



ALASKA SHRM STATE COUNCIL



Meeting Minutes

A telephonic meeting of the Board of Directors of the Alaska SHRM State Council (ASSC) was held on March 7, 2017.

<u>Name:</u>	<u>Position:</u>	<u>Present/ Absent:</u>
Anne Sakumoto, PHR, SHRM-CP	Director	P
Nancy Miller, SPHR, SHRM-SCP	Past-Director	A
Ben Krisher, PHR, SHRM-CP	Director-Elect	A
Emi Aubertine, PHR, SHRM-SCP	Secretary/Treasurer	P
Molly Webb, PHR, SHRM-CP	Certification Director	A
Dr. Charla Brown	College Relations Director	A
Ann Flister, SPHR, SHRM-SCP	Communications Director	P
Patricia Mitchell, SPHR, SHRM-SCP	Diversity Director	P
Dr. David Rambow	Foundation (SHRM) Director	P
Ben Krisher, PHR, SHRM-CP	Legislative Affairs Director	A
Patty Hickok, SPHR, GPHR, SHRM-SCP	Membership Director & Workforce Readiness	P
TJ Alinen, SPHR, SHRM-SCP	Professional Develop. Director	P
Nancy Miller, SPHR, GPHR, SHRM-SCP	Social Media	A
(Patty Hickok, SPHR, SHRM-SCP)*	Workforce Readiness Director	P
Ann Kjera, SPHR, SHRM-SCP	Anchorage Chapter President	P
Sonya Conant, SPHR (representative)	Mat-Su Chapter President	P
Chad Brown	Juneau Chapter President	A
Marianne Guffey, SHRM-CP, PHR	Fairbanks Chapter President	P
Dianna Gould, CAE	Pacific West Regional Director	P
Roshelle Pavlin	MAC Representative	A

* Dual role

Call to Order:

Anne called meeting to order at 12:02pm

Meeting Minutes Approval –

February meeting minutes will be reviewed at the April meeting.





ALASKA SHRM STATE COUNCIL



Committee Reports:

Treasurer Report (Emi Aubertine) – As of this morning there are no checks from the mailbox. The balance of the FNBA account is \$172,275.00. The Wells Fargo balance is approximately \$27,000. Please be sure to complete a reimbursement form when submitting expenses.

Social Media (Nancy Miller absent) –

Workforce Readiness (Patty Hickok) – We have more volunteers than needed for the Employment First job fair. There will be more opportunities to volunteer, thank you for your willingness to volunteer. We are awaiting more info on Junior Achievement.

College Relations (Dr. Charla Brown absent) –

Dr. Rambow Wayland Baptist - Resume writing workshop being conducted. We met the qualification for the merit award. We will be completing the application in the next week. Anne Sakumoto, UA Fairbanks received funding to go to the student case competition.

Diversity (Patricia Mitchell) – Diversity Nuggets this month focused on predictions for 2017 using data and social science to cultivate diversity. One of 2017 goals is to rerun the survey from four years ago. Trying to formulate the survey and get it out early enough so we can get responses back and the information can be analyzed and shared. Will be meeting with Anne Sakumoto to discuss. Patty Hickok offered historical perspective about first survey she sent and second survey. To be significant, we'll want to have the same questions. We can send it out as an e-blast.

Legislative Affairs (Ben Krisher absent) –

Ben submitted his report ahead of time: he will be at the SHRM Employment Law & Legislative Conference is next week – March 13-15.

Wednesday March 15th will be “Advocacy Day” when we'll be conducting Hill visits to Representative Young and Senators Murkowski and Sullivan.

