

Ponca City Area Society for Human Resource Management

January 14, 2015 Meeting Minutes

Board Member Meeting

The agenda for this meeting was emailed to each board member at least 24 hours prior to the meeting date and time.

1. Call to Order – at 10:30 am President Robert Howard called the meeting to order. He welcomed everyone and thanked everyone for attending.
Present – Robert Howard, Rita Gravel, Laurie Wedd, Terry Brown, Charles Kelly, Stan Bowman.
Absent – Sarah Linn
2. Secretary – Previous minutes of 12/10/2014. Approved Charles Kelly. Second Laurie Wedd
3. Treasurer Report – balance as of 10/31/2014 is \$3,251.63. Approved Terry Brown. Second Charles Kelly.
4. Robert Howard to attend OKHR State Council Meeting and Leadership Conference in Tulsa on January 29-30. Room will be complimentary but will need travel expenses covered. Approved by Laurie Wedd. Second Terry Brown.
5. SHRM Certification. Motion was made to explore possibility of having SHRM Certification prep classes in Ponca City. Rita Gravel has made contact with Julie Aten and will get tentative headcount and quote. Approved by Charles Kelly. Second Laurie Wedd.
6. National Membership goal is 36. Everyone is encouraged to bring members to upcoming meetings.
7. Legislative Report – Terry Brown discussed NLRB new ruling going into effect April , 2015. New rule speeds up how quickly a new election is held. It eliminates a previously required 25-day period. Also includes a new rule on employee use of employer email systems for union organizing. Employees now also have a protected right under NLRB case law to use the employer’s email system to send emails to co-workers encouraging union support. See more details in our February Newsletter.
8. Group discussion regarding new Work Comp Case in Pottawatomie County. A judge recently concluded that an employee’s injury was foreseeable and therefore his injury did not fit within the definition of a compensable injury. This allows the case to proceed in state court before a jury.
9. Laurie Wedd will be sending out 2015 Chapter Dues invoices.
10. Proposed plan to take new group picture at next meeting for website.
11. Next membership meeting to be held at PTC on March 11, 2015. Allen Hutson of Crowe & Dunlevy will talk about ‘Retaliation in the Workplace’.
12. Meeting was concluded at 11:15am. Approved by Laurie Wedd. Second Rita Gravel.

Ponca City Area SHRM Membership Meeting

January 14, 2015



Meeting began promptly at 12:00 noon. Michael R. Pacewicz of Crowe & Dunlevy spoke to the group about FMLA.

He covered topics like waiting periods, rules for Military Members, Health Insurance, Certification, Recertification and new rules and regulations on the horizon. If you would like a copy of the Powerpoint presentation, please contact me at rgravel@midamericadoor.com