



WSHHRA Business Meeting Minutes Suncadia, Cle Elum, Washington October 5, 2012

President Beki Lischalk and President Elect Juliet Nelson called the meeting to order at 11:15 a.m.

Minutes: Minutes from the last Business Meeting were distributed. There was a motion to approve the minutes as presented. The minutes were approved.

President Elect: Juliet Nelson thanked everyone for attending the Fall Workshop. She indicated that she has begun to plan for the Spring Conference and is looking for ideas for a location and speakers. WSHHRA is also interested in tracking HR Metrics to share with our membership. If there are metrics you would like us to gather, please let a Board member know.

Past President: Steve Stahl thanked the membership for the opportunity to serve on the Board and shared that he would now be transitioning off the Board. He provided an update from ASHHRA.

This year at the ASHHRA conference the chapter received Honorable Mention as we were not able to maintain our three star status.

Steve shared information from the recent ASHHRA conference and proposed changes for chapters in relationship to ASHHRA membership. ASHHRA would like to see an increase in membership. Steve asked if it would be beneficial for members to have joint membership in ASHHRA and WSHHRA. Only a few members thought it would be beneficial. After discussion, the membership was asked if they would not continue their membership in WSHHRA if we were not affiliated with ASHHRA. No hands were raised. Steven mentioned that the chapter goals and responsibilities are going to be pretty steep this year.

The Oregon Chapter has again requested to merge with WSHHRA. Last year we agreed to wait a year to see if there was still an interest in the merger. We would like to extend an offer to have Oregon merge with us. We would need to put safeguards in place for our finances and also create a Board position of Position at Large to represent Oregon's interests so they have a voice. We would need to review our name, logo, website, bylaws etc. We will also need membership approval. Steve will send out information to the full membership via email.

The Board has discussed the need to establish a new category of membership for our business partners. We receive approximately 10 requests per year to join the membership. We are proposing that we establish a new category at the rate of \$50 a year. This would be a limited membership with no access to membership lists and they would not be voting members. Membership would not impact their conference fees. There was discussion about no solicitation of members. There was a motion to approve the new category of membership and there was no opposition as long as parameters were established.

Presidents Report: Beki reported that the ASHHRA conference was well attended and our members Kristen Fox and Bernadette Bernie presented workshops that were well received. The chapter also received several awards: Lisa McDaniel (Outstanding HR Leader), Steve Stahl (Outstanding Chapter Leader), and two scholarship winners (Kim Washburn and Ashley Fox).

Membership: Amanda Adams provided a handout with the membership report. She reported that WSHHRA currently has 237 active members and 85 new members. This is the highest number we have had. We had a membership goal of 3% and surpassed it by increasing 9%. . The Board has set a goal of 5% increase for 2013. Next year she will be looking for volunteers to assist with outreach to other healthcare organizations. If members are interested in helping, they can contact Amanda to volunteer.

Membership will be based on a calendar year not a rolling year and it was proposed that the membership belongs to the individual and not their employer organization. If members move on to new position with different employers, their membership will go with them. Rates for 2013 were reviewed:

- 1 person - \$75 add an additional person for \$50
- 3-4 members - \$150
- 5-10 members - \$300
- More than 10 - \$500
- Students - \$20

Secretary Report: Carolyn let members know that they will receive strategic credit if they attend the full workshop. If they can only attend a few of the sessions, they can submit these individually through HRCI. Certificates of completion will be provided on Friday

Treasurer's Report: Marlo indicated that she would provide the Treasurers report to members on Friday. She summarized the financial records and stated our accounts are in the black.

Website: Lisa McDaniel provided an update on website activities. She stated that the website domain name had expired and she has reactivated it. If the chapter names changes she will need to make changes to the domain name. She reminded members to access conference material from the member's only page of the WSHHRA website. Passwords are distributed from membership.

Legislative and Labor: John Pabarcus shared information on an upcoming webinar from WSHA. He also stated that Self Insurance Workers Compensation employers will see a 0% increase in L&I rates for 2013.provided a legislative summary with handouts.

Communication: Kathryn Duby shared that her two year term on the Board is expiring and we are looking for a replacement. Her position is responsible for GoogleGroups, Facebook, and LinkedIn. She has seen an increase in GoogleGroup participation this year. There have only been a few posts that could not be forwarded due to our rules on permissible subjects. She encouraged members to seek out collective bargaining agreements from the union websites and to request information through public information disclosure

Chapter Goals: We have met and exceeded all the goals set for 2012.

ASHHRA Conferences: The 2013 conference will be held in Washington DC September 29 – October 2nd.

ASHHRA Report: Kristin Fox commented that where our chapter is growing in membership, other chapters across the country are closing. We are fortunate to have a great Board, interest in serving on a volunteer Board, and the ability to put on successful conferences. She personally thanked the Board and said she was thankful to be a part of this organization.

Conference Evaluation Forms: We value members input on WSHHRA and conferences, so please provide us with feedback.

There was no new business.

The meeting adjourned at 12:00 p.m.