CKSHRM Board of Directors Meeting

January 12th, 2021

Location: Nesco Resource via Zoom

1. **Call to order:** The CKSHRM board meeting was called to order at 12:11 pm by President Brad Logan. Board members in attendance: Brad Logan, Joanne Prewitt, Pam Jackson, Erica Sluder, Leigh Allen, Bill Pianovski, Sherry Davis, and Tracy Perkins.
2. **Meeting minutes:** The last board meeting minutes from were presented by Tracy Perkins. Pam Jackson made a motion to approve the minutes and Sherry Davis seconded the motion. Minutes were approved.
3. **Treasurer’s Report:** Tracy Perkins provided the board with a current account balance and a list of account transactions. Our current account balance is $3,007.65 (checking) and $3,158.47 (savings). The $300 check to the SHRM Foundation has not cleared the bank yet but is reflected in the checking account balance.
4. **Board Chair Reports/Updates:**

**Membership:** Joanne Prewitt stated that she is working on the SHAPE document and will have it completed by the deadline. Membership drive is underway and we need to send out an email to all CKSHRM members. Brad stated that he will send out an email to the Board members. Sherry Davis stated she will send out Membership drive email to entire chapter this week. Joanne will also email board members. Sherry asked how the membership dues come in and how it is handled with the PayPal account and mailed in checks. Tracy Perkins to get the mail at the Post Office and deposits membership checks and cash into the CKSHRM checking account. Joanne manages the PayPal account deposits money into the CKSHRM checking account. Both Tracy and Joanne state that they communicate memberships via email to Sherry, Brad, Tracy, and Joanne. Joanne asked the board to send Sherry contact information for those they are recruiting. Joanne stated that she will send an email to the HR person at Honeywell to recruit.

**Certification:** Leigh Allen discussed the CKSHRM website and that she has left the certification column blank in the roster. Leigh asked the board if we should list credits on the website for upcoming events. Leigh stated that there are discounted rates for SHRM members. Leigh stated that the events this week are accredited. Leigh informed the board that the SHRM learning program is online and videos on their website. Leigh asked the board if we could advertise and maybe share this information with CKSHRM members.

**Diversity:** Leigh Allen sent an email to members from DC SHRM Chief of Staff on HR Resiliency and equality in the workplace. SHRM is collecting testimonials on new diversity and racism at work. Updates now available on CKSHRM website with link. Leigh informed the board that there is a new push for the Together Forward @ Work to Twitter and LinkedIn to spread the word.

**Website/Communication:** Leigh Allen stated that the dates for upcoming meetings are the second Tuesday of the month every other month. Next CKSHRM meetings will be held on February 9, 2021, April 13, 2021, June 8, 2021, August 10, 2021, October 12, 2021, and December 14, 2021. Leigh informed the board that there are no lunch sponsors right now. Leigh asked if the board wanted to continue with SHRM basket sponsors in 2021. Leigh made the motion to continue. Brad seconded the motion. SHRM has a basket for $75-$89 on their website as another option for sponsors. Joanne stated that Nesco will sponsor February’s SHRM basket. The average amount for a basket is approximately $100. Sherry stated Hobart will sponsor April’s basket. Before we discuss scholarships the board wants to wait to see how successful the membership drive is then make a decision maybe in March.

**Legislative:** Pam Jackson stated that changes are coming with the presidential election. Pam stated that Family First ended on December 31, 2020. Pam touched on SHRM recommended leave. Pam also disclosed that employers are being sued from hearing impaired employees. Employers with lawsuits filed against them include Subway, Dollar Tree, and FedEx. When hiring and recruiting employers cannot ask questions about medical conditions or medical exams. Employers cannot ask about hearing loss or hearing aids. Applicants are not required to disclose hearing loss unless accommodations are needed to perform the job. Employers cannot withdraw an offer of employment if the applicant can perform the job with or without accommodations. SHRM said that with Biden as President that non-compete clauses could change. On January 4, 2021 SHRM launched When I Grow Up, a platform that focuses on developing more equitable and inclusive workplaces.

**Workforce Development:** Bill Pianovski informed the board that the December healthcare job fair was cancelled. Jody is setting up a way to connect job seekers and employers in Boyle County with more information coming in January.

**Programs/Certification:** Erica Sluder discussed program options for 2021. Erica stated that Whitney Bishop did a three hour training previously at Goodwill. Whitney also did a previous training for our CKSHRM group. Erica informed the board that Whitney has a $300 fee. Also, Whitney is an entertaining and engaging speaker. Whitney does have a 45 minute training including a guided change through our leaders and has a foundation tool kit for leaders. Erica previously spoke with Whitney in November 2020. If you have trouble with staff Whitney has a model for managing complex change that breaks this down and gives examples. Joanne motioned to book Whitney for an upcoming event. Brad seconded the motion. Erica also discussed Ashley McCarty through the Kentucky Chamber of Commerce. Ashley has previously hosted three part series classes. Ashely targets mental health and removing that stigma. Erica has a meeting with Ashley on Friday afternoon. The board asked if Erica would discuss with Ashley the possibility of condensing her three part series into one session. If Ashley can condense the training that we could extend the time of the session. Erica also stated that it may be worthwhile to bring in some type of diversity training this fall. Joanne states Nesco has a Risk & Safety department that could do a diversity discussion for our group for free if we want. Erica also stated that Hannah Resource meetings have attorney James Morris speak to their group and James is a great speaker. We could look into partnering with another SHRM group and split the cost.

**V. New Business:** Joanne Prewitt states that the chapter is surviving. Erica reminded the board that Whitney Bishop will need payment in advance. Joanne to continue Zoom meetings for the board and Leigh will add link to the CKSHRM website.

**SHRM Foundation Donation Basket Sponsor:** Joanne Prewitt states that Nesco will provide the Foundation basket in February.

**VI. Old Business:** None.

**VII.** **Board meeting:** Our next board meeting is scheduled for March 9th, 2021 from 11:30am to 1:00pm. Location: Virtual Zoom meeting.

**VIII. Adjournment:** The CKSHRM board meeting was adjourned at 1:03pm.