CKSHRM Board of Directors Meeting

November 10th, 2020

Location: Nesco Resource via Zoom

1. **Call to order:** The CKSHRM board meeting was called to order at 12:03 pm by Vice President and Membership, Brad Logan. Board members in attendance: Brad Logan, Pam Jackson, Erica Sluder, Leigh Allen, Bill Pianovski, and Tracy Perkins.
2. **Meeting minutes:** The last board meeting minutes from were presented by Tracy Perkins. Brad Logan made a motion to approve the minutes and Pam Jackson seconded the motion. Minutes were approved.
3. **Treasurer’s Report:** Tracy Perkins provided the board with a current account balance and a list of account transactions. Our current account balance is $3,007.65 (checking) and $3,158.07 (savings). There will be $661.88 on the next treasurer’s report from the most recent SHRM Foundation Basket raffle ticket sales.
4. **Board Chair Reports/Updates:**

 **Membership/Certification/Diversity:** Brad Logan asked if anyone had contact information/phone number or a last name for Atima from Intelegrated. Bill Pianovski has contact information for Katina at Honeywell. Brad to email Joanne Prewitt for Atima’s contact information. Brad also asked Leigh Allen if she was interested in taking over Certification for 2021. Leigh accepted the Certification position. Pam Jackson made a motion to accept Leigh Allen for the Certification position. Bill Pianovski seconded the motion. Everything has been sent to National SHRM. Brad received a letter back detailing the CKSHRM members who are nationally certified. There were twenty nationally certified members on the letter. Of which, seventeen did not renew their national certification. That leaves three nationally certified members, including Pam Jackson. Further, SHRM states we have forty four member whereas Brad Logan shows we have forty five members. Brad will look into the discrepancy. We are currently at 4.5 percent. Brad states he is proud of our chapter. Brad also states that there will be a virtual membership meeting planning session. It will be spring or early summer before in person groups can meet. Brad Logan motioned to wait until spring to start 2021 membership planning and Erica Sluder seconded the motion.

 **Diversity:** Leigh Allen states that there is a national conference for volunteer leaders that will be held virtually next week. The national conference for volunteer leaders will be over four days and is a good resource. The national conference for volunteer leaders is usually in DC. The catch is individuals must have a national SHRM membership to attend. If your national SHRM membership is due for renewal you must update your national SHRM membership which is $200+ as part of the “free” registration. The virtual national conference for volunteer leaders is free. Leigh will forward an email she has received from National SHRM with the specific information to the Board members. Leigh also states that she has four contacts for future meeting opportunities. Demetria can talk about the gap between diversity and inclusion. People can identify as multiple groups including woman, African American, lesbian, etc. How can employers include people who identify into multiple groups? How can we mitigate unconscious biases? Demetria spoke with our CKSHRM group in January 2019 on the business case for diversity and the why behind diversity and inclusion. Erica Sluder states that Goodwill just had a three part training with Whitney Bishop for a manager of people training. Whitney may be able to do a 1.5 hour training for our group. Whitney may be able to do a training on how to identify missing pieces when people are not performing as expected. The training could include group breakout sessions. We need to get calendar booked for 2021. Erica can also reach out to Demetria.

**Website/Communication:** Leigh Allen states that the website is updated and now includes National SHRM. Current push to renew membership with a SHRM tote bag and digital download with code DIGITALHR. Not certain of the ending date.

 **Legislative:** Pam Jackson states she has nothing to report as there have been no changes due to the recent presidential election and COVID-19. Brad Logan went on to state that nationally Hitachi is seeing an uptick with people calling the hot line with the sniffles wanting to be off work. Brad also states that there have only been six cases at Hitachi with only three inside the campus. Brad is proud of the procedures they have put into place at Hitachi such as a screening station and mask requirement. Pam Jackson states that at McGreggor they are limited to four on campus at one time and everyone can continue to work from home.

 **Workforce Development:** Bill Pianovski states there could be a job fair on the 17th to support the AMT program. Industry just finished pad on corporate drive. Everyone one is struggling to get applicants. Brad Logan stated that Hitachi is seeing more ghosting and seeing more issues with post offer drug testing. Erica Sluder stated that three people have resigned from Goodwill to take other jobs and are leaving next week. Goodwill cannot complete with $9 an hour for entry level positions.

 **Programs/Certification:** Leigh states that the mental health training was only 1.5 credits but that she is trying to get a full eight hours credit. Erica Sluder thought Tessa got the training approved for more than 1.5 credits. Someone from National Office contacted Leigh on Sunday night, November 8, 2020, because they thought the mental health training we were trying to get credit for was either generic or it was similar to another training previously credited. Leigh will continue to work on finalizing the approved credit hours for the mental health training. Erica Sluder states she is having email issues where she cannot see all of her emails. Erica suggested that we have another CKSRHM meeting in December, maybe December 8, 2020 or next year. Erica also mentioned that last year CKSHRM donated $500 to the Salvation Army and asked if we wanted to make another $500 donation this year. Leigh Allen motioned to donate $500 to the Salvation Army and Erica Sluder seconded the motion. Tracy Perkins will get a check to the Salvation Army in December for $500.

**V. New Business:**

**Salvation Army Bell Ringing:** The earliest that we can book the Salvation Army bell ringing at Kroger in Danville, KY is December 3, 2020 from 12:00 p.m. to 8:00 p.m. The other dates would include December 18, 22, or 23, 2020. Brad Logan motioned to book December 3, 2020 from 12:00 p.m. to 8:00 p.m. Tracy Perkins seconded the motion.

**Board Positions 2021:** President Elect is Brad Logan. Vice President/Memberships/President Elect position is being considered by Leigh Allen. Treasurer/Secretary is Tracy Perkins. Workforce Development is Bill Pianovski. Diversity/Certifications is Leigh Allen. Legislative is Pam Jackson. Brad to email about Vice President position. Programs is Erica Sluder. The Treasurer and Secretary position will continue as a combined position since we are a small chapter. Brad to get with Joanne Prewitt about the other chapter she is helping to build memberships.

**Audit Results:** Brad Logan and Erica Sluder have submitted the big spreadsheet. This spreadsheet does get audited by SHRM.

**Digital Marketing Campaign:** Brad Logan and Erica Sluder have been working on this with the EDP committee to market and recruit for our area. We need to create an avatar that will represent Boyle County and our surrounding areas to market open positions to job candidates. Not familiar on how that all works. Jody was taking notes at the meeting. Avatar suggestions could be a bourbon barrel, race horse/thoroughbred, hot air balloon (Brass Band balloon race reference), Burke’s Bakery donut, or Constitution Square. The hot air balloon was the most discussed avatar. The discussion continued via email to include Joanne Prewitt. We did an electronic vote on to partner with EDP on this topic and all were in favor. Motion passed.

**SHRM Foundation Donation Basket Sponsor:** Joanne Prewitt emailed group asking for a volunteer to provide the next Foundation basket raffle.

**VI. Old Business:** Amy Isola won the most recent SHRM Foundation basket.

**VII.** **Board meeting:** Our next board meeting is scheduled for January 12th, 2021 from 11:30am to 1:30pm. Location: Virtual Zoom meeting.

**VIII. Adjournment:** The CKSHRM board meeting was adjourned at 1:02pm.