



Apple Valley HR Association
Board Meeting –February 14, 2008
Pacific Aerospace, Wenatchee WA 98801

Present:

Shaune Barton	Annie Horey	Paul Kube	Gil Sparks
Ruth Erwert	Tammy Spencer	Vickie Short	
Sue Coe	Melissa Wear-Grimm	Susie Campbell	

I. Welcome / Call to Order

Co-President: Shaune Barton called the meeting to order at 7:07 A.M.

II. Review and Approval of the Minutes

Shaune Barton reported no changes for the minutes dated January 10, 2008. **Annie Horey moved to accept the minutes as written. Melissa Wear-Grimm seconded.**

Discussion: None.

All present approved. Motion Passed.

III. Board Reports

Diversity

No Report

Financial

Vickie Short reported that we have a \$3,920.12 bank balance and \$4,227.52 in Reserve account. Vickie Short, Shaune Barton and Annie Horey will meet to go over the budget for 2008.

Programs

Ruth Erwert reported on the program scheduled for March 20, 2008; DRUGS IN THE WORK PLACE to be presented by Larry M. Hellie, President of Hellie Human Resources Consulting. Due to the graphic material included in the presentation it was decided to hold the seminar from 11:30 a.m. with lunch to be served at noon (preceding the program). Key topics for the seminar will be: Drugs in the workplace, symptoms of Methamphetamine abuse, establishing and enforcing Alcohol and Drug Policies with a question and answer period the last one-half hour. The panel for the Q&A will consist of community leaders. Drugs in the Work Place will be advertised in the Business Journal. Vickie Short suggested that we approach the Chamber of Commerce and partner with an e-mail blast to let the community know about the upcoming seminar.

Ruth presented the programs for 2008 they are as follows:

March 20, 2008: Drugs in the Workplace

May 15 or 22, 2008: Health Care-Navigating the Minefield of Rising Costs

June 19, 2008: Supervisor 101
July-August: Summer Vacation
September 18, 2008: Ten HR Challenges That Should Keep You Up At Night
November 20, 2008: Annual Employment Law Update and AVHRA AUCTION

School to Work-Open

No report.

Certification-Open

No report. .

Publicity

Sue Coe reported the contract with the Wenatchee Business Journal is coming up for renewal in March. Gil Sparks and Annie Horey suggested we check into a Bi-Monthly contract. Due to the expense of advertising in the Wenatchee World it was decided that option will be limited to “Special Events” only.

Membership

Tammy Spencer reported requests for membership has slowed down.

Legislative Update

Gil Sparks reported for Paul Kube on FMLA expansion introducing two important amendments. The first expansion of FMLA involves injured members of the armed forces and provides leave for military families. The bill amends the FMLA to allow a “spouse, son, daughter, parent, or next of kin” to take up to 26 weeks to care for eligible members of the military and applies to service members in both Reserve and National Guard duty as well. The Department of Labor has not yet finalized regulatory guidance for employers under the new Act, however eligible employers should make a good faith effort to comply with the amendments immediately. The second amendment is commonly referred to as the “call to active duty” leave. This amendment provides FMLA leave to spouses, parents, or children of service members who are on active duty or have been notified of an impending call or order to active duty in the armed forces. Leave may be used for “any qualifying exigency” arising out of active duty or when the service member has been notified of an impending call or order to active duty “in the Armed forces in support of a contingency operation.” An employer can require that a request for leave under this section “be supported by a certification issued at such time and in such manner as the Secretary may by regulation prescribe.” This amendment will not be effective

until the secretary of labor issues final regulations defining “any qualifying exigency.”

Newsletter

Annie Horey (for Lisa Turner) suggested since the off-month newsletter will be only one page it would be better to see if it can be printed “in-house” and prepared for mailing. Ruth Erwert will check to see if that could be done at the Chelan County PUD. Annie asked Vickie Short about the deadlines for the newsletter. Vickie responded with a time line of: Draft needs to be ready by the 20th of the Month and finalized and to the printer by the end of the week of the 20th.

IV. General Interest Items

2008 NHRMA Conference Update –

Annie Horey reported that she has been in contact with the Planning Committee for the 2008 NHRMA conference. Annie is planning on attending their next meeting February 23, 2008. Monica took responsibility for the lack of communication to our AVHRA group and stated that the committee felt we were not as committed as we should be since our representative did not attend the organization meeting that was held. The committee has responded to Annie that we can be involved in anything we want to be. They need people for organizing and doing leg work for fun run/walk, request for certification and etc.

Annie Horey informed Vickie Short to be on the look out for a check from SHRM for chapter support in the amount of approximately \$300 that will be mailed to our PO Box.

2007 CAP Annie Horey reported the AVHRA 2007 goals have been Submitted and Accepted and will bring a copy to the next meeting. We are eligible for a Chapter Merit Award.

NEW CALENDAR Annie Horey and Shaune Barton are working on finalizing the calendar.

Open Mike Annie Horey brought up for discussion the different conflicts with conducting the Board meeting in the A.M. as opposed to P.M. as well as the different days of the week. A discussion followed and it was agreed to remain with the 2nd Thursday of the month at 7:00 A.M.

Gil Sparks and Annie Horey discussed possible ways of filling the vacant board positions and to get more involvement from members. Some of the suggestions that were discussed were to poll the members as to what “value” AVHRA could provide

for them. Discussion of a possible multi-hour retreat for board members to meet to formulate a plan, Annie will keep the board informed of when and where.

V. Next Board Meeting

The next board meeting is scheduled for Thursday, March 13, 2008.
7:00 a.m. at Pacific Aerospace Boardroom.

VI. Adjournment

The meeting adjourned at 8:17 A.M.

Minutes taken and submitted by:

Susie Campbell-Secretary

Date: Feb. 14, 2008