



**New Hampshire**

**HR State Council of NH Meeting Minutes  
February 24, 2026**

**Present:**

Hope Kelly  
Jessica LaPaglia  
Heidi Hargreaves  
Amy Wright  
Peg O'Brien  
Lisa Monsein  
Caroline Fleming  
Tina Sharby  
Sherry Harding  
Andrea Chatfield  
Jennifer Kinville  
Rosamond Cain  
Michelle Gray  
Tina Holmes, SHRA  
Amy Sabato, GMVHRA  
Amy Mayo, MAHRA

**Absent:**

Melissa Fisk  
Kim Brackett  
Jeannie DiBella, SHRMGN  
Ryan Cronan, HRAGC  
Erin Dallas-Patch, GMSHRM  
Theresa Velykis, SHRM MCD  
Sue Greene, SHRM MAC

**Welcome**

Hope called the meeting to order at 3:02 p.m. Roll was taken and Hope declared a quorum present.

**Succession Planning**

Hope shared that all current board positions are filled through 2026 and encouraged members to communicate plans for 2027 (including whether they wish to remain in their current roles or shift to new roles). Hope noted the State Council will work to re-stagger terms so that the full board's terms do not expire at the same time. Members were encouraged to identify committee successors and to share interests in volunteer opportunities.

**Minutes**

Amy W. called for approval of the January 20, 2026 meeting minutes. Jessica made a motion to approve the minutes. Lisa seconded the motion, which upon being put to vote, the minutes passed unanimously. Amy Mayo abstained.

## **Legislative/Advocacy Update**

Peg provided an update on state-level legislative activity and shared that federal activity has been limited due to other priorities. Peg and Andrea noted they participate in a Business and Industry Association (BIA) employment law legislative committee meeting where pending workforce and labor bills are reviewed. Peg reviewed the attached Workforce and Labor Committee Update. Amy W. distributed the document including links to members by email on February 24<sup>th</sup>.

## **Finance/Treasurer's Report**

Heidi presented the Treasurer's report and financial update. See attached. Tina H. made a motion to approve the Finance/Treasurer's Report. Tina S. seconded the motion, which upon being put to vote, the Finance Report passed unanimously.

## **BIA Review**

Andrea, Hope and Jessica had call with Mike Skelton, Executive Director of the BIA. Andrea shared that Mike expressed interest in collaborating with the State Council, building on recent connections through the legislative conference. Andrea described BIA's work with a statewide coalition focused on workforce development strategy, including organizations such as Stay Work Play and New Hampshire colleges and universities. The board discussed potential State Council contributions, including supporting outreach/surveys of HR members on workforce development needs, and providing HR expertise and resource connections. Sherry agreed to serve as a point of connection in her Workforce Readiness role and welcomed an introduction to the BIA. Hope suggested the Council share concrete examples of ways it can contribute, including models for consolidating and organizing workforce-related resources. Andrea encouraged members to share ideas with Sherry for follow-up with the BIA.

## **SHRM Update**

Hope provided the SHRM update in Theresa's absence and shared highlights from the [Regional Council Business Meeting \(RCBM\)](#). Updates included:

- [Volunteer Leader Resource Center \(VLRC\)](#): Members were encouraged to use the VLRC for tools, templates, chapter resources, and communities (including SHRM Connect).
- New membership tiers: Jessica noted SHRM's new membership levels launched earlier this month with three tier options now available.
- Specialty/volunteer leader badge: Hope and Caroline shared that volunteer leaders can earn a SHRM volunteer leader badge at no cost (estimated up to 10 hours of learning).
- DMR requirement: Members reiterated DMR is expected to be required by 2029; chapters were encouraged to monitor DMR timelines and available cohorts as they fill quickly.
- Chapter support commitment: The board discussed a plan to support chapters (including succession planning and membership growth for DMR chapters) and encouraged chapters to reach out if support is needed.
- Co-branding: Hope shared a co-branded SHRM New Hampshire State Council logo option. (See logo on the 1<sup>st</sup> page of the minutes).

### **Granite State HR Conference (GSHRC)**

Michelle provided a status update on conference planning. 146 attendees have registered, with a goal of 240. Registration is slightly ahead of last year at this time and many registrations typically happen closer to the event.

Program contingency planning: Jenn shared that, given last year's last-minute speaker cancellation, the team is preparing a backup session (e.g., an HR best practices panel) that can be deployed if needed. Board members interested in participating in a potential panel were asked to contact Jenn.

Michelle and Jenn noted volunteers will be needed on-site for conference preparation (e.g., stuffing bags, set-up). Jenn will coordinate volunteers and logistics. Hope encouraged members to share/like conference promotions and sponsor recognition posts. Michelle added that Melissa created a new HR State Council LinkedIn page and members were encouraged to follow the new page to support content distribution.

