



Board of Directors Meeting
April 8th, 2016 (8:03 am – 10:00 am)

Present: Tim Dabrieo, Jeannie DiBella, David Wheel, David Twitchell, Dan Griffiths, Hope Kelly

Phone: Mike Klyop, Linda Tuells, Barbara Hecker, Denise Vaillancourt, Anne Vallette, Catharine Mirable, Michelle Gray, Kathy Nelson, Armando Lorente, Amy Wright, Jim Reidy

Minutes: The minutes of the December and February meetings were voted on and approved unanimously. Dave Twitchell made the motion to accept and Tim Dabrieo seconded the motion.

<u>Name</u>	<u>Action Item</u>	<u>Due Date</u>
Dave Twitchell	Finalize Scholarship Application and send to Board	ASAP
Chapter Presidents	Bring chapter collateral to GSHRC for SHRM/SC booth	April 26

Director – Mike Klyop

Current Openings: Legislative Director and Program Director. Let Mike or Tim know if you know someone that is interested.

Promotion- Help the GSHRC and State Council promote events by pushing through your social media

Financial Audit Policy- Mike introduced Amy Wright and she reviewed the policy that she developed with feedback from the Board. The policy was voted and approved by the Board. Tim motioned to accept and Dave Twitchell seconded the motion. Thank you for all of your work on this, Amy!

2016 Leadership Conference- Save the date! Thursday, September 22 in Concord. 9 am until approximately 4 pm.

Strategic Goals – discussed at a previous meeting

Strategic Goals 2015 - 2020

- I. Resource to the Community
Thought leader and resource to business, HR professionals, & legislative communities

The HR State Council of New Hampshire is committed to actively promoting the advancement of the human resources profession by providing leadership and a voice for New Hampshire human resource professionals, facilitating the exchange of ideas, sharing of information, and connectivity of human resource professionals and the business community, supporting the New Hampshire SHRM Affiliate Chapters, actively promoting the professional development of current and future human resource professionals, serving as a resource to proactively meet the human resource challenges of today and the future, and partnering with State and Federal Legislators to advocate on human resource issues of significance impacting the workforce.

- Go to for HR Expertise at the state (State Council) and local level (SHRM affiliate chapters)
- II. Chapter Support
Be an integrated resource and support with SHRM affiliate chapters
- System of support
 - Fostering collaboration
 - Drive HR professionals to the SHRM affiliate chapters
- III. Statewide Programs
Implement workforce readiness programs
- Facilitation of statewide resources to address skill gap issues via ACT/NCRC, and current and existing programs throughout the New Hampshire
 - Succession planning throughout SHRM affiliate chapters to the State Council

Director-Elect – Tim Dabrieo

Discussed promoting an event in May (Opioids in the workplace) being facilitated by the BIA. The BIA would like to partner with the State Council on the event.

Tim mentioned an upcoming event with Senator Ayotte on Monday, April 11th. He will send details to all Chapter Presidents. He just did it, seriously. While speaking about the event he sent the e-mail. Tim is amazing.

SHRM Update – Dan Griffiths

Dan recognized and thanked all of the volunteers and our efforts to support and advance the human resources profession. SHRM has extended the volunteer discount for the upcoming conference until April 22nd. The total discount is \$485. Certification numbers are well beyond what SHRM expected. Noted that the SHRM Certification seal is no longer valid, make sure we are using the SHRM RE-Certification seal. Encouraged everyone to visit the Volunteer Leaders Resource Center and provide Dan with any feedback. Suggested we use the videos and SHRM commercials at Chapter meetings- free and great content. Dan announced that the new general counsel from SHRM will be attending the GSHRC this year and will be at the SHRM/State Council booth with Dan- on the “Listening Tour”.

Treasurer – Nancy Rowell

Nancy could not make the meeting. She will send financials and final budget via e-mail. To be reviewed for June meeting.

Workforce Readiness- David Twitchell

Dave has finalized his GSHRC scholarship and award and presented to the Board. There were a few suggestions and recommended changes. David will make the changes and send out to the Board. Barbara Hecker has a Board member (recent grad and intern) who would like to apply for the GSHRC attendance. Dan Griffiths suggested we promote the SHRM Foundation scholarships as well. We also discussed using this to apply for Pinnacle in 2017. Thank you David for all of your hard work on this initiative!

Membership – Catharine Mirabile

It was Catharine's Birthday, everyone wished her a happy 25th birthday. Catharine reviewed the JOIN2016 Campaign at the GSHRC. Reminded chapters to bring materials for the State Council/SHRM Booth at the conference. Thank you for all of your work on JOIN2016!

Chapter Liaison – Anne Vallette

Anne is planning a dinner for incoming and outgoing Chapter presidents in order to introduce herself to each of the incoming Presidents, introduce them to the State Council and determine how the State Council can be the best resource for each of their Chapters in the future.

Programming – Open Position

This position is currently open. If you have interest in the person or have a recommendation, please see Mike.

Technology – Linda Tuells

3 new Inner Circle members in past few months. Linda is adding the events from the Chapters to the website and the information is linked to the websites. Linda recently performed an "audit" of our state chapter websites and provided feedback on any outdated logos and content on the sites to the Chapter Presidents or Website Chair.

