



Board of Directors Meeting
December 2nd, 2016 (8:05am – 9:55am)

Present: Mike Klyop, Timothy Dabrieo, Catharine Mirabile, Jessica Bourassa, Nancy Rowell, David Wheel, Michael Pacheco, Amy Wright, John Wilson, Armando Llorente, Jeannie DiBella, Tina Sharby

Phone: Denise Vaillancourt, Kathy Nelson, Jim Reidy, Barbara Hecker, Lisa Lemieux, Andrea Chatfield

<u>Name</u>	<u>Action Item</u>	<u>Due Date</u>
Mike/Tim	2017 Proposed Board Meeting Schedule	ASAP
Mike/All	Chapter SCLIF	12/1

Director – Mike Klyop

Welcome New Member

Michael Pacheco will be taking over the ESGR Program Director role as David Wheel transitions out. Welcome, Mike!

- Thanked David Wheel for his efforts and an excellent job in the current ESGR role.

State Council News

We won the 2016 SHRM Pinnacle Award for our Diversity and DWC contributions! After about 10 years of effort and 3-5 years in the DWC arena; NH took the award. Congratulations to all and especially to John Wilson, Armando, and Tina for their efforts; awesome job! Tina Sharby accepted the award on behalf of the SC.

Catharine Mirabile has been nominated/selected as the SC's next Director-Elect. Congratulations, Catharine!

SC SCLIF was submitted on 11/29/2016

Position Openings

Membership Director. Deadline is next week. Let Mike or Tim know if you know someone that is interested as applications are being accepted.

Chapter Reciprocity

Tina Sharby has shown interest in chapter reciprocity and would like to have a state council discussion. It was mentioned that the SC endorses the idea as it provides value for at-large members. GNHRA, SHRA, and MAHRA would participate. GMHRA fee is free and guests pay a \$15 fee (same amount members are charged in other chapters) – as they have a low member rate. HRAGC already does it.

Director-Elect – Tim Dabrieo

No updates at this time.

Secretary – Jessica Bourassa

The meeting minutes of the October meeting were voted on and approved unanimously; pending a change brought up by Amy Wright. Amy made the motion to accept and Tim seconded the motion; all approved.

Treasurer – Nancy Rowell

There was a motion to take the \$1,000 from the Pinnacle Award winnings and move it to the DWC budget. Tim made the motion to accept and Dave seconded the motion; all approved.

If any profits were made from the GSHRC, money will be sent back to the chapters and the SC.

The following treasurer reports were not sent to the board - not voted on, nor approved.

**HR State Council of New Hampshire
Treasurer’s Report for December 1, 2016**

Beginning Balance – October 26, 2016

HRSC Checking Account Balance (opened 12/4/15) -	\$38,838.18
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Transactions since October 26, 2016

<i>Income:</i>	
Leadership Conference (9/22)	\$325.00
SHRM Foundation income raffle (9/22 Leadership Conference)	\$221.00
Leadership Con	
<i>Expenses:</i>	
Jeannie DiBella (9/22 SHRM Foundation raffle items)	-\$115.43
GSHRC Student Attendees (3)	-\$885.00
Amy Wright Expenses (SHRM VLS)	-\$373.20

Profit / Loss through December 1, 2016

Income	\$546.00
Expenses	-\$1,373.63
Net Profit/Loss	-\$827.63

Ending Balance – December 1, 2016

HRSC Checking Account Balance -	\$38,010.55
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**Granite State HR Conference
Treasurer's Report for December 1, 2016**

Beginning Balance – October 26, 2016

GSHRC Checking Account Balance -	\$74,700.06
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Transactions since October 26, 2016

<i>Income:</i>	
HRSC – Student Attendees (3)	\$885.00
<i>Expenses:</i>	
Travis Roy – deposit 2017 Conference Speaker	-\$2,500.00
Total Transactions -	-1,615.00

Profit / Loss through December 1, 2016

Income	\$885.00
Expenses	-\$2,500.00
Net Profit/Loss	-\$1,615.00

Ending Balance – December 1, 2016

GSHRC Checking Account Balance –	\$73,085.06
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2017 Budget: Requests should be made by December.

