



HR State Council of NH Meeting Minutes February 18, 2025

Present in person: Hope Kelly, Melissa Fisk, Amy Mayo, Caroline Fleming, Sherry Harding, Rosamond Cain, and Michelle Gray

Present virtual: Jessica LaPaglia, Andrea Chatfield, Nancy Rowell, Peg O'Brien, Jennifer Kinville, Sue Greene, Kim Brackett, Lisa Monsein, Erin Dallas-Patch, Christi Green, Jenny Locanthi, Ryan Cronan, and Tina Holmes (President-Elect SHRA)

Ms. Kelly called the meeting to order at 3:07 p.m. Roll was taken and Ms. Kelly declared a quorum present. She invited each board member to introduce themselves.

Minutes

Ms. Kelly called for approval of the December 12, 2024 meeting minutes. Ms. LaPaglia made a motion to approve the minutes. Ms. Gray seconded the motion, which upon being put to vote, the minutes passed unanimously.

Finance Report

Ms. Rowell reviewed the Treasurer's Report and Financials. See attached. She disclosed an error in the ending balances in the State Council's Treasurer's Report and Granite State HR Conference for December 31, 2024 which has since been corrected. Ms. Rowell stated accurate financial information was submitted in SHAPE. Ms. Kinville made a motion to approve the revised Treasurers Report for December 31, 2024. Ms. Monsein seconded the motion, which upon being put to vote, the motion passed unanimously.

SHRM Update

Ms. Locanthi reviewed the SHRM Update dated February 18, 2025 including key dates/deadlines, the Membership & Customer Community Experience Team led by Catharine Mirabile, New Hampshire's Membership at a Glance, Cobranding with SHRM, Governance updates and new attestation requirements of SHRM Affiliate Standards. SHRM affiliates will need to attest to various items, including maintaining Directors & Officers (D&O), Errors & Omissions (E&O), and Cyber Liability insurance. These coverages are intended to protect board members and volunteers from liability and other risks. Ms. Locanthi introduced Sue Greene as the region's new Membership Advisory Council (MAC).

Legislative/Advocacy Update

Ms. Chatfield reviewed Senate Bill 171, which aims to exclude remote workers from a two-

hour minimum pay rule for irregular meetings. This bill is supported by the BIA (Business and Industry Association).

Ms. O'Brien reviewed Senate Bill 246, part of the Omnibus 2.0 legislation, which aims to provide additional protected leave in New Hampshire, particularly for expectant mothers and related events. The specifics are still evolving, including considerations for pediatric appointments during the first year and applicability to employers with 20-25 employees.

Ms. Chatfield has spoken against House Bill 378, which deals with payout of unused vacation and earned time, and House Bill 280, which could change the statute on payment of wages, potentially allowing employers more flexibility in wage payment methods.

Ms. O'Brien highlighted an executive order concerning gender and biological truth, which has implications for workplace guidance from the EEOC (Equal Employment Opportunity Commission), including potential changes to harassment guidelines and posters.

Ms. Kelly discussed advocacy efforts, with SHRM seeking more engagement at the state level, including legislative days and meetings with state representatives.

Certification

Ms. Brackett announced the first certification scholarship winner passed the certification exam and she is waiting for receipts and documentation. PDCs in place for GSHR conference.

Membership

Ms. Fleming provided a summary of Dual Membership Release (DMR) and stated additional information available on the VLRC. She highlighted the impact on chapters, noting that chapter members who are not SHRM members can receive a 50% discount on SHRM membership for the first two years. Ms. Kelly emphasized that SHRM is committed to providing resources necessary for success, aiming to support growth and encouraging chapters to focus on strategies that align with their needs and goals.

Granite State HR Conference/Programs

Ms. Gray and Ms. Fisk stated there are currently 131 registrations for the GSHRC. Email and social media campaigns are ongoing, featuring keynotes and sponsor posts. Ms. Kelly highlighted the HR Hero Award and encouraged nominations. She also urged chapters to consider offering scholarships and raffles for the conference. Early bird rate purchase codes will be provided. Ms. Gray asked chapters to use promotional slides provided and emphasized the enjoyable aspects of the GSHRC. The focus now is on finalizing preparations for the conference.

