



Apple Valley HR Association
Board Meeting –March 13, 2008
Pacific Aerospace, Wenatchee WA 98801

Present:

Annie Horey	Gil Sparks	Ruth Erwert
Vickie Short	Melissa Wear-Grimm	Susie Campbell

I. Welcome / Call to Order

Co-President: Annie Horey called the meeting to order at 7:08 A.M.

II. Review and Approval of the Minutes

Annie Horey reported no changes for the minutes dated February 14, 2008. Gil Sparks moved to accept the minutes as written. Vickie Short seconded.

Discussion: None.

All present approved. Motion Passed.

III. Board Reports

Diversity

No Report

Financial

Vickie Short reported that we have a \$3,024.45 bank balance and \$4,227.52 in Reserve account. Vickie also presented the budget for 2008, as there was not a quorum present; Annie requested that Vickie e-mail the Treasurer's report and budget out to the board members for approval.

Programs

Ruth Erwert reported that we had 44 registered for 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. The panel for Q & A will consist of Jeff Dicks of the Chelan-Douglas County Drug Task Force, Yvonne Gowell, Wenatchee Valley Medical Center and Marilyn Dold, Chelan-Douglas Together for Drug Free Youth. Ruth announced the sponsors for the program were \$300 from Chelan-Douglas Together for Drug Free Youth and \$100 from Work Care. Ruth reported that Supervisor 101 would be a ½ day program and will be held in the morning.

School to Work-Open

No report.

Certification-Open

No report

Publicity

No Report

Membership

No Report

Legislative Update

Gil Sparks reported the Domestic Partnership Bill had passed. Gil also presented a short list of Employment & Labor Law Bills that are pending: House Bill 2383: Would make it unlawful for an employer to require its employees to attend an employer-sponsored meeting or to participate in any communications with the employer if the primary purpose is to communicate the employer's opinion about religious or political matters. Substitute Senate Bill 5153: Addresses breastfeeding policies in the workplace. Senate Bill 5873: Would change the definition of the human rights commissions (employer) to include businesses with at least one employee. Substitute House Bill 1154: Would prohibit employers from requiring employees or applicants to disclose lawful use of tobacco products or agree not to consume lawful tobacco products during non working hours. House Bill 2050/House Bill 2735: Would exclude from "employment" any services performed by language translators or interpreters when those services are provided for others through an agent or broker. Substitute House Bill 2528: Would require community/technical colleges to hire more tenured professors and to give hiring preference to internal applicants. Substitute House Bill 2602: Would authorize employment leave for victims of domestic violence, sexual assault, or stalking. Would require an employee to give an employer reasonable advance notice of the employee's intention to take leave under this act. The Senate and House have passed the bill. Substitute Senate Bill 5900 is essentially a companion bill (though not marked as such), and it has passed the senate. House Bill 2769/Senate Bill 6327: Would require unemployment compensation during labor disputes. Engrossed Substitute House Bill 3122: For purposes of unemployment compensation and workers' compensation laws, would clarify the tests that differentiate between independent contractors and employees. Passed both houses. The companion bill, Senate Bill 6731, has passed neither house. Substitute House Bill 3305/Senate Bill 6280/House Bill 2665: Would 1) direct the Employment Security Department to administer the family leave insurance program (see ESSSB 5659, which was passed in 2007), 2) specify that the job protection provisions must be enforced by the Dept. of L & I, and 3) modify the family leave insurance program with respect to government efficiencies, unemployment compensation, and certain task force recommendations. House Bill 3321: Would provide that agencies must allow any employee who is a volunteer firefighter to

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respond to a fire, natural disaster, or medical emergency when called to do so. The agency would continue to pay the employee's salary, without loss of seniority, benefits, annual leave, or sick leave.

Substitute Senate Bill 6082: would expand the legitimate reasons for which an individual might quit his job and still receive employment compensation. Legitimate reasons would include: 1) illness or disability of the claimant, 2) illness, death or disability of a member of the claimant's family, 3) claimant's inability to obtain child or elder care, 4) an employer's change in work conditions, 5) relocation of claimant's spouse, 6) relocation to protect a claimant or a claimant's family from domestic violence or stalking, and 7) failure of claimant's employer to correct a civil or criminal violation. Senate Bill 6839: would require Washington employers who are not self-insured to cover Washington workers for temporary and incidental work performed on jobs, or at job sites in another state. For work in excess of temporary and incidental, the Dept. of L & I would adopt rules governing premium liability and reporting requirements. Passed both houses. A similar bill, Substitute House Bill 3255, passed the house but was then placed in the Senate "X" file.

Newsletter

No Report

IV. General Interest Items

2008 NHRMA Conference Update –

Annie Horey reported that AVHRA was back on track with the NHRMA Conference Committee and asked for input as to what our responsibilities would be. Ruth Erwert and Annie volunteered to do the certification process. Ruth also stated she would be attending the conference which would limit her abilities to volunteer in some areas. Annie reported that she has been hearing from Tracy on a regular bases and AVHRA would be included on all advertising publications.

2007 CAP Annie Horey distributed the 2007 Cap-Copies of requirements to the board members.

Open Mike Annie Horey brought up for discussion the possibility of meeting with past presidents to ask for suggestions on how to get more involvement from members.

Next Board Meeting

The next board meeting is scheduled for Thursday, April 10, 2008.
7:00 a.m. at Pacific Aerospace Boardroom.

VI. Adjournment

The meeting adjourned at 8:05 A.M.

Minutes taken and submitted by:

Susie Campbell-Secretary

Date: March 13, 2008