### **Membership Update (DMR)**

Caroline shared membership highlights from RCBM and outlined next steps for chapter collaboration. She will reach out to chapter Membership Directors to establish a regular cadence for connecting and sharing ideas. Caroline also raised an opportunity to engage "at large" conference attendees by using conference registration data for outreach and networking; Michelle will confirm what data is available from Green Tree and will circle back with Caroline.

### **Programs**

NH Leadership Conference: Michelle shared early planning thoughts for 2026 programming and discussed the timing of the Leadership Conference. Ideas included scheduling it earlier in the year, aligning it with the Meet & Greet, or potentially holding it in conjunction with the Granite State HR Conference (consistent with approaches used by other state councils).

Legal and Legislative event: Michelle and Hope discussed options for a legal/legislative program in 2026, including spacing events more strategically. Michelle will begin exploring venue availability once Andrea and Peg share potential date options, with planning to start earlier to allow for adequate lead time.

### **State Council Update**

- Marketing: In Melissa's absence, Hope shared that Melissa continues to drive a promotion of the GSHRC and sponsor recognition. Members were asked to support marketing by sharing and engaging with posts.
- Certification: In Kim's absence, Hope shared that Kim submitted for SHRM recertification credits for the GSHRC.

- Governance: Rosamond shared that SHRM affiliate standards include updated insurance expectations. The Council currently has Directors & Officers (D&O) and cyber coverage; SHRM is additionally requiring Errors & Omissions coverage. Rosamond and Jenn will meet to complete the application, and Heidi will provide supporting financial information as needed. Members were encouraged to use the SHRM Volunteer Leader Playbook and VLRC resources.
- Workforce Readiness: Sherry shared that SHRM Foundation scholarship and grant opportunities are available with varying deadlines (see attached). Sherry will follow up on student chapter information provided by SHRM and connect with institutions as appropriate. Sherry will be introduced to the BIA coalition contact to support workforce development collaboration.
- SHRM Foundation: Lisa confirmed she will coordinate SHRM Foundation materials for the GSHRC and will work with Hope regarding a link/QR code to support conference donations and awareness.

### Chapter News and Other Updates

- **Diversity Workforce Coalition (DWC):** Tina S. reminded members the 2026 Annual DEI Conference: Staying True to the Work is being held March 5<sup>th</sup> at SNHU.
- **GMVHRA** – Amy S. shared the chapter is working through succession planning and board transitions. Lisa added that the chapter is planning another networking event in the spring and a legal update.
- **MAHRA** – Jessica shared upcoming events including Trivia Night on March 3 at Harpoon Brewery, an April 16 program on the coaching mindset, a May 7 healthcare forum at Pembroke Pines, and a June 11 program (topic as provided in meeting notes). Jessica also shared that MAHRA members now receive a 20% discount on online courses through UNH College of Professional Studies. Jessica noted MAHRA experienced a recent website disruption but registration for Trivia Night is available.
- **GMSHRM** – Amy W. shared GMSHRM is not holding a March chapter meeting to support the DWC annual meeting and encourage chapter member participation. April 8<sup>th</sup> chapter meeting The Great Recalculation! Social Security, Medicare, and New Retirement Realities presented by Tom Wright, John Hancock Financial Services.
- **SHRA** – Tina H. provided the following report on behalf of SHRA:
  - SHRA is in the process of becoming a DMR chapter our first meeting for was, January 29, 2026, we go LIVE April 10<sup>th</sup>. We are also in the process of Co-Branding and will be taking advantage of the website upgrade.
  - Next meeting is February 10<sup>th</sup> Lead Yourself First: How to Navigate Disruption and Become the architect of What's Next, presenter Julie M. Jungalwala, Ed.M.
  - March 10<sup>th</sup> Meeting is Mental Health in the Workplace with Nicole Cico, LCMHC at HAVEN presenting.
  - March 19<sup>th</sup> from 5:30 pm – 7:00 pm SHRA is having its first Book Club Meeting at Buckley's Market & Café 10 Penhallow St, Portsmouth NH
  - April 14, 2026, monthly meeting is Active Shooter/Workplace Violence with Joe Hileman from Hileman Security Training Group

- May 12, 2026, program is Business Ethics, presenter is Dr. Michael Greenwood
- June 9, 2026, is our Volunteer Event & Member Appreciation Luncheon, event, and location yet to be determined.

Lisa made a motion to adjourn the meeting. Tina H. seconded the motion, which upon being put to vote, was passed unanimously. There being no further business, Hope adjourned the Board meeting at 4:45 p.m.