There are probably dozens of issues that SHRM could take up and speak to but the two that will be highlighted during these meetings include:

- Health Care
 - Republican plan just came out Monday March 6 – so it's still very, very new. 4 Republicans, including, Senator Murkowski, have already signed a letter stating they wouldn't support legislation that affects the Medicaid expansion that was part of the Affordable Care Act – this could doom the Republican repeal and replace plan as it stands





ALASKA SHRM STATE COUNCIL



- SHRM is urging Congress to protect and strengthen employer-based health care, urges Congress to avoid any changes to the tax treatment of employer-sponsored coverage, advocating for the repeal of the 30% excise tax, and supporting provisions that will improve wellness programs
- I'm sure there will be more updates over the course of the week as SHRM's staff and other policy analysts look at the Republican proposal
- Workplace Flexibility
 - President Trump talked about paid family leave during his address last week, marking it as a priority for his administration
 - There is also legislation coming down the pipes that would mandate paid sick time (56 hours), and another bill that would provide for partial wage replacement during FMLA
 - These efforts are unlikely to advance, but as more and more states introduce their own laws, it's something that will continue to keep up
 - A representative from California has worked with SHRM to develop legislation that would expand paid leave and workplace flexibility opportunities – employers would opt-in and automatically satisfy all state and local requirements
 - SHRM's stance is to encourage incentives for employers to voluntarily offer paid leave to employees rather than a one-size-fits-all approach

Discussions with other chapters

I had a great talk with Southeast Chapter President, Chad Brown a few weeks ago regarding the A-Team and efforts to get a Government Affairs or Legislative Director on the Southeast Chapter Board of Directors. He has some plans on recruiting more people and I think it could be easy sell. I also had a good conversation with Brian Zematis, the Government Affairs Director of the Anchorage Chapter. I sent him some resources on the A-Team. He mentioned that he hadn't been receiving copies of the "Council Prospector," so I directed him to those on our website – maybe we can feature these on our Facebook posts once they go up? I'm anticipating getting an updated copy of the A-Team membership list during the conference, so it will be great to share with chapters so we can strategize on how to engage more.

SHRM Foundation (Dr. Dave Rambow) – We are looking at ideas for fundraising idea during the state conference. Patty Hickok and I are going back and forth with ideas. I am working on a SHRM Foundation article for the next Council Prospector.

Communications (Ann Flister) – The newsletters going out this month. We are waiting on the mailing list from SHRM. It usually takes a couple of days and it was requested yesterday. The next newsletter going out around June 1. Thank you for all your newsletter items. Comments were added that the local chapter board members and their members may submit articles for consideration to be published in the Council Prospector. They just need to send





ALASKA SHRM STATE COUNCIL



those to Ann Flister before the deadline. Ann's email address is on the website (included here AFlister@pndengineers.com). Question was posed about the next deadline. It's **May 19, 2017**.
Deadlines can be found <http://alaska.shrm.org/newsletters>

Membership (Patty Hickok) – The correct membership form has been uploaded to the website. When non-members register for the state conference, they will be registered as members as part of their registration fee.

Certification (Molly Webb absent) –

Professional Development (TJ Alinen) – We had approximately 110 participants at the February 2017 webinar program presented by Rick Birdsall with the Growth Company (Workplace Investigations). Our next program is scheduled for March 24, 2017. Jennifer Spence with Aliant Employee Benefits will be presenting a program on Wellness and Engagement.

We have the following webinar programs lined up:

March 24, 2017; Wellness in the Workplace – Employee Engagement Strategies, Jennifer Spence – FULLY CONFIRMED

April 28, 2017; Program Pending Final Confirmation

September 22, 2017; Internet/Cyber Security & Phishing for HR Professionals, Courtney Targos – FULLY CONFIRMED

October 27, 2017; HR Department of One, Dianna Gould – FULLY CONFIRMED

November 17, 2017; The Real Deal on Form I-9, Dave Basham with Department of Homeland Security – FULLY CONFIRMED

Chapter Reports:

Juneau (Chad Brown absent) –

Mat-Su (Sonya Conant) – Dr. Rambow is presenting “Strategic Performance Management” on 3/8/2017. We are talking to people about filling board positions. So far no one has signed up for President and President Elect.

