

**Mid-Valley SHRM Mission Statement: To provide knowledge, skills, and resources while working to enhance personal and professional development.**

BOARD MEETING (Chapter 202) May 18, 2022 – 8 am - 9:30 a.m. Allan Bros. Coffee

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| Jill Sharp | President |  | Vacant | Sponsorship Chair |
| Jason Bushnell | Past President |  | Vacant | Membership Chair |
| Kristen Taylor | Certification Chair |  | Katie Forsman | Legislative Liaison |
| Robin Bilyeu | President Elect and Treasurer |  | Kristen Taylor | Secretary |
| Bonny Ray | Diversity Chair |  | Karlina Christensen | Programming |
| Vacant | SHRM Foundation |  | Vacant | Workforce Readiness |
| Laurie LeRiche | Communications Chair |  | Lucilla Valley | College Relations |

Highlighted if PRESENT

The Board Meeting began at 8 a.m.

2022 Goals:

* By-Law Review and Sign Off by Q4 - Jason Bushnell will lead as Past President
* Chapter Finance Audit Q4– Lead by Robin Bilyeu/Cross Chapter
* Board Members – SHRM Foundation Donation, Attend QRTLY VLRC or Oregon SHRM Events
* Programming
  + 12 Monthly Meetings – Karlina
  + 1 extra meeting for SHRM Foundation donation – Jill
  + Certification Credit for 12 monthly meetings - Kristen
* Legislative – Review legislative/law changes and inform the group monthly. Katie
* Excel Report – Jill Sharp 3/15
* Pinnacle – Bonny Ray Diversity Community Work
* Diversity – Social Media Post, LinkedIn and Facebook, Article for newsletter. – Lucilla
* Sponsorship – Secure at least six sponsors for 2022, Fill board position.
* Social Media – 12 newsletters, Grow members on LinkedIn Account. Bi-monthly posting
* Membership –
  + Increase membership by 5%.
  + Retention activity for members by end of Q3. 90% retention.
  + Fill open board position
  + SHRM Foundation –
    - Secure $500 in donation
    - Promote Certification Scholarship
    - Promote SHRM Foundation programs
    - Fill Open Board Position

President’s Update - Topics for discussion:

* + - May Hybrid Program Review –location not ideal, but Jason just got word that it is not available anymore anyway. Room was cold and some complaints about having just pastries instead of a full breakfast. Positive is that we were together in person and the hybrid model DID work. Jill has some logistics to work out with managing the mixed crowd. We will try the higher quality projector next month to see it that improves quality of display. Continue to explore alternate venues FAST! The Albany Carousel has rooms for rent. Other ideas are local golf clubs, public library, Mennonite Village. June might have to go virtual only unfortunately. We don’t want to bounce around locations. Better to establish a long-term plan.
    - Certification scholarship award window remains open until June 8th. Encourage member application. Scholarship value covers materials and test including the online learning system. Jill will do an at large message to promote this.
    - Bonny has completed the train the trainer course for certification training. Continue plans to offer a certification course for the Fall.
    - New board members: Tami Hubert is pending due to changes with her workload. Frank Garcia indicated he may consider for 2023.
    - Looking to add a Foundation fundraiser event separate from regular programming in order to meet out donation goal of $500.00. We are also looking to an evening membership event. Consider an evening event at a local winery. Late summer?
    - Mileage Policy--Reimburse mileage at the IRS rate. Mileage policy to be updated to reflect that it will fluctuate with the IRS rate as opposed to updating the amount every year.
    - Jill has a current at large list. E-blast coming for membership drive. Jill will also do some direct reach out also.
    - OSU Student SHRM group has an end of the year banquet June 1st. t. It will be live again this year. They would like Mid Valley SHRM participation. Jill is signed up and Lucilla is interested as well.

Position Reports:

Past President—Jason—no additional report beyond meeting location update.

Treasurer – Robin--Presented current treasurer’s report. Report was approved. See report for full detail. Eventbrite deposit was $600.00 this month based somewhat on increased pricing for event. Even with the increase this seems high? Check with Karlina to verify registrations. DO insurance is paid. Bank update: On Point CU does seem to have better account options. Is it worth it to go through the trouble to change? Consensus to stay put. Robin attended the affiliate management portal training. Said it was really good info.

Certification – Kristen—June credit was a little late getting submitted due to delay in getting the program description, but HRCI approved in one day! In general, we need 4 weeks notice for HRCI to guarantee the turnaround time. This program qualifies for the HRCI ethics requirement for renewal. Plan is to do one program per year that meets this need.

Legislative – Katie—Sent legislative update report via CLA report:

