



ALASKA SHRM STATE COUNCIL



Meeting Minutes

A telephonic meeting of the Board of Directors of the Alaska SHRM State Council (ASSC) was held on April 5, 2016.

<u>Name:</u>	<u>Position:</u>	<u>Present/Absent:</u>
Anne Sakumoto, PHR, SHRM-CP	Director	P
Nancy Miller, SPHR, SHRM-SCP	Past-Director	P
Michael Ward, SPHR, GPHR, SHRM-SCP	Anchorage Chapter President	A*
Russell Black	Mat-Su Chapter President	P
Vacant	Juneau Chapter President	
Sallie Stuvek, SPHR, SHRM-SCP	Fairbanks Chapter President	P
Patricia Mitchell, SPHR, SHRM-SCP	Diversity Director	P
Dr. Charla Brown	College Relations Director	P
Ben Krisher, PHR, SHRM-CP	Legislative Affairs Director	P
Patty Hickok, SPHR, GPHR, SHRM-SCP	Communications Director	A
Ann Flister, SPHR, SHRM-SCP	Workforce Readiness Director	A
Emi Aubertine, PHR, SHRM-CP	Secretary/Treasurer	P
Dr. David Rambow	SHRM Foundation	A
Patty Hickok, SPHR, GPHR, SHRM-SCP	Membership Director	A
TJ Alinen, SPHR, SHRM-SCP	Professional Develop. Director	A
Molly Webb, PHR, SHRM-CP	Certification Director	P
Vacant	Social Media	
Dianna Gould, CAE	Pacific West Regional Director	A
Mike Letizia	MAC Representative	A

*Emi Aubertine, ASHRM's Awards Chair, served as representative for ASHRM

Call to Order:

Anne called meeting to order 12:03 pm

Meeting Minutes Approval –

Ben Krisher motions to adopt. Sallie Stuvek seconds. No discussion. No opposition. Minutes approved.





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Committee Reports:

Treasurer Report (Emi Aubertine) - Total Assets are at approximately \$100,000. It is a combination of \$74,908.23 in FNBA and \$25,000 in Wells Fargo Investments. Audrey Lance at Thomas, Head & Greisen has requested the balance sheet and P&L statement to begin the inquiry if Alaska SHRM State Council meets the requirement to file a 990-N or if it will be a 990-EZ. Emi and Anne are working on getting the information to Audrey. We renewed our contract through Security Metrics. SM provides additional security for payment processing. We also renewed our Cvent contract for 2016.

Communications (Patty Hickok) - Absent

Workforce Readiness (Ann Flister update provided by Anne Sakumoto) - Ann Flister and Anne Sakumoto attended the reverse job fair conducted by Project SEARCH at Providence Hospital. Ann is evaluating if it is a worthwhile initiative for Alaska SHRM State Council to undertake.

College Relations (Dr. Charla Brown) – Wayland Baptist collected 5,228 rolls of toilet paper in the Iditaroll challenge for Beans Cafe . On 4/15/2016 they will be conducting their merit award report. They will also be applying for Outstanding Student Chapter. On 4/16/2016 they are conducting a resume writing workshop. They will also be attending the ASHRM Spring networking event on April 27.

The UAF student chapter received \$3,000 in travel support from NHRMA for the 2016 Student Summit Event in Salt Lake City. They will be presenting their case findings. They will also be participating in the student business leader of the year conference and hosting a negotiating starting salary presentation. UAF will begin the process of electing their new officers. Two student members will be finishing their MBA. One is going moving on to a Ph.D. program and the other is looking for an HR job.

UAS has their petition to charter a virtual chapter completed and submitted to the Anne Sakumoto. Currently there are 15 students participating. Once Anne S. reviews and approves, she will send it onto SHRM national for approval. Currently there are 50 students at-large in Alaska. SHRM will be sending out an email blast to encourage them to register with a student chapter or up their student membership to a professional membership.

