCE ASSOCIATION (SPAHRA)** |
| **EXECUTIVE COMMITTEE AND COMMITTEE CHAIRS MEETING AGENDA** | **Meeting Date:** | 05/02/2023 |
| **Location:** | Zoom |
| **Call to Order:** | 3:03 p.m. | **Adjourn:** | 3:50 p.m. |
| **Attendees:** | Present: Dean Dietrich, Kelli Francis, Anna Golackson-Timblin, Karla McGuigan, Jerry Raikowski, Allison Walsch, Dana WilliamsAbsent: Marc Bouwer, Mandy Reeves |
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| **Agenda Items** | **Discussion/Notes** | **Votes** |
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| 1. Approval of 03/07/2023 Minutes
 | No DiscussionDean (Kelli) to approve | 7:0 |
| 1. President’s Report (Karla)
	1. Chapter Continuity Topics
	2. SHAPE Goals
	3. 2022 Shape submitted to National SHRM 4.28.2023; includes financial information.
	4. Karla/Dana – meeting bi-weekly with Katelyn Spanbauer – our state chapter rep in this area; She will attend our next board meeting for introductions.
	5. Dana/Karla got added to Teams for SPAHRA
	6. Attended WI SHRM Lunch & Learn connection 4.26.2023; Resources for national membership were shared and networking.
	7. Attended Core council Meeting 4.21.2023
 | Katelyn Spanbauer will come to our July board meeting.Financial information need to be submitted in January, now in good standing.If interested in being involved in the 2023 SHAPE Goals, email Karla. |  |
| 1. President Elect (Dana)
	1. Shape Goals -Karla and Dana will update 2022 for 2023
	2. Updates
 | No additional update |  |
| 1. Immediate Past President (Marc)
	1. SPAHRA Website Refresh update
	2. Review Collateral Material – sent an email
 | Any updates or edits can be sent to Marc Bouwer. Change email from Mandy’s personal to SPAHRA Gmail. Addition of a QR code for membership information. Get out to the Chamber, SPACVB, and other businesses that have interest or left once finalized.  |  |
| 1. Communications Chair Report (Kelli)
	1. Update
 | No survey after the last meeting. Positive feedback while at the event. If need anything, email Kelli and follow up via email as needed. Can remind the membership that we would send out HR vacancies to the group. Quick plug at next in-person meeting.  |  |
| 1. Treasurer’s Report (Allison)
	1. Updates
 | Balances – Checking $13,861Money mark $40,779SPAHRA Board Calendar to send out and keep the board on track, not sure if there another version keep us on top of the Board timeline/deadlines. 990 Submitted – Allison keeps this on the calendar. Add the finance reporting information on a calendar. **Karla will send out the calendar to the board members to review from their perspective/their role and send any feedback (outdated?). Edit and review for next board/year.**  |  |
| 1. Professional Development/Programming (Jerry)
	1. Updates
	2. Certificate(s) process – Thank you Jerry!
 | All certificates are up to date. Easier to do ahead of the meeting. Did get the certificates created for the rest of the year. Midstate booked remainder of the year. Agreed to waive the meeting fee for the remainder of year. Working with Riley Denny at MidState. Rockman’s catering**September 13th for half-day event – Jerry will contact the speaker to see if they could move earlier for a half day event.**  |  |
| 1. Membership Chair Report (Mandy)
	1. Updates
 | 2 people outreach to join – 1 Lands End and one for a Bank  |  |
| 1. Secretary Report (Anna)
	1. Updates
 | Kelli will create a Google Drive for the Board and send out to the board members.  |  |
| 1. Legal & Legislative Chair (Dean)
	1. Virtual Roundtable update from March/April
	2. Updates
 | Legal Update: Spoken many times about the changes within the NLRB. SPAHRA members are largely non-unionized. NLRB and current admin re-writing policies under the NLRB act, memos from the General Counsel. Changes: - Appropriateness of confidentiality and non-disparagement agreements in severance settlement agreements. - Quick elections changing timeline for union election vote. - Recently, decision that if employee A engages in outburst in the workplace, resulting from dissatisfaction about a decision by the company, that outburst is protected and not subject to discipline under the NLRB Act because viewed as response to company’s decisions and protected speech. Not a lot of enforcement. Things are changing dramatically. All Employers should be aware that this is happening. Training modules for new supervisors. In memo after last roundtable discussion. 15-minute vignette or module. **Dean will look at the SHRM materials. By the start of next month, report of what is available that can package for membership use.** Three Asks from Dean to the Board:* If other topics should consider, send email to Dean.
* If have thoughts or materials and or resources on when should supervisor contact HR, send Dean the material or point in the direction.
* Once get package of options/materials, then looking for evaluation and feedback.
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| 1. Other business
 | None |  |
| 1. Adjourn
 | Karla (Kelli) move to adjourn | 7:0 |