### **2026 Meeting Dates**

Regular State Council meeting time is 3:00pm – 4:30pm

Virtual or in-person location: McLane Middleton in Manchester (900 Elm Street, 10<sup>th</sup> Floor)

3/31/26 State Council Meeting (evening on site at GSHRC)

3/31/2026 – 4/2/2026 Granite State HR Conference, North Conway

5/19/26 State Council Meeting

6/16/26 – 6/19/26 SHRM Annual Conference & Expo 2026 (SHRM26), Orlando, FL

6/23/26 State Council Meeting

8/4/26 Meet and Greet (time and location TBD)

9/15/26 State Council Meeting

10/27/26 State Council Meeting

12/8/26 Holiday dinner (time and location TBD)

# Workforce and Labor Committee

Bill	Title	Last Action	Latest Version	Lists
<a href="#">HB 1043</a>	Title: relative to employer discretion in offering minimum payment options to employees.	House • Feb 3, 2026: Majority Committee Report: Ought to Pass with Amendment #2026-0386h 02/03/2026 (Vote 11-9; RC)	<a href="#">Introduced</a>	Monitor
<a href="#">HB 1072</a>	Title: relative to employer notice of department of labor investigations.	House • Feb 3, 2026: Majority Committee Report: Ought to Pass with Amendment #2026-0534h 02/03/2026 (Vote 11-9; RC)	<a href="#">Introduced</a>	Support
<a href="#">HB 1168</a>	Title: relative to employer documentation requirements.	Senate • Feb 17, 2026: Hearing: 02/17/2026, Room 100, SH, 10:30 am; SC 6	<a href="#">Introduced</a>	Support
<a href="#">HB 1188</a>	Title: relative to noncompete agreements for low-wage employees.	House • Feb 10, 2026: Executive Session: 02/10/2026 10:00 am GP 159	<a href="#">Introduced</a>	Oppose

Bill	Title	Last Action	Latest Version	Lists
<a href="#">HB 1245</a>	Title: relative to voluntary portable benefits plans for independent contractors.	House • Feb 10, 2026: Executive Session: 02/10/2026 10:00 am GP 159	<a href="#">Introduced</a>	Monitor
<a href="#">HB 1340</a>	Title: limiting occupational regulations to those demonstrably necessary to achieve public health, safety, or welfare objectives.	House • Feb 18, 2026: Full Committee Work Session: 02/18/2026 10:00 am GP231	<a href="#">Introduced</a>	Oppose
<a href="#">HB 1447</a>	Title: restricting the use of certain public and private facilities on the basis of sex and establishing that such restriction does not qualify as discrimination.	House • Feb 20, 2026: Public Hearing: 02/20/2026 11:30	<a href="#">Introduced</a>	

Bill	Title	Last Action	Latest Version	Lists
<a href="#">HB 1464</a>	Title: relative to discrimination, harassment, and violence based on political affiliation or opinion.	House • Jan 23, 2026: Executive Session: 01/23/2026 12:00 pm GP 159	<a href="#">Introduced</a>	<a href="#">Oppose</a>
<a href="#">HB 1484</a>	Title: establishing a state minimum wage and providing for incremental increases.	House • Feb 10, 2026: Executive Session: 02/10/2026 10:00 am GP 159	<a href="#">Introduced</a>	<a href="#">Oppose</a>

Bill	Title	Last Action	Latest Version	Lists
[Redacted]				

<a href="#">HB 1767</a>	Title: relative to unemployment compensation eligibility and weekly benefit amounts.	House • Feb 10, 2026: Executive Session: 02/10/2026 10:00 am GP 159	<a href="#">Introduced</a>	
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Bill	Title	Last Action	Latest Version	Lists
<a href="#">SB 416</a>	Title: relative to the pooling and sharing of tips among tipped employees.	Senate • Feb 19, 2026: Committee Report: Ought to Pass with Amendment #2026-0507s, 02/19/2026; Vote 5-0; CC; SC 6	<a href="#">Introduced</a>	<a href="#">Support</a>
<a href="#">SB 420</a>	Title: relative to the state commission for human rights.	Senate • Feb 19, 2026: Committee Report: Referred to Interim Study, 02/19/2026; Vote 4-0; CC; SC 6	<a href="#">Introduced</a>	

Bill	Title	Last Action	Latest Version	Lists
<a href="#">SB 552</a>	Title: permitting classification of individuals based on biological sex under certain limited circumstances.	Senate • Feb 11, 2026: Hearing: 02/11/2026, Room 103, SH, 01:00 pm; SC 5	<a href="#">Introduced</a>	

