



**November 2009 Meeting
Thursday, November 5 2009**

5:30 p.m. – 7:00 p.m.

Location: Northwest Radiologists, 4029 NW Ave., Bellingham, WA
Attending: Elaine Haser, Brenda Horat, Judy Upham, Marie Gallagher, Diane Shelton, Camille Gatzka, Shannon Jacoby, Stacey Snodgrass, Erica Hull, Rachelle Verbarendse, Lorna McGowan-Smith, Juan Hernandez, Marian Exall, Pam Davis
Absent: Sandra Fusman, Carl Roberge, Lorna Klemanski, Patricia Dye
Called to order: 5:30 am by Elaine Haser
Adjourned: 6:55 pm

TOPIC/WHO	DISCUSSION/RECOMMENDATIONS	ACTION/FOLLOW-UP
Meeting Called to Order: Elaine Haser	Agenda confirmed with addition of one topic: Diversity Conference Report from Juan.	
Approve Minutes:	October minutes were unanimously approved without corrections. Camille made motion to approve and Lorna M. seconded the motion, all approved.	
Legislative Report HR Day on The Hill Marian Exall	<p>HR Day on the Hill will be February 10, 2010. The location for the event has been changed to the Association of WA Business Offices and will be limited to 100 participants.</p> <p>Marian participated in the SHRM Governmental Affairs CLA Webinar Wednesday, November 4th and reported on the 2010 Grassroots Advocacy Program. HR professionals need to assume the advisor and advocate role for the HR Community beginning in 2010. Future webcasts will be held to assist chapter leaders in making the Grassroots Advocacy Program a successful undertaking.</p> <p>E-mails to state representatives are not effective – more face to face meetings are being encouraged with representatives. Face to face interaction is taken much more seriously by all state representatives.</p>	<p>Camille will send E-blast to membership regarding HR Day on the Hill.</p> <p>Elaine will announce the date for HR Day on the Hill at the November luncheon.</p>

<p>December Meeting Stacy/Rachelle/Brenda</p>	<p>Plans for December Member Appreciation are being finalized. The speaker has been confirmed. The event should prove to be fun for all in attendance.</p> <p>Chuckanut Gourmet Foods will provide dessert.</p> <p>Rachelle asked if the Board would consider once again paying the lunch fee for the December meeting to show appreciation to the membership.</p> <p>Rachelle reminded the Board that December will be our annual YMCA clothing drive.</p> <p>Diane made a motion to pay for attendees December lunch. Rachelle seconded the motion, all approved.</p>	<p>Camille will send an e-blast to membership reminding them of the YMCA clothing drive.</p> <p>Elaine will announce the clothing drive at the November luncheon.</p>
<p>SHRM Foundation Raffle – Elaine</p>	<p>\$411 was raised from the October raffle. A check in the amount of \$811 (raffle plus \$400 yearly budgeted contribution) was forwarded to the SHRM Foundation on behalf of the Mt. Baker Chapter of SHRM.</p>	
<p>Programs - Lorna</p>	<p>Lorna presented the survey results for suggested topics for 2010. Hot topics included motivating employees non-monetarily, CEO panel: what we want in our HR Managers, rebuilding employee trust after layoffs and business uncertainty, and trends and best practices in employee benefits in Washington.</p> <p>The board discussed and generally favored looking into a speaker on social networking. Lorna highly recommended a speaker out of California (Les Rosen). The Board suggested sharing the cost with the Skagit chapter. Lorna agreed to look into the speaker and sharing the cost.</p> <p>Lorna has the following speakers lined up for 2010:</p> <ul style="list-style-type: none"> - <u>January</u>: Moonwater, with the Whatcom Dispute Resolution Group, Stopping the cycle of conflict - <u>February</u>: Surviving a downward economy, managing people, budgets, and benefits. - <u>March</u>: Linda with the Department of Homeland Security - <u>August</u>: Possible Les Rosen - <u>October</u>: Juan will recommend some speakers that he saw at the diversity conference. - <u>November</u>: ½ day Workshop made up of a panel of local employment attorneys <p>Express Pros is still considering sponsoring a ½ day workshop in June</p> <p>We are still waiting to hear back from manpower on whether or not they want to sponsor the employment</p>	<p>Lorna will contact the speaker and see what his interest is in coming to Bellingham and the cost associated therewith. She also agreed to contact the Skagit chapter to see if they were interested in sharing costs.</p>

	workshop.	
2010 Board	<p>Elaine reported that all of the positions are now full</p> <p>Shannon – certification coordinator Luke – Co-vp of membership with Lorna K and Stacey as a mentor Lorna MS – programs Kiera - Secretary Marie - education advocate Juan – diversity chair Marian – legislative liaison Elaine – president Stacey – VP (President elect) Diane – past president Camille – SHRM foundation advocate Judy – workforce readiness Erin Fisher – professional liaison Patricia – VP marketing with Bipan Sandhu</p>	
Miscellaneous	<p>Juan reported back on the diversity conference he attended. He said that the speakers were excellent (especially Carlos and John Dorlan). Juan put together a presentation packet from the speakers.</p> <p>Rachelle and Elaine attended the NHRMA conference.</p> <p>We are undergoing a membership audit. Stacey is gathering the requested information in the new format.</p> <p>Announce the clothing drive at the November meeting</p> <p>Start procuring items for the December raffle. Stacey already has donations from The Fairhaven Inn, Red Robin, Phaze 2, Wine, Scarves, and Costco.</p>	
Next Meeting	Board Retreat – Friday, December 4 at the Lakeway Inn	
Adjourn		