



ANHPEHRA General Membership Meeting

December 5, 2018

Called to order at 9:00 a.m.

All present introduced themselves and the organization they represented.

Mark Broth led a very informative presentation on hot legal topics of the day. They included the Me Too Movement, the FLSA, the legalization of marijuana in two of our neighboring states, The Janus decision, and keeping an eye on Paid Family Leave and what will happen in the future with it.

Norm reminded everyone that we can inform our legislatures on how we feel as HR professionals about various new proposals affecting the Human Resource profession by contacting them.

AT 10:45 we went into the Business Meeting portion of the meeting.

Election of Officers

ANHPERA Chair Norm O'Neil opened the meeting with the election for the Board of Directors. He stated that two director positions on the Board were up this year. Nominations were made for Norm O'Neil to continue another term as Chair, term expiring in 2021 and Sharon Patterson to continue another term as Secretary, her term also expiring in 2021. The motion was made by Larry Budreau to accept the nominations, the motion was seconded by Suzi Swenson and approved unanimously.

Elections Board of Directors

Chair Norm O'Neil informed everyone we need to elect our directors. Seeing no nominations from the floor for changes, he proposed the same slate of directors as currently in place. The motion was made by Sara Lewko and seconded by Melinda Sullivan to accept the current slate of directors. The motion was approved by unanimous vote. The Board Members are:

Norm O'Neil, Chair

Carol Kilmister, Treasurer

Darlene Simmons, Director

Suzi Swenson, Vice Chair

Kathy Kennedy, Director

Sharon Patterson, Secretary

Sue Hilchey, Director

New Business – 2019 Program Ideas

Discussion began of what members would like to see for programs in 2019. Some requests were:

- ❖ Right to Know - Darlene said she would reach out the NHMA and NHSBA as they often do presentations on this.
- ❖ Succession Planning
- ❖ Social Media
- ❖ Weapons in the Work Place Policy
- ❖ Me Too Movement/Harassment training – it was mentioned that Debra Weiss Ford often does good presentations on this.

Further discussion was had on the length of the sessions. We will keep the presentations in the morning, but maybe offer two topics and split the morning in two sessions? Carol will be meeting with Steve and Maria Painchaud to discuss offering SHRM credits for our workshops. There is a cost for this, we may be able to offer something to Primex to defray the cost. The number of times we meet each year was thought to be fine at the 3 or 4 per year. We may look to combine some activities with the HR organization that S. Hilchey is a part of in Bedford.

The list serve and website are active, that is a good thing to see. A big thank you to Kathy and Carol for helping in the transition. We currently have 105 dues paying members. We don't see the need to increase our dues, so they will remain at \$15 per year. Our next meeting is planned for March 8, 2019.

Meeting adjourned at 11:19 a.m.

Respectfully submitted,

Sharon Patterson,

ANHPEHERA Secretary