

AMCHAM HR COMMITTEE

MEETING MINUTES

AmCham Office, Business Park Sofia, bld. 2, fl. 6

5 September 2008, 8:30-10:10h

Participants:

AmCham Human Resources Committee Co-Chairs:

Silvia Umnikova, Consultant, Alexander Hughes

Diana Stoeva, HR Manager Bulgaria, Macedonia, Cyprus, Malta, Albania, Microsoft

Membres:

Bilyana Ivanova, HR Executive, Philip Morris Bulgaria EOOD

Boyka Docheva, Talent Management Process, IBM

Emil Georgiev, Human Resources Director, Postbank

Gloria Maneva, HR Manager Forton International

Iva Petrova, HR Manager, AbCRO, Inc

Janina Stavreva, HR Specialist, Carlsberg Bulgaria AD

Meglana Yugova, HR Manager Renault Nissan Bulgaria

Ralitsa Kostova, HR Assistant Worley Parsons EES

Svetla Naydenova, HR Staffing Hewlett-Packard Bulgaria

Vesela Petrova, HR Executive, Colliers International

Violeta Ivanova, Manager Human Potential Development, Devin JSC

Zhaneta Draganova, Head of HR & Organization for CU Bulgaria and FYROM, Ericsson

Sevdalina Voynova, AmCham Government Affair Director

Irina Bacheva, AmCham Publications&PR Manager

Milena Milenkova, AmCham Committee Assistant

MEETING AGENDA

1. Approving an action plan for the first 6 months of the committee activity.
2. Presentation of Sevdalina Voynova, AmCham Government Affairs Director.
3. Program for the official launch of the Committee.
4. Brief information on AmCham Corporate Social Responsibility Committee initiatives.

MEETING MINUTES

Briefing on the last HR Committee Meeting held on 9 July 2008.

The first HR Committee Meeting was held on July 9 2008. It was decided to have two co-chairpersons to head the HR Committee – one from the HR consulting business and one – from the HR Managers. It was decided the two co-chairpersons to have a mandate of 6 months to head the HR Committee after which another two co-chairpersons from the HR Committee will be elected. It was decided the first two co-chairpersons to be Diana Stoeva, Microsoft and Silvia Umnikova, Alexander Hughes.

The following issues were outlined as priorities at the first meeting:

- To organize an official launch of the HR Committee as a joint CEO / HR presentation: "Where the meeting point between the HR and the business is and where is the added value of HR professionals for the business? What really means for an HR professional to be a partner to top management?"
- The second issue outlined as important was the exchange of good practices and know-how among the members. It was suggested to create a forum on the AmCham website and to use the Committee meetings to share experience.
- The third issue is related to the strong need for legislative changes regarding employment contracts, work permits, visa issuance, residential/working permits, etc.

1. Approving an action plan for the first 6 months of the committee activity.

Main issues identified by the participants:

Working Permits – The topic is in the lobbying Agenda of the AmCham Public Affairs Committee and there were several conversations with state institutions on the issue trying to find solutions to facilitate the procedures. It was decided to collect a feedback from the members for the difficulties with the working permits procedures and suggestions for solutions. Deadline: 12 September 2008.

Internship event – An Internships 2008 Questionnaire was circulated among the members. The results of the questionnaire will be used as an attractive way to gather government and business to discuss labour issues. AmCham plans to organize a forum and to invite the Prime Minister as an official guest. The event is scheduled for October 2008.

Educational issues – It was decided to organize a meeting with the deans of universities and representatives of Ministry of education and discuss the best ways for cooperation between business and universities. The event is scheduled for the first part of November 2008.

Labour Law issues – It was decided to organize a workshop on labour law issues with guest speakers from the state institutions. The event is scheduled for the first part of December 2008.

Lobbying – It was decided to use the CSR Committee initiative Volunteering Days 2008 to lobby for amendments related to the overtime, internship and temporal employment, food vouchers /other compensations & benefits/, etc.

Food Vouchers issue – it was decided to organize a discussion on the food vouchers issues. To invite representatives of the food vouchers companies. Deadline: to be fixed during HR Committee meeting on 12 October 2008.

Official launch of the HR committee – It was suggested the official launch to be a joint CEO / HR presentation "Where the meeting point between the HR and the business is and where is the added value of HR professionals for the business? What really means for an HR professional to be a partner to top management?" The event is scheduled for November 2008.

The concept and organizational framework of the event is still in a working process. Any other ideas or topics for the Official Launch of the HR Committee are welcome. Deadline: 30 September 2008.

2. Presentation of Sevdalina Voynova, AmCham Government Affairs Director.

The position of the AmCham Government Affairs Director is to support the AmCham members and committees to pass from the stage of sharing problems to the level of preparing statements and finding solutions.

AmCham Government Affairs Director will support the committees in their lobbying initiatives being the connection between the business and the institutions. The legal support does not include only legal amendments but also – a feedback on the use of regulations, participation in the parliamentary control, contacts with the EU Parliament could be used also. The aim is AmCham members to be part of the government working groups and participate in the policy making process.

3. Closure

It was decided the AmCham HR Committee to organize its monthly working meetings every second Tuesday starting at 5:30 PM.

Next Committee meeting is on 14 October, 5:30 PM, the venue TBD.

Main Topic: Organization of the Official HR Committee Launch.

The HR Committee meeting was closed at 10:10h.