DWC Draft Budget Request: Certified in 2013 as a non-profit. 13 to 30 members and still growing. April 18th in Portsmouth “women in technology”. Request of \$5,000 for the year. David made the motion to accept and Jeannie seconded the motion; all approved.

Leadership Summit – Tim Dabrieo

Tina mentioned that for those who do the advocacy day; suggested moving the Saturday events to Wednesday. Valuable experience for members to continue going. Value in adding more chairs members. Sessions seemed to be repeats and are usually a hit or miss. Visits to Capitol Hill were good. Interactions and networking were well received.

SHRM Updates – MAC updates: Certification app. Give us resources. Cliff was due yesterday, please make sure your submission is in. Printing in house for smaller chapters – be more professional.

Granite State HR Conference – Fran Lefavour

Theme: “From Surviving to THRiving”
Dates: April 18th and 19th of 2017

Fran was unable to attend.

ESGR – Suicide Prevention Awareness Training Program – Dave Wheel

David set out to challenge chapters to participate but only two chapters are onboard so far. Deployments still continue. There was an uptick in USERRA utilization.

- Of Note: Any remaining chapters that wish to contact Loren. Please note that Dave would like to be copied on any future requests as this is related to the Council initiative to conduct this training.

Loren Haberski
loren.haberski@va.gov
603-624-4366

Programming – Kristine DiFiore

No updates at this time.

SHRM Certification – Amy Wright / Kathy Nelson

Only one of the two scholarships moved forward. Study group is underway at Monadnock. 96,500 members are SHRM certified – 85% of them were through the pathway. 21,000 applications to take the exams. Everyone is excited about the momentum.

2017 incentive for recertification; recertify early – chapter will get \$20 and the SC will get \$10. Candi conducted a study group last week – everyone is excited.

Social Media/Marketing – Michelle Gray

No updates at this time.

Chapter Liaison – Anne Vallette

Anne was unable to attend

Membership – Catharine Mirabile

Creating a list serve. Core-leadership areas – sharing ideas, feedback, and best practices. Increase in local membership. 1496 SHRM members in NH. 902 at-large members of that. One initiative – encourage them to go to chapters. It is possible those folks did come and did get approved but do not know if they joined. Membership chairs on all chapters should get on the same page. Leverage SHRM e-blasts. \$25 off GSHRC if at-large members join.

Technology/Website – Linda Tuells

No updates at this time.

Legislative Action – Andrea Chatfield

EEOC printed a guide on discrimination. DOL has given notice that they will be seeking injunction (appeal) on the halt of the overtime rule. Recreational use of Marijuana – policies are still fine within the law. Jim, Charla, Tim, and I are working on a legislative track for the GSHRC.

Workforce Readiness – David Twitchell

No updates at this time.

SHRM Foundation – Tim Dabrieo / Jeannie DiBella

By 12/31, everyone needs to make their donations to get credit for this year. SHRM-Foundation is rebranding itself – 5 to 6-year initiative. Aging workforce initiative. Working hard based on feedback. SC made a donation to become part of the champion requirements. Request of \$250. Jeannie made the motion and Catherine second; all approved.

Diversity – Armando Llorente

No updates at this time.

Local Chapter Updates

None at this time.

Adjourn

Tim Dabrieo made the motion to adjourn the meeting, seconded by Jessica Bourassa, and approved unanimously.

2017 (proposed) HR State Council of NH Meetings

Date	Location	Time
February 17 th	Easter Seals Office	8-10AM
April 3 rd	Easter Seals Office	4-6PM
June 2 nd	Call-In Only	8-10AM
August 11 th	Call-In Only	8-10AM
October 6 th	Easter Seals Office	8-10AM
December 4 th	Easter Seals Office	4-6PM

State Council / GSHRC Events

GSHRC ~ Tuesday, April 18th and Wednesday, April 19th ~ Manchester, NH

Other Events

“Women in Technology ~ April 10th, 2017 ~ Portsmouth, NH

Submitted, Jessica Bourassa, PHR, SHRM-CP, Secretary/Treasurer-Elect