**HCHRA Board Meeting Minutes**

Tuesday December 13th 2022

3:30-5PM

virtual

**In Attendance:**

Jackie Huffman, Alex Fuller, Kathleen O’Toole-Gilles, Karyne Spadi, Liz Vu-Harlow, Erin Ruskey

**Absent:**

Brenda Perez, Joe Pulichene, Brianna Lepore, Albert Zamora, Mark Hob, Tanya

1. **President’s Update**: (Jackie Huffman)
   1. January – we will have a longer meeting in person to get to know each other and network. Stay tuned for details.
   2. Erin Ruskey –Talent & Culture Manager at Sonnenalp Hotel will be joining the HCHRA Board as Programs Director
   3. Liz Vu-Harlow- Human Resources Manager at Sonnenalp Hotel will be joining the HCHRA Board as the Treasurer/Secretary
   4. The board will be looking to separate the Treasurer and Secretary jobs moving forward
   5. Elevate HR is evaluating coming under the HCHRA umbrella and combining with us now that we have so much virtual content. This could grow our force. Stay tuned.
   6. HCHRA is hoping to start the new member fee structure and corporate discount program in the new year 2023.
   7. The holiday party will be on Thursday, January 5th from 430-630 at E-town. We will also touch base with members in Summit County to see if they would like to have a party there.
2. **Financial Update:** (Kathleen O’Toole-Gilles)
   1. US Bank Balance $9,065
   2. Paypal Balance $242
   3. Holiday party will cost approx. $1,500 or $2,000 with Summit County, leaving us starting with approx. $7,000 in the bank in 2023.
3. **Membership Update: (**Brianna Lepore)
4. To kick off the new year we will put the new rates out and the corporate program structure. Will look at holding a raffle for new and existing members.
5. Raffle drawing will be held in March.
6. We will advertise 2 events during this membership drive to show the value.
7. **Program Update:** (Erin Ruskey)
8. Brainstorm ideas for 2023:
   1. Alex Yanicone- mental health organization in Denver
   2. Melissa Mills -performance management
   3. Karah Maloley- new to leadership
   4. Dave Needham- SHRM Removing Legacy Requirements
   5. Attorney- Issues and how to handle them
   6. Email any new ideas to Erin and Jackie
9. **Certification Update:** (TBD- Kathleen in 2023 )

No Updates

1. **Workforce Readiness Update:** (Mark Hoblitzell)

No Updates

1. **Legislative Affairs Update:** (Karyne Spadi)
2. Emergency paid sick leave intact through February 2023. Includes any respiratory illness, such as COVID, Flu and RSV. Employees are entitled to 80 hours paid leave.
3. Employee discharge notices for unemployment are required.
4. Phase 1 of FAMLI starts Jan 1 2023
5. Phase 2 of FAMLI starts Jan 1 2024
6. Equal Pay Act required disclosure of pay and benefits in job postings.
7. COMPS order summary must be displayed on mandatory posting boards.
8. **DEI Update:** (Alex Fuller)
9. Will be moving to quarterly Community Consciousness series in 2023.
10. Looking to do something on inclusive job descriptions
11. More ideas to come

**Other Topics for Discussions:**

Jackie wants to do a job shadow day at high schools. SHRM Foundation has over a million to give out in scholarships and grants for those who want to get a Bachelors or Masters in HR. We want to get this information out to local high school students.

Jan 17th 2023 -College Career Day with Eagle County Schools to do a resume review/mock interview sessions with students. Jackie will send a calendar invitation.