



ALASKA SHRM STATE COUNCIL



Meeting Minutes

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

<u>Name:</u>	<u>Position:</u>	<u>Present/ Absent:</u>	<u>Voting Positions</u>
Anne Sakumoto, PHR, SHRM-CP	Director	P	1
Nancy Miller, SPHR, SHRM-SCP	Past-Director	P	1
Ben Krisher, PHR, SHRM-CP	Director-Elect	P	1
Emi Aubertine, PHR, SHRM-CP	Secretary/Treasurer	P	1
Ann Kjera, SPHR, SHRM-SCP	Anchorage Chapter President	P	1
Sonya Conant, SPHR	Mat-Su Chapter President	A	1
Sallie Stuvek (or Leisa Kelsey)	Northern Alaska SHRM Chapter President (Designee)	P	1
Chad Brown	Southeast Alaska Chapter President	P	1
Molly Webb, PHR, SHRM-CP	Certification Director	P	1
Dr. Charla Brown	College Relations Director	A	1
Ann Flister, SPHR, SHRM-SCP	Communications Director	P	1
Patricia Mitchell, SPHR, SHRM-SCP	Diversity Director	P	1
Dr. David Rambow	SHRM Foundation	A	1
Ben Krisher, PHR, SHRM-CP	Legislative Affairs Director	P	1
Patty Hickok, SPHR, GPHR, SHRM-SCP	Membership Director	A	1
TJ Alinen, SPHR, SHRM-SCP	Professional Develop. Director	P	1
Nancy Miller, SPHR, GPHR, SHRM-SCP	Social Media	P	1
Patty Hickok, SPHR, SHRM-SCP	Workforce Readiness Director	A	1
Dianna Gould, CAE	Pacific West Regional Director	P	
Roshelle Pavlin, SHRM-SCP, SPHR	MAC Representative	A	
		* Dual Role	

Call to Order:

Anne called meeting to order at 12:00pm

Meeting Minutes Approval –

Ann Flister motions to approve October 2017 minutes. Sallie Stuvek seconds. Discussion: update the date of the Diversity training and correction to the Fall Networking Event title. Correct Patty Billingsley name. No opposition. Motion passes.



Committee Reports:

Treasurer Report (Emi Aubertine)

The FNBA account balance is \$128,000 and the Wells Investment is at \$27,000. THG have completed our 990EZ and I will be picking them up this afternoon and get them mailed to the IRS. Ann Kjera, Ben Kirsher, Anne Sakumoto and I are scheduling time to meet to transition Treasurer duties.

Certification (Molly Webb)

Emi and I met to begin transitioning certification information over to her and prepare her for the VLS. I am still waiting to hear back from SHRM if they will provide us with the email list or be willing to send out an email on our behalf to the encouraging individuals whose certification is up for renewal in 2018 to renew early.

College Relations (Dr. Charla Brown)

I have not received any recent chapter activity updates from Wayland or UAF (although Dave can speak to his chapter if he is on the call). For UAS, we installed a new President and have been recognized as an official student club by the Juneau campus which will assist with banking.

Lastly, the scholarship deadline of 11/1 has passed and I have not heard if any applications were received.

Communications (Ann Flister)

The current issue of the Council Prospector will be going in the mail in the next few days. Expect your copy to arrive sometime later this month!

We have been informed by Newslink that the *Council Prospector* has not had enough advertising sales to offset the cost of production this year, and going into 2018 we will be charged for the design, printing and mailing services as follows:

Option 1

For a 16-page magazine, per issue:

\$1,040.00 graphic design and typesetting

\$950.00 printing and mailing (based on cost from the last mailing list)

\$1,040 + \$950 times four issues per year = \$7,960 annual cost

Option 2

1 annual print magazine, and email-only issues between:

\$1,990.00 one magazine

\$350.00 for per email layout, x 3 issues = \$1,050

Annual cost \$1990 + \$1,050 = \$3,040 annual cost

Newslink tells me that our sole 2017 advertiser, Wilson Agency, has indicated they will not be advertising next year. Newslink says that in the past we have had as many as 7 advertisers in the newsletter, but that number has declined in the last few years. I am told that Newslink has relied on sales leads from the State Council in the past, and they follow up with past advertisers to try to get them to renew. Beyond that, it sounds as though they do not do any proactive selling. And, I am not sure how much effort has really been made to solicit past advertisers. The one I have checked with so far said they last advertised in 2012 and did not renew after that because they became an ASHRM platinum sponsor instead and could not do both.

Other options we might want to consider, in addition to the above:

- Explore other publishers that we could contract that are more proactive in selling advertising (I believe we can cancel our Newslink contract at any time)



- Ask for a proposal on a reduced page count from 16 to 12 pages.
- Reduce the publication frequency to semiannual instead of quarterly?

Ann F. will do some additional research on these questions, and get input from Patty Hickok, for discussion at the December board meeting. In the meantime, members are encouraged to send Ann F. any ideas for prospective advertisers.

Diversity (Patricia Mitchell) –

Attended Diversity Training on 10/25/2017. It was a very relevant topic and the training was excellent. The Diversity Survey was complete by 122 participants. Results are still being analyzed for trends. The most suggested topic was to promote diversity. We will be creating an initiative using those suggestions.