73 bills



**HR State Council of New Hampshire**  
**Treasurer's Report for January 1, 2026 thru December 31, 2026**

**HRSC**  
**Beginning Balance – January 1st, 2026**

<b>HRSC</b> Checking Account Balance	<b>\$8,056.11</b>
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**Transactions from January 1st, 2025**

<i>Income</i>	
Annual Support	
SHRM	\$2,000.00
	<b><i>Total Income through January 31st, 2026</i></b>
	<b><i>\$2,00.00</i></b>
<i>Expenses</i>	
Vachon Clukay & Company	-\$450.00
Andrea Chatfield 2025 BIA Membership	-\$360.00
	<b><i>Total Expenses through January 31st, 2026</i></b>
	<b><i>-\$810.00</i></b>

**Profit / Loss through January 31st, 2026**

Income	\$2,000.00
Expenses	-\$810.00
<b>Net Profit/Loss</b>	<b>\$1,190.00</b>



**HR State Council of New Hampshire**  
**Treasurer's Report for January 1, 2026 thru December 31, 2026**

**Total Profit / Loss 2026**

Income	\$2,000.00
Expenses	-\$810.00
<b>Net Profit/Loss</b>	<b>\$1,190.00</b>

**Ending Balance – January 31st, 2026**

<b>HRSC Checking Account Balance</b>	<b>\$9,246.11</b>
	<i>Annual YTD Loss</i> <b>\$1,190.00</b>



**HR State Council of New Hampshire  
Treasurer's Report for January 1, 2026 thru December 31, 2026**

**GSHRC  
Beginning Balance – January 1st, 2026**

<b>GSHRC Checking Account Balance</b>	<b>\$45,831.93</b>
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**Transactions from January 1st, 2026**

<i>Income</i>	
<b>Total Income through January 31st, 2026</b>	\$0.00
<i>Expenses</i>	
<b>Total Expenses through January 31st, 2026</b>	\$0.00

**Profit / Loss through January 31st, 2026**

Income	\$0.00
Expenses	\$0.00
<b>Net Profit</b>	<b>\$0.00</b>

**Total Profit / Loss 2026**

Income	\$0.00
Expenses	\$0.00
<b>Net Profit</b>	<b>\$0.00</b>

**Ending Balance – January 31st, 2026**

<b>GSHRC Checking Account Balance</b>	<b>\$43,831.93</b>
<b>Annual YTD Profit</b>	<b>\$0</b>

**2026 GSHRC – Final**

<b>2026 GSHRC – Final</b>	
Net Profit	\$0.00

# 2026 AWARD YEAR

INSPIRING, EDUCATING & EMPOWERING LEADERS THROUGH  
**SCHOLARSHIPS, GRANTS, & AWARDS**



**500K+**

in educational opportunities,  
training, and valuable resources



**350+**

Emerging Professional  
& Student Guidance



SHRM Foundation offers vital educational opportunities, training, and resources to equip the next generation of HR leaders with the skills they need to take their career to the next level and make impactful changes in the workplace.



By offering certification, academic, and professional development scholarships and grants to HR professionals and students, the program aims to position the HR field as an impactful, accessible, and rewarding profession full of opportunity through diverse and inspirational student and career experiences.

NAME OF AWARD	APPLICATION OPENS	DEADLINE
<b>Academic Scholarships</b>		
Undergraduate Scholarships	Jan 12, 2026	Mar 13, 2026
Graduate Scholarships	Jan 12, 2026	Mar 13, 2026
Susan R Meisinger Scholarship for Graduate Studies	Jan 12, 2026	Mar 13, 2026
<b>Professional Development Grants</b>		
Annual Conference Grants	Jan 12, 2026	Mar 13, 2026
Student Membership Grant	Jan 12, 2026	Mar 13, 2026
Professional Membership Grant	Jan 12, 2026	Mar 13, 2026
SHRM CP or SHRM-SCP Certification Grant #1	Apr 13, 2026	Jun 12, 2026
Blueprint Conference Grant	Apr 13, 2026	Jun 12, 2026
SHRM CP or SHRM-SCP Certification Grant #2	Aug 10, 2026	Oct 16, 2026
Specialty Credentials	Aug 10, 2026	Oct 16, 2026
<b>Fellowship Awards</b>		
HR Tomorrow Leadership Program	Jan 12, 2026	Mar 13, 2026
Losey HR Research Fellowship Program	Jan 12, 2026	Mar 13, 2026

**Please note:** Scholarship and grant offerings are subject to change. Awards listed on this calendar may be updated, revised, or discontinued without prior notice.

SHRM Foundation offers more than \$600,000+ in academic and professional development scholarships and grants to students, emerging and career HR professionals to help them achieve career success.

To learn more, scan the code to the right with your device's camera.



FOR MORE INFORMATION OR TO APPLY  
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CONTACT  
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