**HCHRA Board Meeting Minutes**

Friday, July 26, 2019

9:00 am – 10:00 am

Loaded Joes

**In Attendance:**

Ali Kelkenberg, Candie Delp, Jessica Beauchamp, Amy Felton, Alex Fuller, Erica Schneider, Katy Boothby, Flor Solis and Mark Hoblitzell; Karyne Spadi attending via phone. Absent today: Lisa Lowe, Eric Schneider, Jackie Huffman, and Amy Packer.

1. **President’s Update**: (Ali Kelkenberg)
   1. Moving board meetings to 2nd Wednesday afternoons 3:30 to 5:00 pm.
2. **Membership Update:** (Amy Felton)

a) Memberships – 75 Members

b) Approaching SHRM membership audit

1. **Financial Update:**
   1. A financial update was not provided
2. **Programs Update: (**Ali Kelkenberg)
   1. Programs:
      1. August 22nd - Legislative Updates and HR as Advocate; Colin Walker
      2. September – September program looking to switch to November; could reach-out to Health Links for a September program
      3. October - COSHRM Conference in Keystone, October 2nd – 4th
         1. Local chapter discount code of $50 (ThinkLocalHR)
         2. $100 discount codes for member
   2. Webinars:
      1. August 8th – COSHRM Diversity & Inclusion Webinar
      2. November 7th – Hiring and Coordinating with Military Talent
3. **Certification Update: (**Ali Kelkenberg)
   1. Bootcamp - Currently 6 registered for bootcamp; starts August 1st and will run for 8 weeks
4. **College Relations Update:** (Katy Boothby)
   1. Flora will serve on the board as HCHRA’s college student representative; goals for Flora and title to be determine
   2. Applied for a $10,000 grant for a youth entrepreneurial program
5. **Workforce Readiness Update:** (Mark Hoblitzell)
   1. Workforce Call
      1. Highlighted on the Veterans Workforce
      2. Who has completed the Veterans Workforce Certification?
      3. Workforce Center
         1. Getting Incarcerated individuals back in the workforce
         2. Regional Round Tables for employee engagement and retention
         3. Working with VVP for frontline workers in retail
         4. Skillful is looking at doing a “Train the Trainer” program; potential in October or November for the Northwest Colorado Region
6. **Legislative Affairs Update:** (Jess Beauchamp)
   1. Legislation passed which will affect HR:
      1. Equal Pay for Equal Work - will require posting of all job announcements, even promotions, including the benefits – effective beginning 2021
      2. Ban the Box – will prevent employers from asking applicants about previous arrests – effective September 1, 2019
      3. Anti-Human Trafficking Law – Supervisors and/or HR can be held accountable if they are aware - effective January 2020
      4. FAMLI
   2. Colin will discuss these and other bills on the horizon during this Legislative Updates program
7. **SHRM Foundation and Diversity Update:**
8. **Other Topics for Discussions:**
   1. Jessica Junker has started a new HR group who meet Glenwood Springs and have; she would serve as our Roaring Fork Valley liaison, as a Liaison Board Member, to promote programs, membership, etc. Need to determine HCHRA membership for this group.
   2. Angelo reached-out to Ali about strategies other employers are using for childcare challenges, would HCHRA be interested in partnering with VVP to brainstorm some ideas on this issue
   3. HCHRA will sponsor 12 at 12 sessions, 12 leaders would get together to discuss current issues