



Douglas County SHRM Meeting Minutes

June 25, 2010

Cow Creek Government Offices

President
Mary Heilner

President-Elect
Barbara
Gershon

Treasurer
Julie
Shoufler

Secretary
Mikaela
Baird

**Membership
Chair**
Willis
Cook

**Program
Development**
Rheanna
Mosier

Welcome and Minutes:

President Mary Heilner called the meeting to order at approximately 8:15am. Minutes from the May meeting were moved and approved.

Treasurer's Report:

Treasurer Julie Shoufler sent word via email that there was no change in the Treasurer's Report.
Balance 5/21/2010 \$2,113.89

Program:

Round Table / Open Forum Topics

- **Social Networking Media** - Recommended as a future program topic. HRAnswers.com sent an alert about company liability when employees blog or electronically post not only derogatory information about the company or products, but also if they post statements which could be perceived as an endorsement of the company or products. Recommendation is to have an in-depth social media policy. If no policy in place, begin working on a policy rather than ignore (don't want to set a precedent that the company doesn't care about what employees post). Use information that comes to your attention as an informal "suggestion box" to help develop policies. Check SHRM website for policy templates. If friend or family member blogs about what an employee has shared, & if it is confidential/proprietary information the company can't address the friend/family member (ie, not an employee), but could address the employee about his/her role in disclosing confidential/proprietary information.
- **New Credit History Law** - New law on running credit checks as part of background investigation for potential new hires is much more limited in scope & must be directly correlated to the job.
- **New Employee Rights under the NLRA** - Companies which are federally contracted must have posted this notice by June 21st, informing employees about their rights to organize a union. Poster is 11x17 and may not be reduced.
- **New Workforce Analyst at Employment Department** - Rob Abbott resigned & Annette Shelton Titerman will fill that role effective mid-July.
- **Yellow Ribbon Career & Benefit Fair for Military** - Central Point, OR. Employers are encouraged to participate with a booth, even if not currently recruiting. Contact Regina at WorkSource Medford 541-776-6060 x 225 for more information.
- **March 2011 Employment Law Conference** - "HR Horror Movies". Feedback/ideas for workshop topics are encouraged; forward to Robin Conrad.

Program, *continued*

- **Compensation & Benefits Discussion** - Area employers are looking for ways to improve morale. Some companies are seeing positive trends in business & have been able to reinstate a portion of earlier wage reductions; others are still struggling & continue in a salary & reward "freeze." Housing starts decline negatively impacts a number of local companies. Since economy has been poor for so long, employees seem generally appreciative when company events are provided, even when on a much smaller scale than former events.

OLD Business

1) Program Development

- a) See DC-SHRM Calendar.
- b) September's meeting is a longer program. Agreed that a short business meeting will take place after the program.

2) DC-SHRM Calendar

- a) Suggestion made last meeting to look at the 2nd or 3rd Friday of the month. Several are involved with DCEC, which also meets the last week of the month & that creates a scheduling hardship. Additionally, the 4th week is impacted by holidays.
- b) Mary Heilner contacted the Cow Creek Government Offices & the facility is available the 2nd or 3rd Friday of the month. General consensus is to move to the 2nd Friday of the month.
- c) Since this move means shifting the program speakers, it was suggested that Mary Heilner, Rheanna Mosier & Mikaela Baird work with the calendar and determine if we will meet in July (in two weeks) or meet beginning in August. DC-SHRM members & friends will be notified of next meeting's date.

NEW Business

- 1) Get a Member Campaign** See SHRM website for details.
- 2) Superstar for Membership** DC-SHRM earned Superstar for a 26% membership increase, far exceeding the goal of 3%.
- 3) 2010 Pinnacle Award** \$1,000 grant for winning Chapters that develop and implement a project that "enhances the development of effective human resource management." See SHRM website for details & submit ideas to Mary Heilner by email.
- 4) 2010 NHRMA Conference at Sun River** September 29-30.

Good of the Order

None.

Members/Friends in Attendance:

Mikaela Baird, Joe Bober, Robin Conrad, Debbie Farmer, Debbie Fitchett, Mary Heilner, Dave Johansen, Rheanna Mosier, Joe Pospisil, Jennifer Reasoner, Kristin Sandfort, Shana Trobley, Donna Wolford, Kellie Wood.

Guests:

Jennifer Banning (Sun Studs/Swanson), Kim Flagor (Sun Studs/Swanson), Vanessa Pence (Seven Feathers), Tracey Maddux (SkyGreen Energy).

Meeting adjourned approximately 9:25am.

Respectfully submitted,

Mikaela Baird
DC SHRM Secretary

Next Meeting Scheduled:
TBA
at **Cow Creek Government Offices**