



**Apple Valley HR Association
Board Meeting – February 12, 2009
PAE, Wenatchee WA 98801**

Present:

Annie Horey, Melissa Wear-Grimm, Gil Sparks, Vickie Short, Ruth Erwert, Hana Tate, Tammy Spencer, Sandra Smeller, Karen Bland, Jared Smith, Rachel Darlington, Heather Smith, Barbara Davis, Sue Coe.

I. Welcome/Call to Order

Melissa Wear-Grimm called the meeting to order at 7:07 am.

II. Review and Approval of Minutes

Gil moved to approve the minutes, seconded by Annie, motion carried.

III. Board Reports

• **Programs**

Jared Smith updated us on the upcoming "L & I Risk Management Seminar". He contacted Pete @ CWH for leave seminar (March 19th). Jack Powers would come out for a fee to come out to sites. The cost would be 30.00 for members and 35.00 for non-members. The group spoke about possible seminars about Labor Laws (date TBD), Workplace Bullying –done by Judy Clark (May 21st), Diversity Training –Marilyn Bridges "Bridges out of Poverty" - cost is \$400 ½ day \$800.00 full day. Legislative Update Lunch program – (April 23rd)

We also discussed getting charter bus to Program in Seattle for March 12th. No seminars/events will be offered during the months of July, Aug, Oct, and Nov. The Auction is slated for the 1st week of December.

• **Diversity**

Looking to offer Diversity Program in to be held in September. Melissa Smith contact information will be sent to Heather by Melissa Wear-Grimm. The possibility of partnering with the Chamber and Diversity council to help defer costs.

• **Financial Reports**

Susie Campell distributed financial reports for review. The plan is to send a check to SHRM, \$450.00 for 2007 and \$1200.00 for 2008 = \$1,650.00 will be sent as the Foundation donation. \$15,449.56 is total in bank accounts. Gil moved to approve the budget, seconded by Vicki, motion carried.

• **Publicity**

Sue Coe indicated that we had ads left with the Wenatchee Business Journal. Renewal on contract is May 31, 2009. The question was posed what advertising do we want to pursue going forward? Annie suggested Wenatchee World and Craigslist. The topic of Facebook came up; Annie suggested we contact SHRM about internet usage in relation to Face book postings.

• **Newsletter**

Hana Tate reported also talked about the move to "going green" by moving to sending electronic links to the newsletter via the AVHRA website. Both will be sent this month and then going forward it will be sent via email only unless requested otherwise.

- **Legislative**

Gil gave us a short update on FMLA, e-verify and I-9 form have both been delayed, Paid leave Law (no funding source) and the Ledbetter law, specific to the statutes of limitations.

- **Membership**

Vicki Short discussed making a new membership letter. Persons who want a packet can be accessed by SHRM Link to the AVHRA link.

- **Certification**

Annie Horey is ready to move forward and has the course materials. The PHR and SPHR study group will start March 19th. Info for testing and fee's will be included. Heather, Rachel, Vikki and Sandra want a copy sent to them. Testing is in May-June timeframe.

- **School to Work**

Karen Bland has nothing new to report at this time.

- **Foundation**

Tammy Spencer Karen Bland has nothing new to report at this time.

- **Words of Wisdom**

Gil Sparks has nothing new to report at this time other than what was discussed during legislative update.

General Interest Items

Melissa suggested that the next board meeting would be held on March 11th, 7:00 am at Columbia Fruit. Jared Smith will be the point of contact for the meeting facilities.

2009 Programs – ideas of possible topics include: Supervisory Training, Workplace Harassment/Bullying, ADA/AA, HR Roundtable Brown Bag Lunches, Economic Woes and how that influences the workplace and Unemployment Appeals.

IV. Next Board Meeting

The next meeting will be March 11, 2009.

V. Adjournment

With no further business, the meeting adjourned at 8:27 am.

Respectfully submitted:



Rachel Darlington