Governance

Ms. Cain reviewed the State Council bylaws to familiarize herself with them. Ms. Kelly

mentioned that SHRM recommends updating bylaws every 3-5 years and emphasized adhering to SHRM standards, suggesting that simplicity is key.

SHRM Foundation

Ms. Monsein will reach out to Chapters, and Hope is considering organizing a State Council event. Ms. Greene highlighted the importance of SHRM Foundation Scholarships and advised everyone to keep an eye out for them.

Succession Planning – Open Positions

Ms. Kelly stated vacant positions include Liaison for DWC and Diversity Chair. She has a phone call scheduled with Tina Sharby to discuss.

2025 Plans

- Board Orientation - goal is to provide a template to chapters
- NH Leadership Conference - pending

Presidents Reports

HRA-CG

The chapter is hosting a member appreciation event in May, with an emphasis on recruitment. Mr. Cronan also discussed the North Country initiative with Ms. Kelly, who mentioned forming a task force. Additionally, she noted virtual meetings could help engage participants from the North Country.

MAHRA

MAHRA hosted a trivia SHRM Foundation fundraiser. No in person chapter meeting in March to support DWC. Hosting a virtual meeting with Jim Reidy followed by a Healthcare forum.

Nashua

Karin Taylor and Jeannie DiBella are currently serving as co-Presidents since November after Catharine Mirabile had to step down after taking the position with SHRM. Nashua moved to in-person meetings this past fall but are holding monthly program meetings via Zoom during the winter months. The legislative chair is stepping down and they are reaching out to our legal contacts to find someone to replace him, at least for the next program year. The chapter continues to increase attendance through the DMR program. It really is amazing how many at large members join while renewing their SHRM membership. They highly recommend this to other chapters. Interestingly, however, many who join don't take part in our monthly programs, so they are working with the membership chair on strategies to engage them. Nahua plans to hold a free membership appreciation event for members in late April.

Greater Monadnock – Erin Dallas Patch

Greater Monadnock SHRM is considering a member appreciation event. Ms. Dallas-Patch is reaching out to members who did not attend monthly meetings to see if there are any barriers. No in person chapter meeting in March to support DWC.

Greater Merrimack Valley

Chapter meetings are virtual and any NH chapter member can register one as guest. The chapter is hosting an after-work event at Wamesit Lanes.

SHRA

The February 11th, 2025 meeting was a panel discussion regarding Protect Your Organization: Cybersecurity Subject Matter Expert Panel Discussion

Joelle Calcavecchia Special Agent for the FBI

David Hodgdon Founder & CTO of PCGiT

Denise Bouchard VP Cybersecurity at Lighthouse Credit Union33

Cameron Schilling Attorney & Director, Litigation Department & Chair of Cybersecurity and Privacy Group

Upcoming training for March 11th, 2025 meeting which was **Enhancing and Supporting Teams** presented by Josina Garnham & Mark Stailey from the Brown Center at UNH

SHRA is continuing to promote the Granite State HR Conference at every meeting and is having a drawing to send two additional members.

Remaining 2025 Important Meeting Dates

- **DMR State Council Informational Webinar:** This informational webinar has been scheduled for Wednesday, March 5, 2025, at 3:00 pm ET (registration coming soon!). Please [complete this form](#) to provide the DMR team with insight into the kinds of questions you would like us to address during that session. ***Submissions made on or before 2/25 will be considered.***

3/15/25 - **Excel Award Application Deadline (Excel Program Sunsets)**

4/1/25 HRSC BOD Meeting at GSHRC

4/2/25-4/3/25 Granite State HR Conference

5/13/25 HRSC BOD Meeting

6/24/25 HRSC BOD Meeting

6/29/25-7/2/25 SHRM Conference, San Diego, CA

8/5/25 (meet and greet possibly at a restaurant and later in the day)

9/16/25 HRSC BOD Meeting

10/21/25 HRSC BOD Meeting

11/20/25 – 11/23/25 Volunteer Leaders Business Meeting, Cancun, Mexico

12/9/25 (Holiday dinner at a restaurant TBD)

Helpful Links:

[SHRM Volunteer Leader Playbook](#)

[Volunteer-Leader-Core-Leadership-Area-CLA-Webcast-Webinars-2025](#)

Ms. Monsein made a motion to adjourn the meeting. Ms. LaPaglia seconded the motion, which upon being put to vote, the motion to adjourn passed unanimously.