Legislative Affairs (Ben Krisher) –

Last week HR 4219 – or the Workflex in the 21st Century Act – was introduced in the House of Representatives. This is a piece of legislation that SHRM has been working for quite some time, and the highlights are:

- Voluntary system
- Sets a federal standard of paid time off and options for flexible schedules
- If a company voluntarily meets those federal standards, they will be exempt from state and local paid leave mandates (fun fact: the paid leave standard in this legislation would exceed all current state paid leave mandates)
- Would give employers improved predictability and reduced complexity when focusing on fragmented state and local laws

SHRM is asking for help in engagement. We'll have a strong AK contingent at the VLS next week, and we'll have an Advocacy Day on Thursday 11/16. If anyone has any stories from their workplace about how this legislation would help their employer, please reach out to me or Molly so we can share those anecdotes

Next up – HR 1, the Tax Cuts and Jobs Act. This touches on many different tax issues, but a pressing one for SHRM is that the bill, as proposed, would eliminate the tax-free status on employer-provided education assistance, increasing the taxes paid for this benefit on employers and the employee.

Interestingly, there is a competing bill in both the Senate and House that would *increase* the amount of money available for this benefit – and it has broad bipartisan support.

SHRM's HR Policy Action Center has an easy-to-use set-up of how to engage on this issue – but with the above-mentioned Advocacy Day coming up, I would ask if anyone has any experience offering this type of tax-exempt education assistance to employees, and have seen it help the talent and performance of your workforce grow to make you more competitive, please share those with me or Molly as well, so we can pass them on. Also consider writing a letter to Representative Young; while he's not on the Ways and Means Committee, it's still important for him to realize how this change would affect Alaskan employers.

On the Director-Elect side, I did want to make a note that I am scheduling out our calls for 2018, and plan to keep the same schedule – first Tuesday of the month, from noon to 1 PM. Right now I'm also planning our in-person strategic meeting, and looking at holding this on Saturday February 3rd. Please pencil that in if you can, and I will get more information out on this as soon as possible.





Membership (Patty Hickok-absent) –

Q3 2017 membership report is due out this week.

Conference (Patty Hickok-absent)

Save-the-date cards and e-blast will be going out. Platinum sponsorships are sold out. We only have 15 booths left to sell. All sessions have been set up and confirmed.

Workforce Readiness (Patty Hickok-absent) –

Thank you for all your help with Junior Achievement at Clark Middle School.

Professional Development (TJ Alinen) –

AnyMeeting renewal is set to renew on 11/16. It is \$1,260. We budgeted it for 2018, so no need to vote. The Webinars are recorded, but with proprietary info, we are hesitant to put it out there for public consumption. We would need to get permission and have the legal boundaries in place.

SHRM Foundation (Dr. Dave Rambow-absent)

There are no requirements to donate to SHRM Foundation in the Excel Award. It is important to continue support the Foundation.

Nancy Miller motions to donation to SHRM Foundation \$1,500. Ben Krisher seconds. Discussion: NHRMA will match \$100 toward your SHRM Foundation donation. There is no requirement to increase the donation amount to qualify for the SHAPE Award. No opposition. Motion passes.

Social Media (Nancy Miller)

We now have 646 likes on Facebook. Veterans Job Fair has booth spaces available. Nancy Miller, Dr. Rambow and Ann Kjera will be staffing the State Council booth.

Chapter Reports:

Juneau (Chad Brown)

Susan Bell from the Dowl Group presented 65 by 25 initiative and it was attended by eight participants. IPMA group presented their 2025 initiative. Board is set up for 2018 and will have a meeting in December. Juneau SHRM has created a LinkedIn page and are working on setting up a Facebook page. They are working on adding Alaska State SHRM Council content to both LinkedIn and Facebook.

Mat-Su (Sonya Conant absent)

Northern Alaska Chapter (Sallie Stuvek)

We are applying for the SHRM provider certification, which requires a \$350 payment that we didn't expect. Looks like it requires records retention and confidentiality policies, do other chapters have a model we could use?

Board has approved legal counsel to get our non-profit status sorted out, but we haven't had a chance to engage them yet. Hopefully soon!



Monthly luncheons have been well attended for September and October.

Anchorage ASHRM (Ann Kjera) –

Next board meeting is November 9. There is no board meeting in December. There will be a transition celebration for the board in December.

SHRM Reports:

Dianna Gould-

See attached report.

MAC Report (Roshelle Pavlin absent)

Report posted on website.

Past Director (Nancy Miller) & NHRMA Report

State Conference – early bird rate ends 12/31/2017. Save the date emails and an eblast will be sent out. NHRMA met and will be taking the Student Case Competition Conference using SHRM's information to guide States as they take this on. NHRMA. Voted in a college relations director and a special projects director.

Director's Report (Anne Sakumoto)

Leader spotlight at NHRMA social media done by a number of our leaders—thanks to those who participated. For the Veterans Job Fair, Anne will be speaking on Resume Tips.

There were no other comments.

Adjournment:

The meeting was adjourned at 1:03 pm.

Prepared by: *Emi Aubertine, Secretary/Treasurer*

