

Winona SHRM Newsletter April 2012

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



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Scheduled Meeting Dates

- Tuesday, Apr 10, 2012
- Tuesday, May 8, 2012

SHRM Links

National SHRM website
www.shrm.org

MN State SHRM website
www.mn-shrm.org

Winona Area SHRM website.
<http://winona.shrm.org>
Username: first initial, last name
Password: hr

JobDig
www.jobdig.com

Winona SHRM
PO Box 71, Winona, MN 55987

President's Notes

Cheri Gabbert – President



Well, spring has sprung and I sure love these warmer temperatures! I hope you all are getting a chance to enjoy it!

March 13, 2012 about 50 of us spent the day laughing and learning with Jennifer McClure. She was in town for our spring conference and taught us just how important social media is for our business and recruitment. A big thank you to the Conference Committee – Lori O'Brien, Deb McClellan, Bill Gould, and Krissa Hilger – for their hard work on putting this conference together!

It has come to our attention that some of you may not be receiving e-mails from Winona Area SHRM even though you have not opted out of the mailing list. Please check to make sure winonashrm@yahoo.com is not getting blocked by your spam filters. If you still are not receiving our e-mails and would like to, please send me an e-mail at cgabbert@hbc.com and I can check to see if you have been accidentally unsubscribed. Thanks for your help with this! E-mail is one of the major ways we share information and we want to make sure it's working properly.

Are you on Facebook or Twitter? Check out Winona Area SHRM at www.facebook.com/WinonaAreaSHRM or @WinonaAreaSHRM on Twitter!

Hope to see you all at the April meeting!

Contact Us

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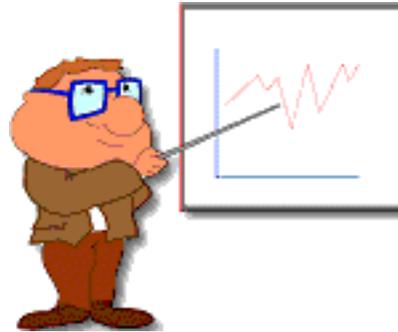
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Monthly Meeting Information

By: Lori O'Brien, Winona Area SHRM Vice-President



Keep Your Boat Afloat!
Why You Need Disability Insurance
AND

Putting Your Retirement Plan To Work!

Learn about these two important issues that will
affect your future

Tuesday, April 10, 2012

11:30 -1:00pm

11:30 – 12:00 p.m. – Lunch, Networking

12:00 p.m. – 1:00 p.m. – Speakers: Ryan Ping - Edward Jones and
Mike Sir - Principal Financial

Winona Area Chamber of Commerce

902 E. Second St - Ste 120 | Winona, MN 55987

Pending Approval for 1 HRCI re-certification credit hour

Lunch: Ham, scalloped potatoes, relishes & dip, dinner rolls,
beverage from Steak Shop Catering

Cost: \$7.00 for members; Guests - \$15.00.

You can now pay online ahead of time!

Please [click here](#) to register by April 6th and also indicate if you
will be purchasing a lunch. Hope to see you there!!



The use of this seal is not an endorsement by the HR
Certification Institute of the quality of the program. It means that this program has met
the HR Certification Institute's criteria to be pre-approved for recertification credit.

MEMBERSHIP NEWS!!

Please welcome the following professional to the Winona Area SHRM group:

Sheila Collom-Sheila graduated from Western Technical College in La Crosse with an associate degree in Human Resources/Business Administration. She worked as the Benefits Coordinator for the Diocese of Winona for two and a half years and then went to part-time work. She has worked at Catholic Charities for the last six years, starting as the caseworker with the MediAppS Program and since November 2011, as the Coordinator of Administrative Services.

She lives in Galesville with her husband, Mark, and daughter, Emily. She also has two boys, Matt and Luke, attending college at UW-Milwaukee and UW-La Crosse, respectively.

If you know of someone that would be interested in learning more about Winona Area SHRM please contact our Membership Chair – Lesli Tapp at ljtapp@merchantsbank.com or 507-457-9396.

Legislative Update

Beth Ede, Legislative Representative

Have a Voice! 2012 Guide To SHRM's Public Policy Issues

SHRM's 2012 Employment Law & Legislative Conference recently attracted nearly 600 HR professionals to Washington, D.C. During the conference, SHRM released its updated 2012 public policy handbook which summarizes the Society's positions on HR public policy issues likely to be considered by the 112th Congress, the federal agencies and the courts. Topics included in the handbook are:

- Health Care Reform
- Workplace Flexibility
- Employment Verification
- Tax Reform and Deficit Reduction
- Employer-Provided Education Assistance
- Weapons in the Workplace
- Background Investigations
- Labor-Management Relations
- Skills Gap
- SHRM's Election 2012 Get-Out-the-Vote Campaign

A copy of the **2012 Guide to SHRM's Public Policy Issues** can be downloaded by clicking [HERE](#).

Get-Out-the-Vote Campaign

The 2012 elections undoubtedly will be one of the most important in recent memory. With an incumbent president seeking re-election, a hotly contested field of Republican challengers, and the control of Congress up for grabs – every American has a lot at stake come November 6.

HR public policy issues are likely to dominate the agenda on both the federal and state levels in 2013. Making sure that your voice is heard is imperative to ensuring Congress and state legislatures enact laws that make sense and help organizations succeed at every level. To help you in this process, SHRM launched <http://haveavoice.shrm.org/> during last week's 2012 Employment Law & Legislative Conference.

Headline News

Companies Increase Wellness Incentive Dollars

Most U.S. companies plan to increase the dollar value of the incentives they offer employees to participate in health improvement programs in 2012, according to an employer survey conducted by Fidelity Investments and the not-for-profit National Business Group on Health.

Workplace Bullying Survey Findings

One-half (51%) of organizations reported that there had been incidents of bullying in their workplace. The three most common outcomes of bullying incidents that organizations reported were decreased morale (68%), increased stress and/or depression levels (48%) and decreased trust among co-workers (45%). This is part one of a two-part series of SHRM survey findings on workplace bullying and violence.

In Strategic Workforce Planning, Questions More Important than Answers

Relax. You don't have to have all the answers. You just need to know the right questions to ask. And, sometimes, that's where the real challenge lies

This non-partisan website has many resources, including:

1. Voter information
2. Primary scheduling
3. Presidential debate schedule
4. Step-by-step instructions on conducting a voter-education campaign
5. "Returns Party" starter kit
6. State ballot initiatives
7. HR Votes 2012 gear and supplies

Check it out and Have a Voice!

Capital Hill Update

SHRM Instrumental In Introduction Of Tuition Assistance Bill

On March 5, Representative Sam Johnson (R-TX) and Representative Richard Neal (D-MA) introduced [H.R. 4137](#), - the Employee Educational Assistance Act of 2012. SHRM, a strong proponent of this employer-provided benefit, was instrumental in garnering bipartisan support for this bill prior to its introduction.

Section 127 of the Internal Revenue Code allows an employee to exclude from income up to \$5,250 per year in assistance provided by their employer for any type of educational course at the associate, undergraduate and graduate level. Congress has extended Section 127 nine times since it was created in 1978, most recently in 2010. Section 127 will expire at the end of this year unless Congress acts to renew it or make it permanent.

Happy Spring