Anne Sakumoto asked if the Alaska SHRM State Council can be the sponsor for the virtual student chapter. Dr. Brown stated that Dianna Gould instructed her to put the State Council as the sponsor when she submitted the paperwork. Sallie Stuvek stated that Fairbanks SHRM is the sponsor for UAF. Other than contributing to round table discussion for the chapter, there is nothing Fairbanks SHRM provides for the UAF student chapter.





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Anne Sakumoto asked for a motion to have Alaska SHRM State Council to be the sponsor for the UAS SHRM virtual student chapter. Nancy motions. Sallie seconds.

Discussion - Sallie asked if a student is in a distance program, would they be able to join or did they need to be enrolled in UAS. Dr. Brown stated that all students around Alaska that met the minimum eligibility requirements they can join the virtual student chapter. Nancy asked if there were other virtual chapters. Dr. Brown stated that there are other virtual chapters.

No opposition. Motion Approved.

The UAF Student Chapter Advisor did not receive employer authorization and budget to travel with the UAF students to the Student Summit. Dr. Brown is checking to see if she is able to get the approval to take the time to travel with the students as the College Relations Director. Anne Sakumoto stated there was a provision in the budget for this travel.

Diversity (Patricia Mitchell) – nothing to report

Legislative Affairs (Ben Kirsher) – Ben attended the SHRM Legislative & Employment Law Conference last month. The key speakers included political analysts, former Attorney General Eric Holder, and the chair of the EEOC Jenny Yang.

A clear theme is that there will be a lot of movement on the efforts from the past few years to get them enacted prior to the end of President Obama's term. One of the major pushes that was recently submitted to the office of management and budget was the FLSA overtime regulations. Having those referred to the OMB is one of the final steps before they're actually enacted and we find ourselves needing to comply with them – including the 113% increase in the salary test for exempt employees.

Luckily, there's been some push back from Congress in the form of two bills – S. 2707 and H.R. 4773.

This legislation would:

- Require the DOL to perform an economic analysis of how changes to overtime regulations will impact nonprofits, small businesses, and employers in other vulnerable industry sectors before issuing a new rule.
- Prohibit automatic increases in any new rule.
- Ensure that any proposed changes to the duties test can be reviewed by the public through the formal notice and comment process prior to finalization.

Ben spoke with the offices of Senators Sullivan and Murkowski, as well as Congressman Young, about the need to push back on these regulations. Senator Sullivan and Congressman Young's





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offices were the most receptive, and the staffer at Senator Sullivan's office indicated he may even be interested in co-sponsoring the bill.

You hopefully will have seen a call to action from the A-Team if you're a member or on our Facebook page if you're not yet a member. This is a really simple process – you click through and fill in your information, and it will give you a template letter that will be automatically sent to the congressional offices. You can customize it if you want, but the letter they provide is well-written and straightforward. If you haven't read up on this topic, please do, but I think a show of support from SHRM members in Alaska would be enough to encourage Senator Sullivan and Congressman Young into the firm "supporters" camp, and could get them co-sponsoring the legislation.

Membership (Patty Hickok) - Absent

SHRM Foundation (Dr. Dave Rambow update provided by Anne Sakumoto) - On Thursday, March 30, Dr. Rambow participated in the SHRM Foundation Webinar. Four SHRM Foundations from various parts of the country shared in SHRM Fundraising activities. There a number of very good suggestions. I plan to share these suggestions in an Alaska SHRM Foundation Newsletter to chapters throughout Alaska.

Certification (Molly Webb) -

- Great news! SHRM has provided the State Council with two free tests to help get study groups up and running. Molly worked with Shara English, ASHRM's Education and Certification Director and we have chosen Dave Rhodes and myself. Dave and Molly will sit for our exams this spring.
- We had over 30 attendees in person and by phone for the "Why Certify" event with Dr. Alexandar Alonso from SHRM attending in person. He provided background information on certifications in general and then explained the difference between competency based certifications and knowledge based certifications.
- Dianna Gould has been having countless conversations with SHRM headquarters about the Prometric exam centers for the SHRM certification exam. Currently, Anchorage is the only Prometric center in Alaska. However, Alaska is not unique to this problem, but there is not an immediate solution. Dianna will continue to keep this on her radar and I will continue to explore other options that might help our members in the future.





