



Tri-County Human Resource Management Association



To: TCHRMA Membership

Subject: By Laws Update

TCHRMA has announced for several months its proposed amendments to the Associations By-Laws. These changes have been discussed over the past year for various reasons. The ballot for member votes will be provided at the upcoming Member Meeting on March 17th with the opportunity for proxy votes for non-attendees.

Because many of you have been members for several years and understand why the By-Laws were written in the manner they were, the Board felt that it was imperative that we provide an explicit explanation for our recommended amendments.

Amendment 1

Current: Article III Section 2

D. Affiliate Members: Membership shall be limited to those individuals whose companies provide products and/or services directly to the professional human resource community and who hold a current SHRM membership. No more than ten percent (10%) of the Chapter's membership may fall into this category; because of this limit, no more than one person from any one organization may be an affiliate member. Affiliate members may not vote or hold office in the Chapter.

Reason for Current By-Law:

The Association was created for the purpose of HR professionals coming together to network and assist each other professionally. In the past, the membership felt that those who provided products and/or services to HR only attended meetings to sell their products. They didn't provide information on HR related topics or networked for the purpose of getting to know other professionals. They used the organization as their private clientele. Because there were benefits to having affiliate members within the organization and not all affiliates were using their membership inappropriately, it was deemed necessary to allow those types of membership but with limitations. It was for that reason limits were placed on the amount of Affiliate members the organization will accept, their inability to serve on the board, and the length of time a sponsor could address the membership.

Amendment

Will allow Affiliate Members to be voting members of the Chapter and to serve on the Chapter's Board of Directors

Reason:

As you all know, our bylaws have an anti-solicitation pledge to which all members must adhere, located in Article IX, section C, which includes among other things refraining from using the chapter membership or volunteer position to solicit business, refraining from directly or indirectly pressuring chapter members or attendees to join any type of organization, and to refrain from using and/or sharing the membership list for the purpose of soliciting business.



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Because of this pledge, along with limitations on affiliate members, the chapter has not seen the issues it once encountered in the past. However, for many years, it has been a challenge to get HR Professional members who are interested in serving and willing to serve in active roles on the board. Yet, we have had a few long standing affiliate members who have the skillset needed by the board and a desire to be more involved. Instead of operating with less than a full board, asking people to serve outside their skillset/comfort level or dismissing the ability of affiliates, we sought advice from SC SHRM. We understand from SC SHRM that other chapters in the state have already done what we are seeking to do, i.e. remove the voting and role restrictions of affiliate members. Of course, Professional members will serve the majority role on the board, as they represent the majority profession that the organization is designed to serve. There will continue to be a limit on the amount of Affiliate members the organization will accept and the length of time a sponsor will be allowed to address the membership.

Amendment 2

Current: Article IV Section 3

N. General Counsel: This voting position shall provide legal counsel to the Board of Directors in relation to chapter operations as well as keep Chapter members informed of changes in the field of employment law.

Reason for Current By-Law:

Chapter operations and Employment Laws were seen as the major priority of this role.

Amendment

Will expand the General Counsel's role by requiring the General Counsel to keep the Board informed of employee benefits law updates (as well as labor and employment law updates).

Reason:

Change will simply input into writing the specific expectations of those who serve in the role of General Counsel.

Please know that our goal is to serve our HR community in a robust manner and to foster its professional growth. If you have any questions or concerns prior to the March 17th meeting regarding these changes, please don't hesitate to contact me or any member of the TCHRMA Board.

Thank you for your active membership and professionalism.

Sincerely,

Terry B. Stinson
TCHRMA President (2015)