**HCHRA Board Meeting Minutes**

Tuesday april 14th 2020

3:30-5PM

virtual meeting

**In Attendance:**

Candie Delp, Amy Felton, Alex Fuller, Mark Hoblitzell, Karyne Spadi, Kathleen O’Toole-Gilles, Lisa Lowe, Jackie Huffman, Brenda Perez

1. **President’s Update**: (Candie Delp)
   1. Everyone should have received an invitation for COSHRM Basecamp. This is a great tool for teams, so all are encouraged to sign up. You can seek out anything that is of interest and sign up for webinars, seminars, etc.
2. **Financial Update: (Candie Delp)**
   1. We are having issues with PayPal. We cannot transfer our balance without sending several documents specifically tied to Erica. Candie is trying to work through this, but we may need to consider other options if we cannot figure this out. Allie and Candie will be meeting.
3. **Membership Update:** (Amy Felton)
   1. 21 unpaid invoices from the last 6 months.
   2. Candie will be handling invoices with Amy out on maternity leave.
4. **Programs Update: (**Jackie Huffman)
   1. Uncovering Your Inner Strength in Uncertain Times program is tomorrow. 25 people have signed up.
   2. The May 20th Depression and Anxiety in the Workplace seminar can be done virtually, so we will be advertising it this way.
   3. We will be considering future topics based on what the need is. People may be ready for other work related topics not COVID-19 related, as that is what is saturating currently. Considering topics in response to our new world, i.e. remote work
   4. Will be looking to book something for June. Will plan for this to be virtual and switch to in person if we are able at that point.
5. **Certification Update: (**Lisa Lowe)
   1. SHRM and HCI activity IDS have been approved
   2. Lisa added some items to Basecamp
   3. Looking at holding Boot Camp virtually. It is supposed to start in late July. We will be discussing options and speaking with Lance Richards.
6. **Diversity and Inclusion Update**: (Alex Fuller)
   1. Working on a D & I webinar series and looking to offer first one around June 1st. Seeking more basic level items for our mountain communities.
   2. Alex and Mark met with Mira Shuttle on the current needs we have in the valley.
7. **Workforce Readiness Update**: (Mark Hoblitzell)
   1. Mark provided some updates on the following programs in response to COVID-19:
      1. Unemployment is digging itself out from the massive increase in claims, starting to get through them quicker and people are beginning to receive payment faster.
      2. Unemployment protections have been expanded
      3. CARES Act expanded unemployment benefits to 39 weeks and waives the work search requirement
      4. Pandemic Unemployment Assistance (PUA) is a flat weekly payment vs. % of pay like unemployment
      5. Salary reduction without reduction in hours will not qualify for PUA
      6. Concerns about employees refusing to return to work based on the PUA benefit amounts and could be challenging for Eagle County with the average weekly salary @ $933
      7. Workshare Program vs. Reduction in Hours- employees keep benefits through Workshare. Option for employers to keep people on staff until receiving a PPP loan.
8. **Legislative Affairs Update:** (Karyne Spadi)
   1. Karyne did the 2020 Day at the Capital Webinar. There were so many legislative updates during this. Karyne will send a recording of this webinar which includes this information. Some of the items covered include:
      1. COVID Concerns and Reduction in Workforce
      2. Instructions for “Essential Industries” for being at work
      3. April 1st Families First Coronavirus Response Act (expanded FMLA, paid leave for testing, employer liabilities for quarantine)
      4. Minimum Wage Order Increases
      5. Arbitration Fairness
      6. Domestic Violence Leave
      7. Off Duty Marijuana Use
      8. Unemployment Benefits
      9. Vacation Forfeiture Policies
9. **Communications Update:** (Brenda Perez)
   1. We are holding off on ads for the Boot Camp until late May or early June once it is clearer how we are proceeding. Once this is confirmed with Lance we can move forward.
10. **Other Topics for Discussions**:
    1. Our next meeting will be on May 12th. This meeting was supposed to be our Board’s Happy Hour, so we can do it virtually.