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Professional Development (TJ Alinen) – There were a total 90 attendees on the March 18th I-9 webinar program. Dave Basham with the U.S. Citizenship & Immigration Services provided a great presentation on the I-9 program. The next program is scheduled for Friday, April 22nd. Our very own Michael Ward will be providing a unique overview of Healthcare Reform and how it distinctly impacts Alaska employers. As of this this morning, we have 123 professional registered for the April program.

Programs are still open for the October and November webinars. Please feel free to forward any ideas for presenters or topics. The goal is to have topics and presenters scheduled for 2016 ASAP.

Social Media (Vacant)

Chapter Reports:

Juneau (Vacant)

Mat-Su (Russell Black) – Currently the Mat-Su Chapter is focus on getting membership numbers up.

Fairbanks (Sallie Stuvek) – Fairbanks has two more meetings before summer break. Patty Hickok is coming up in April for the meeting and the May meeting is scheduled. They will be on break for the summer. They are also working on getting their tax status updated.

Anchorage (Michael Ward) – Absent – No Report.

Dianna's report:

SHRM Foundation 2016 Annual Conference Scholarships: \$\$\$\$\$! The SHRM Foundation has substantially increased its award funding and increased the individual scholarship award amounts. The Foundation is proud to offer five awards of \$2,500 each to those pursuing undergraduate degrees, plus 15 awards of \$5,000 each to those pursuing graduate education. Funds may be used for any combination of tuition, books or other course-related fees. Each scholarship is a one-time award; however previous applicants and past scholarship recipients are eligible to re-apply. Twenty academic scholarships are awarded annually, four in each SHRM domestic region. Applications must be completed and submitted online by July 15, 2016. All applicants will be notified of the scholarship results by October 7. Scholarship checks will be distributed by the end of the year, after receipt of tax ID and enrollment verification. [Click here](#) for more details.





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SHRM CERTIFICATION: \$\$\$\$! State Council and Chapter certification deposits should have been deposited into your checking accounts in March. Contact Kim Goodwin (Kimberly.goodwin@shrm.org) if you have not received your deposit.

Did you know that there are over 92,000 individuals who have become SHRM Certified HR Professionals? Now we can focus on the many thousands of SHRM certified folks who need quality recertification opportunities! Now is the time to plan your programming around the SHRM BoCK. If you need help, contact Dorothy.Knapp@shrm.org. We will find you a mentor to get you started. And check out the many new resources to help you market your programs in the Certification section of the VLRC.

State councils and chapters may offer certification preparation and/or recertification credit for legacy certifications in 2016, if needed. Although the marketplace is moving toward SHRM certification as the current standard for the HR profession, we understand this flexibility will ease the transition.

NEW! WORKFLEX FOR RETAIL, SERVICE & HOSPITALITY INDUSTRIES:

<http://www.whenworkworks.org/be-effective/guides-tools/workflex-guides>

FREE Workflex Guides from When Work Works

Offer case studies, tips & advice on how to make workflex work in a variety of industries:

- Manufacturing
- Telework
- Small Business
- Health Care
- Retail/Hospitality
- **COMING SOON: Managers**



<http://www.whenworkworks.org/be-effective/guides-tools/workflex-guides>

DATES & LOCATIONS FOR THE 2016 STUDENT SUMMIT EVENT: The following are the dates and locations for the three events:

- East Event - Atlanta, GA - March 4-5, 2016 **(COMPLETED)**
- Central Event - Omaha, NE - April 1-2, 2016 **(COMPLETED)**
- West Event - Salt Lake City, UT - April 29-30, 2016

Below is a list of some of the most current things we are doing for you; our valued volunteer leaders and members:





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SHRM 2016 ANNUAL CONFERENCE: **TIME SENSITIVE - Join Us at the SHRM Annual Conference at an exclusive Volunteer SHRM Annual Conference & Exposition – Chapter Delegation Program**

SHRM is re-launching its popular chapter delegation program this year for the SHRM Annual Conference & Exposition being held in Washington, D.C., June 19 – 22. And, we're making it even easier for your members to participate this year.

