

**KYSHRM State Council Meeting**  
 Thursday, February 15, 2018  
 10 a.m. – 3 p.m. (EST)  
**Kentucky Chamber of Commerce Headquarters**

**Minutes**

**Members Present**

Secretary	Martha	Argotte Thomas
NKY SHRM President	Jason	Ashbrook
State Conference Co-Director	Angela	Bailey
BGSHRM President	David	Baumgartner
Council Management Professional	Shannon	Byrne
ESHRM President	Beth	Cox
Workforce Readiness Co-Director	Beth	Davisson
Advisor	Lyle	Hanna
Legal Advisor	Bob	Hoffer
Membership Co-Director	Amanda	Huddleston
Immediate Past Chair	Lynn	Ingmire
Treasurer	Amy	Kirk
College Relations Co-Director	Summer	Lindsey
Chair	Scott	McGarvey
Diversity Co-Director	Demetria	Miles
BGSHRM President Elect	Leslie	Moore
College Relations Co-Dir & W.KY Chapter President	Joshua	Mosby
Legislative Affairs Director	Cindy	Norfleet
OSHRM Chapter President	Todd	Petzold
Eastern District Director	Sherry	Powers
Professional Dev & Certification Co- Dir	Rawleigh	Richardson
Best Places to Work in KY Co-Director	Susan	Simmons
CKSHRM Chapter President	Erica	Sluder
Chair Elect	Patrick	Smith
Northern District Director	Mary	Spadaro
Southern District Director	Rusty	Steele
Louisville Chapter President	Patricia	Williams
Western Area District Director	Lori	Wilson

1. Welcome Scott McGarvey
  - a) Scott called the meeting to order at 10:02 a.m. We heard from Jim Ford from KY Chamber. He invited us to browse through the art work in the building, it is all KY

Art from different industries in the state. The building is 4.5 years old. Jim is proud of the relationship with KY SHRM, we are important to the Chamber and they appreciate us.

2. Approval of Minutes from last meeting – Martha Argotte Thomas
  - a) There were no questions or corrections
  - b) Motion: to approve the secretary's report
    - i) Lyle Hanna to approve the secretary's report
    - ii) Seconded: Susan Simmons
    - iii) Motion carried
3. Approval of Treasurer's Report –Amy Kirk. Balance sheet and P&L through December 31, 2017 included in packets. Sherry Powers made motion, Rawleigh Richardson seconded to accept financial report. Motion carried. 2018 Budget included in packet. Rusty Steele made motion to accept and Patrick Smith seconded. Motion carried. Expense report is on website that can be used.
4. Scott mentioned that the 2018 National Conference in June is in Chicago. We selected Chicago Marriott Downtown Magnificent Mile, if anyone wants to stay there. Lyle is on a panel speaker on Sunday, go support him!
5. Team Building Activity with JB Symons
6. Legal Update- Bob Hoffer stated change in overtime projected by DOL for the Fall 2018. SOL increase over # of years to avoid such a disparity. NLRB inserted themselves in non- union employers. They made decisions and statement on day to day policies. Handbook had to change.

Sexual Harassment (1990) training and cases. Not one is Quid pro quo-hostile work environment. #MeToo- As leaders convey it's not about sex, it's about power. Revisit issue on regular basis.
7. SHAPE 2018- due by end of January, it was submitted for our council, with the Excel award requirements and initiatives. We had to send 4 of them and statistics. Lynn sent in and hopes we get platinum award again.
8. Leadership Conference- Scott McGarvey stated feedback received was good. Comments/Feedback was shared with group. Scott did say that the location is being evaluated and there was some discussion. There are gaps so Scott called many chapter presidents and asked what their challenges are, how SHRM can support and what does SHRM do. The lower attendance was from chapters on the western KY side. Summary of comments from chapter presidents: Membership and succession planning are challenges for most. The Council is viewed as a liaison for bigger projects and provide additional support for chapters. One suggestion was to move meetings to Fridays or later in the week.
9. Mission Statement: To promote the advancement of HR by supporting chapters, energizing and engaging members and collaborating as a State Advocate with external partners. This was composed at previous state council meeting.

Everyone broke out into groups to work on goals. There were three areas: Improving Recruitment, Onboarding and Orientation of new council members, Improving KYSHRM Branding by Leveraging Technology-External Communications and Improving the Outreach to our local chapters- Internal Communications.

10. Scott went over District Director changes- we will continue to explore role of District Director. VLS chapter sponsorships- priority to attend. Conference and hotel is covered by National SHRM. We budget for chapter presidents to attend around \$250 for travel. Any chapter that needs it can request it.

11. Foundation Recognition- recap on the amazing year with BTTG and receiving the Pinnacle Award. We are #2 for Foundation recognition, in 2017, Top 10 State Councils.

Next meeting will be April 17, 2018 combined with BPTW in Lexington, at Central Bank.

Motion to adjourn by Lynn Ingmire and Seconded by Amy Kirk

Motion carried meeting adjourned