Fairbanks (Marianne Guffey) –

- We have updated our Board Contact Information.
 - We are working with Patty Hickok to keep our chapter updated on the State Council website. We hope to develop a chapter logo as well.
- We will participate in the Military/Public Sector job fair at Pioneer Park on 3/8/17. We plan on having printouts for items such as resume and interviewing tips.





ALASKA SHRM STATE COUNCIL



- We are continuing our “Pennies for a Change” project this year. Our change jar goes to all meetings. Our chapter will match the funds raised at year end and make a contribution to the SHRM Foundation.
- March meeting: **March 16**
Topic: Conducting Internal Investigations
Speaker: Faith Rose, Associate Gen Counsel for Doyon
Location: **Kinross Conference Room in AKUSA bldg. on Old Steese**
Recertification INFO:
Activity ID: 310969
Title: Conducting Internal Investigations
Start Date: 3/16/2017
End Date: 3/16/2017
Recertification Credit Hours Awarded: 1
Specified Credit Hours: HR (General)
The “Pre-Approved” seal can be downloaded via these links
For web: <http://bit.ly/2ik16Vn>
For print: <http://bit.ly/2i0HGqA>
- April meeting: **April 13** ~ Hot Topics Roundtable by Gregory Fisher, Davis Wright Tremaine (location to be announced)
- **May 18** will be a Legislative Update by Yuri Morgan

Anchorage (Ann Kjera) – The certification course started last night. We have 13 attendees. We are looking at marketing the certification course to increase participation. We are averaging a 70% pass rate on both the HRCI and SHRM tests. We have several initiatives to discuss at our next board meeting. We are starting a workforce readiness initiative with prisoner reentry. We are supporting two students from Wayland Baptist University to attend the state conference and attend our board meetings. College Relations has been working to get more people involved. Be on the lookout for the networking event coming up in April or May, 2017.

Dianna’s report:
See Attached Sheet

The new commercial (just released) that targets certification can be viewed here: <https://www.youtube.com/watch?v=lkXwvs42fac>

Feel free to show the ad in your local efforts to promote SHRM certification. It is running on cable TV.

In case you want to include a link on your website or play it at a chapter meeting, you can see the 2016 SHRM commercial here:





ALASKA SHRM STATE COUNCIL



<https://www.youtube.com/playlist?list=PLJQbMODb5VrYzkhtgtXCosASmP51IFRaW>
https://www.youtube.com/watch?v=6abDzA_Z3Ks

MAC Report (Roshelle Pavlin absent) – Reported by Anne Sakumoto Roshelle Pavlin indicated that the Membership Advisory Council monthly meetings are on the same day and time as our State Council meetings so she does not anticipate being able to attend our meetings. The MAC Report will be provided to the State Council following the MAC Meeting.

Roshelle provided weblinks to a SHRM commercial. These links will be added to our website

<https://www.youtube.com/playlist?list=PLJQbMODb5VrYzkhtgtXCosASmP51IFRaW>
https://www.youtube.com/watch?v=6abDzA_Z3Ks

Past Director (Nancy Miller absent) –

Director's Report (Anne Sakumoto) –

Have had meetings or calls with Certification and desire to focus on recertification efforts for the year. Also, various communications with College Relations Director. Attended the ASHRM meeting.

MAC Meeting with Roshelle Pavlin. She asked various questions which included questions about our members' opinions. I shared my own individual professional opinion with disclaimer that for questions specifically related to members' opinions, it would be best to survey members directly.

For information purposes, the questions Roshelle asked included:

1. Does the membership feel like SHRM is sufficiently delivering on its mission?
2. How can we as a community do a better job in attracting and engaging emerging professionals to join SHRM?
3. How do we grow chapter membership?
4. How is SHRM doing on the delivery of Competency based content to the members? Do members understand the competency model and how it relates to the BoCK and certification?
5. How are our members receiving the SHRM-SCP and SHRM-CP and SHRM brand awareness campaign (i.e. television commercial)?

There were no other comments.

Adjournment:

The meeting was adjourned at 12:53pm.

Prepared by:

Emi Aubertine

Treasurer/Secretary

