



**Meeting Minutes
Board of Directors Meeting
July 1, 2021**

A meeting of the Lynchburg Regional SHRM Board of Directors was held July 1, 2021 remotely via zoom. Caitlin King, SPHR, SHRM-SCP called the meeting to order at 12:04 pm.

Board Members present: Board Members present: Caitlin King, SPHR, SHRM-SCP; Terry Maddox, SHRM-CP; Lauren Anderson, SHRM-CP; Nate Mahanes; Andrea Cook, SHRM-CP; Nickcole Maynard-Errami, SHRM-CP; David Brandt, SHRM-CP; Lisa Gordon, SHRM-SCP, and College Relations Chair Travis Griffin.

Lauren Anderson will add the updated board minutes to the website. Caitlin will follow-up on minutes from June 3 board meeting.

Director Reports

Financial: Terry went over the Finance reports and will add the final monthly statement from Bank of James when it is available. David recommended that LRSHRM BOD go ahead and make the annual foundation payment for 2021 so that is taken care of for the year. It was recommended that LRSHRM BOD pay \$1375 which is up \$25 from last year's payment (posted in Jan 2021 and backdated) of \$1350.

Terry got clarity on SHRM payment to help decipher what is LRSHRM quarterly funds and LRSHRM monthly dues from SHRM National.

Meal Expenses will start back up in August when the chapter meets in person.

Caitlyn recommended that LRSHRM BOD also go ahead and pay the student chapter the annual support check that LRSHRM BOD does each year. Since LRSHRM BOD only has Liberty University, Travis is going to reach out to Dr. Brown to confirm where we need to send their \$500.

Caitlyn may need to attend some state council meetings in person for the second half of the year and may require some travel funds.

Legislative: Lisa shared a lot of information that was included in her report.

Marijuana is legalized as of today as well as Cannabis Oil that can be transported. There is no metric of what level is impaired. Lisa has some hands on work knowledge if LRSHRM BOD needs to use her as a resource.

Disability laws update- Lisa was on a webcast and the slides were provided to the LRSHRM BOD. There was a good speaker and she has the on-demand access if any of LRSHRM BOD would like to see it.

Emergency Standards for Virginia expired yesterday. What does this mean? There will be more mask mandate questions forthcoming as the general session meets in August.

EEOC is also weighing in on the COVID mandates.

Tax Codes- tax credits for COVID related absences the deadline has moved to 8/23/21. Lauren is going to post this information on the website for members.

New Federal Holiday June 19.

ACA is challenging mandate- the Supreme Court ruled that is was as is.

August 2 will be the general assembly meeting.

Comp time question was asked by Andrea concerning salaried employees? Lisa can do some research on and follow up.

Membership: Nate gets daily reports from SHRM National. He is seeing folks going in and paying their annual dues and he can see the proration. He will work on a message to remind chapter members to please do this. The chapter averages 119-126 members on our roster. This does not include multi chapter members or student members. If so that would put the chapter membership number in low 130s.

Member gift for August Meeting- Nate had shared with LRSHRM BOD prior to meeting. Discussion was had with board members and board still wants to supply some type of gift and can still earmark funds for a speaker. Board approved to order pens and 100 power banks.

Professional Development: Andrea shared the survey results from June in her report. She will send results to speaker. Next meeting in July is in conjunction with RANE. August is Ryan Gordon and October is Gloria and both have been approved for recertification credits. Paul has volunteered to speak in September and Andrea asked Nate if he would speak in December.

Public Relations: Lauren stated that a reporter from WSET reached out to see if anyone would be willing to do an interview about the Marijuana issue. There was a story posted, so she is not sure if the reporter already got what she needed. Board decided that no one was willing to speak on the matter but she should reply and refer to attorneys.

College Relations: No Update.

Caitlin discussed new business. LRSHRM BOD discussed in person meetings to begin at Legacy.

Next board meeting is August 5, 2021 and will be held virtually. LRSHRM BOD will consider in person meeting in September and changing the time back to mornings as that is most convenient for the group.

Caitlin adjourned the meeting at 1:05 pm.

Nickcole Maynard-Errami
Secretary