Legislative Updates for OR

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| Bill # | Description | Status |
| SB1513  https://olis.oregonlegislature.gov/liz/2022R1/Measures/Overview/SB1513 | Prohibits employer from taking adverse employment action against employee employed in certain manufacturing establishments who refuses to work mandatory overtime shift unless employer has provided employee with at least five days' advance notice of overtime shift, including date and time of overtime shift.  Industry Specific Employer Action: Revise related employer policy, analysis processes, and amend templates. Inform those using these processes and employees of all changes made. | Effective January 1, 2023. |
| SB1514  https://olis.oregonlegislature.gov/liz/2022R1/Measures/Analysis/SB1514 | Temporarily modifies definition of "compensation," for purposes of pay equity requirements, to exclude hiring bonuses and retention bonuses.  Employer Action: Review current and proposed processes for compliance with revisions. Inform those using these process of changes made. | Effective upon passage. Expires on the 180th day following expiration of the declared state of emergency dated March 8th 2020. |
| SB 1515  https://olis.oregonlegislature.gov/liz/2022R1/Measures/Overview/SB1515 | Modifies definition of "benefit year" for purposes of paid family and medical leave insurance program. Employer Action: Stay informed | Effective upon passage. Impact in 2023 |
| SB 1586  https://olis.oregonlegislature.gov/liz/2022R1/Measures/Overview/SB1586 | Clarifies prohibitions regarding provisions that may not be included in agreements between employers and former, current or prospective employees.  Employer Action: Review current and proposed processes for compliance with revisions. Inform those using these process of changes made. | Effective: January 1, 2023 |
| HB 4002  https://olis.oregonlegislature.gov/liz/2022R1/Measures/Overview/HB4002 | Prohibits employers from permitting or requiring agricultural workers to work in excess of maximum allowable hours unless workers are compensated for overtime hours worked. Industry  Specific Action – Agricultural Employers: Prepare for upcoming changes in OT requirements, 2023-2027 and after. | Effective: June 3, 2022 |
| HB 4074  https://olis.oregonlegislature.gov/liz/2022R1/Measures/Overview/HB4074 | Requires employee or worker of marijuana licensee to report human trafficking on licensed premises to Oregon Liquor and Cannabis Commission.  Industry Specific Action – Marijuana Licensee: Develop and implement policy. Educate impacted employees on responsibility and process. | Effective: April 15, 2022 |
| HB 4138  https://olis.oregonlegislature.gov/liz/2022R1/Measures/Overview/HB4138 | Makes several changes to the administration of time loss benefits. First, the measure requires an insurer or self-insured employer to provide written notice to the worker before suspending time loss payments and requires the notice to include the reason for ending time loss. Second, the measure allows an attending health care provider to retroactively authorize time loss up to 60 days prior to the notice that payments will cease. Third, the measure does not allow medically stationary status to be established more than 60 days before the worker or worker’s attorney is notified that the worker has become stationary. Finally, the measure limits recovery of overpayments for time loss to no more than 50 percent of the worker's total reward.  Employer Action: Impact is to self-insured employers and insurers. Good information for benefits/workers comp administrators. | Effective upon passage |

Flexible I-9 Rules for Remote Workers Extended Through October:

<https://www.ice.gov/news/releases/ice-announces-extension-i-9-compliance-flexibility-3>

<https://www.fisherphillips.com/news-insights/flexible-i9-rules-remote-workers.html>

Programming – Karlina—Entire year is mapped out. Jennifer Beaumann-Steagall is asking for virtual presentation for the July program. Idea is to phase out virtual presenters as we move on even if we are maintaining hybrid participation.

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| Month | Topic/Presenter | Sponsor |
| Jan- | OSU Diversity Topic |  |
| Feb- | Leg Update with Randy |  |
| Mar- | Paula Barran- Religious Accommodations |  |
| April- | Veterans with group- Leslie Hammer team |  |
| May- | Kyle Abraham- NLRB |  |
| June- | [Heather St.Clair](https://protect-us.mimecast.com/s/e5mECNkKM9CVN3ozDTmvTom?domain=lanepowell.com) and [Hank Stebbins](https://protect-us.mimecast.com/s/x-qECOYXNyh5Ax3MzhvAnX3?domain=lanepowell.com).- Ethics for HR |  |
| July- | Jennifer Baumann Stegall \_Diversity Topic- virtual presenter |  |
| Aug- | Heather St Clare- paid leave | Jennifer Bugley |
| Sep- | Benefits- Jennifer Bugley |  |
| Oct- | Jennifer with HR Answers- Pay Equity |  |
| Nov | Stacey Stack |  |
| Dec | **Why Your Recruitment Mindset Must Change**. |  |

Sponsorship – Vacant but Jill will send out some e-mails to past sponsors.

Membership – Vacant

Jill Started review of records and reports from Dual Membership

Active List showing 96 (57 certified). This is low compared to pre-pandemic.

Website / Communications – Laurie LeRiche—Kristen sent updated certification seals for posting. We still have 2021 on the website. Laurie confirmed receipt after checking junk mail. Minutes have not been added to the website recently. Laurie to work on catching this up. We need to set up the chapter LinkedIn page to use it most effectively.

**Diversity** – Bonny—Diversity role update:

Diversity Connections Event planning:    
  
Chemeketa Community College Chief Diversity Officer Vivi Caleffi has joined the employer group as well as two representatives from Salem Hospital.  We are growing!  They are willing to provide space for an October event at the Chemeketa vineyard in Salem or on their campus.  This is big cost savings!  OSU’s Office of Institutional Diversity and Anne Gilles with the Search Advocate program can help with some of the food costs.  If Mid-Valley SHRM can also assist with a part of the food I think we have our event costs covered. Our next planning meeting is June 21, See Bonny for attendance details.  We will pick an October date for the first event and break into smaller groups.

Meeting Agenda:

* Introductions
* Pick the October event date
* Verify the preferred location
* Plan for advertising/communications
* Begin working in small groups on the logistics of the event:
  + Programming
  + Catering
  + Registration
  + Welcoming and Introducing Honorees
  + Networking facilitation
  + Follow up and sponsors for future events

College Relations Director – Lucille—Establish our participation and needs for the student banquet. Goal is to re-engage the student group participation in our chapter meetings.

Workforce Readiness – Vacant – SHRM has combined Foundation and Workforce Readiness roles and we could too.

* Next Board Meeting: June 15, 2022