Any chapter member who has not yet registered will be able to take \$200 off the current registration rate of \$1,520!! Here's what you need to do to participate in this program that will **run through Friday, April 8.**

- #1 Each participating chapter must commit to having at least 5 chapter members attend.
- #2 All registrants must be SHRM members OR must take advantage of the 'Join Now' option.
- #3 If you are successful at #1, contact Kim Goodwin (Kimberly.goodwin@shrm.org) your MEA, to get your chapter's unique promotion
- #6 Your chapter members will be asked to send in their payment by phone, fax, mail or they can use the code and register online at <http://annual.shrm.org/> to take advantage of the \$200 off discounted rate.

Then, just remind your members to book hotel rooms soon to ensure that they get the hotel of their choice. They are filling up fast! Thank you for your support, and we're so excited to see you and your chapter members in Washington, D.C. for 3+ days of learning, networking and fun!

Volunteer Leader Discounted Rate – (Different than the one mentioned above and **TIME SENSITIVE)** Planning to attend SHRM's Annual Conference and Exposition this year in Washington D.C. June 19 - 22? In appreciation for your hard work as a volunteer for SHRM, we are pleased to offer a **discounted rate of \$1,215**. This is the lowest individual rate currently available. **Take advantage by April 8th** and we'll see you in D.C.!

CHAPTER AFFILIATION STANDARDS: The SHRM Board of Directors has postponed the 51 percent affiliation requirement for all SHRM chapters. The Board recognized the challenges chapters were having in meeting this affiliation requirement and heard the concerns raised through the Membership Advisory Council. The Board will periodically review chapter affiliation, and the SHRM Field Services Team will continue to assist you in meeting your membership acquisition and retention goals.





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2016 SHAPE REPORTING FORM - SHAPE & Excel Awards Streamlined for 2016

Introducing the new and improved 2016 SHAPE and Excel Awards. Your feedback is important to us and we made some changes! We have separated the SHAPE and Excel programs and made both lighter administratively. Please check out the [SHAPE and Excel Center](#) to see the Planning Documents, recorded webinars, FAQs and Worksheets

SHRM-HOSTED WEBSITE: Membership Database – Cool feature

The website membership database was designed to be managed by the chapter/council and SHRM does not maintain any information contained in the database. There is no link between the built-in website membership database and SHRM's member database.

You, the Chapter Administrator, has full control. You manage the members' (active, pending & expired) information. You manage the non-member records. You can create categories to help identify different member types/groups (ex: Professional, Student). You can export a list of members into an excel spreadsheet and **you can send mass emails that can be formatted and include attachments**. Now how cool is that? [Click here](#) for more detailed information on this feature.

E-BLAST PROGRAM: To assist chapters that do not otherwise qualify for the existing SHRM e-blast program, in 2016 we are launching a Chapter Promotion E-Blast Program. Chapters may request that SHRM send two e-mails per year on their behalf, promoting chapter membership and an event of the chapter's choice to at-large members. This program will provide access to SHRM's at-large community, while recognizing the privacy and other concerns surrounding the sharing of SHRM member e-mail addresses.

MAC Update (Mike Letizia) – Absent

Past Director (Nancy Miller) – The 2017 State Conference planning has begun. It will be held at Hilton in Anchorage May 18-19, 2017. Currently, 75% of the conference speakers have been confirmed. Nancy Miller and Patty Hickok will be helping Fairbanks and Mat-Su increase their membership numbers. Please remember Council Prospector articles are due along with an pictures or updates the chapters wish to submit.

Director's Report (Anne Sakumoto) – HRCI reached out and they are interested in maintaining contact with the State Council. Brad Wilson with HRCI will be attending 2017 state conference May 18-19.

There were no other comments.

Adjournment:

The meeting was adjourned at 1:00pm.

Prepared by:

Emi Aubertine

Treasurer/Secretary