Legislative Action – Jim Reidy

Realizing that the State Council is more and more like Hotel California, Jim Reidy is staying on as interim-Chair while we find a replacement. Thank you Jim!

Jim shared that one of the tracks at the GSHRC, will be a legislative track. It was a way to reboot the Legislative Conference. Breakout sessions will include Katie Marble discussing the legislative process, Dave Juvet going over the current bills going through the process, Andrea Chatfield is covering how a lonely old bill from Capitol Hill becomes a law, Charla Stevens will discuss the different laws across state lines and Jim will cover the rules and regulations coming along.

The definition of a full time employee is still in the legislative process. Another interesting bill is the Gender Advancement in Pay (GAP) Act. It is based on the NH pay equity law that provides stronger protections for employees and is similar to an amendment she introduced last fall during debate on the Paycheck Fairness Act. Fees collected for violations would be used to study how the issue of pay gap can be addressed. Jim encouraged everyone to promote an upcoming (Monday, April 11th) town hall session put on by the Concord Chamber of Commerce. Tim will e-mail all Chapter Presidents the details.

Workforce Readiness – David Twitchell

David met with Charlotte Williams (laison for Work Ready NH) and she wanted to convey to all of the Chapters that she is willing to speak across the state in regards to the program.

College Relations/Young Professionals – Open Position

Please see the notes above from Workforce Readiness.

Diversity – John Wilson

John was at a DWC Board meeting and was unable to attend.

Diversity Workforce Coalition (DWC) – Jim Whitmore

Jim was at a DWC Board meeting and was unable to attend.

Diversity/DWC-State Council- Armando Lorente

John and Armando have been reaching out to chapters (MAHRA and Monadnock have responded so far) to see where they can help them with their diversity efforts. They will be wrapping their meetings up by May and will report out to the State Council at the June Meeting.

The DWC recently hosted a “Bullying in the Workplace” event at SNHU with 40 attendees. Loretta Brady will be presenting at the GSHRC- beyond the Hidden Bias presentation, she will be providing a framework for organizations to start a diversity and inclusion program.

In September/October timeframe the DWC will be hosting a presentation on transgender issues in the workplace, more information to follow. In October they will also be doing a Women in Technology event, Laurie Glaude will provide Armando with a contact at the NH High Tech Council.

SHRM Foundation – Jeannie DiBella

Jeannie wanted to encourage all Board members to contribute to SHRM Foundation- you do not have to wait until December! She also listened in on the last SHRM Foundation call and shared information and resources with Chapter Presidents including the SHRM scholarship information. Jeannie noted that there were changes to the SHAPE for 2016- chapters no longer have to INCREASE their contributions to the SHRM Foundation to receive an award.

HR Certification – Kathy Nelson

Kathy was excited to award the two 2016 State Council Scholarships: one to the Keene Chapter so they can purchase instructor materials for a study group and the other to Tammy Johnson, who is a volunteer with HR North. Congratulations!

Chapters are encouraged to support HR Certification through SHRM on their websites and through e-mail blasts. SHRM will continue Chapter and State Council payments for certified and newly certified professionals through 2016, then the program is over.

Social Media/Marketing – Michelle Gray

Michelle has been promoting events through social media. Get her the information and she will promote it! Mike reminded everyone to promote as well. She recently has been pushing the GSHRC via Twitter.

GSHRC – Laurie Glaude

It will be held at the Radisson in Manchester on April 26-27, 2016. The theme is The HR Strategic Advantage. This year's conference will include a track for the senior level HR professionals and also for the generalists. The dinner time spots are filling up quickly and they just got another block of rooms at the discounted rate. Book now!

ESGR Program – Dave Wheel

David announced he will be leaving the State Council at the end of this year and will be introducing the new ESGR liaison, Mike Pacheko. Thank you for your efforts, Dave!

NH will welcome home 300 troops from the 3197 Artillery unit. There will be an event on Sunday, April 10th at the SNHU Fieldhouse to welcome them back.

90 members of the NHNG from the artillery battalion will be heading to the middle east or one year and members of the ANG will be going out individually as needed.

The Nashua chapter will be hosting David at the May program to present on the "Suicide Awareness" presentation that he developed in conjunction with the folks at Easter Seals. Contact Dave if you are interested in having the presentation at your chapter.

Local Chapter Updates

Chapter Presidents, please send your events to Linda Tuells to advertise on our website.

Adjourn

Tim Dabrieo made the motion to adjourn the meeting, seconded by Dave Wheel, and approved unanimously.

2016 HR State Council of NH Meetings

Date	Location	Time
February 16 th	McLane – Manchester Office	4-6PM
April 8 th	McLane – Manchester Office	8-10AM
June 6 th	Call-In Only	4-6PM
August 12 th	Call-In Only	8-10AM
October 3 rd	McLane – Manchester Office	4-6PM
December 2 nd	McLane – Manchester Office	8-10AM

State Council / GSHRC Events

Granite State HR Conference ~ Tuesday-Wednesday, April 26-27, 2016 ~ Manchester, NH

Other Events

SHRM Conference- June 19-22- Washington DC

Strategic HR Conference ~ October 23-25, 2016 ~ Bretton Woods, NH

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