**HR State Council of New Hampshire
Treasurer's Report for February 18, 2025**

**HRSC
Beginning Balance – January 1, 2025**

HRSC Checking Account Balance	\$11,148.36
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Transactions from January 1, 2025

<i>Income</i>	
None	<u>\$0.00</u>
 <i>Total Income through February 18, 2025:</i>	
	\$0.00
 <i>Expenses</i>	
Caroline Fleming – 2025 RCBM (Salt Lake City, UT)	-\$1,712.04
 <i>Total Expenses through February 18, 2025:</i>	
	-\$1,712.04

Profit / Loss through February 18, 2025

Income	\$0.00
Expenses	-\$1,712.04
Net Loss	-\$1,712.04

Ending Balance – February 18, 2025

HRSC Checking Account Balance	\$9,436.32
 <i>Annual YTD Profit/Loss:</i>	
	-\$1,712.04



**HR State Council of New Hampshire
Treasurer's Report for February 18, 2025**

**GSHRC
Beginning Balance – January 1, 2025**

GSHRC Checking Account Balance	\$38,925.95
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Transactions from January 1, 2025

<i>Income</i>			
	None		
		<i>Total Income</i>	\$0.00
<i>Expenses</i>			
	Dr Randy Price – Speaker 2025 GSHRC		-\$2,000.00
	Monica Sheri Scott – Speaker 2025 GSHRC		-\$2,600.00
		<i>Total Expenses:</i>	-\$4,600.00

Profit / Loss through February 18, 2025

Income	\$0.00
Expenses	-\$4,600.00
Net Profit	-\$4,600.00

Ending Balance – February 18, 2025

GSHRC Checking Account Balance	\$34,325.95
	<i>Annual YTD Profit:</i> -\$4,600.00



**HR State Council of New Hampshire
Treasurer's Report for December 31, 2024**

**HRSC
Beginning Balance – December 17, 2024**

HRSC Checking Account Balance	\$12,554.85
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Transactions from December 17, 2024

<i>Income</i>	
None	<u>\$0.00</u>
 <i>Total Income through December 31, 2024:</i>	
<i>\$0.00</i>	
 <i>Expenses</i>	
Hope Kelley – 2024 VLBM	-\$676.48
Dave Twitchell – 2024 VLBM	-\$624.01
Hope Kelly – Appreciation Award (Dave Twitchell)	<u>-\$106.00</u>
	-\$1,406.49
 <i>Total Expenses through December 31, 2024:</i>	
<i>-\$1,406.49</i>	

Profit / Loss through December 31, 2024

Income	\$0.00
Expenses	-\$1,406.49
Net Loss	-\$1,406.49

Ending Balance – December 31, 2024

HRSC Checking Account Balance	\$11,148.36
 <i>Annual YTD Profit/Loss:</i>	
-\$13,774.03	



**HR State Council of New Hampshire
Treasurer's Report for December 31, 2024**

**GSHRC
Beginning Balance – December 17, 2024**

GSHRC Checking Account Balance	\$38,925.95
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Transactions from December 17, 2024

<i>Income</i>			
	None		
		<i>Total Income</i>	\$0.00
<i>Expenses</i>			
	None		
		<i>Total Expenses:</i>	-\$0.00

Profit / Loss through December 31, 2024

Income	\$0.00
Expenses	-\$0.00
Net Profit	\$0.00

Ending Balance – December 31, 2024

GSHRC Checking Account Balance	\$38,925.95
	<i>Annual YTD Profit:</i> \$3,001.35