

Winona SHRM Newsletter January 2012

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



In This Issue

- President's Notes
- Monthly Meeting Information
- Legislative Update

In the Margin

- Scheduled Meeting Dates
- SHRM Links
- Contact Us
- Membership News
- Headline News

Scheduled Meeting Dates

- Tuesday, Jan 10, 2012
- Tuesday, Feb 14, 2012
- Tuesday, Mar 13, 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

Happy New Year! I hope you all had a wonderful holiday season!

Thank you to all who attended the holiday party! We raised nearly \$100 for the SHRM Foundation through the silent auction that night! I would like to send out a big thank you to **Lori O'Brien** for her help in organizing the party and to **Janell Linville** for her work on the silent auction!

2011 was a great year for Winona Area SHRM. Most notably, we added 16 new members to our Chapter, updated our bylaws, and gave our Chapter a new logo we can all wear proudly. So, thank you to all our members and to the 2011 Board!

With a new year, comes a new Board. We have a lot of familiar faces, a few new ones, and couple departing members from the Board. Your 2012 Winona Area SHRM Board is:

President – Cheri Gabbert

Vice-President – Lori O'Brien

Secretary – Barb Ferguson

Treasurer – Bonnie Kiese

Diversity and Workforce Readiness Advocate – Jim Streiff

Web Coordinator – Cathy Espy

Legislative Representative – Beth Ede

Certification Representative/Foundation Advocate – Janell Linville

Membership Chair – Lesli Tapp

Student Chapter Liaison/Education Advocate – Alberta Rosburg

Marketing/PR Coordinator – Bill Gould

Sonya Ganther and Nicole Danielson have both decided to step down this year. A huge thank you is sent to both of them for their hard work on the Board over the past years! You have both been tremendous assets for Winona Area SHRM and the Board! Thank you!

So, let's make 2012 another great year! I hope to see you all at our first meeting of the year on January 10! Also note that the location of our meeting has changed. We will now hold our monthly meetings in the Winona Area Chamber of Commerce conference room (902 E 2nd Street, Suite 120).

See you there

Contact Us

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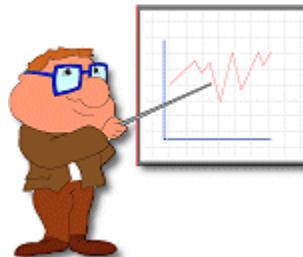
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Monthly Meeting Information

Lori O'Brien – Vice-President

Blazing New Trails – State of Engagement



Don MacPherson, President and Co-Founder of Modern Survey, will be speaking on employee engagement. He has over 17 years of experience in the field of human capital measurement. MacPherson has led employee survey projects for clients ranging from small non-profits to Fortune 100s all over the world.

Tuesday, January 10, 2012

11:30 am – 1:00 pm

Lunch - 11:30 – Noon

Speaker - Noon – 1:00 pm

Winona Area Chamber of Commerce

902 E 2nd St, Ste 120 | Winona, MN 55987

We will also be drawing for a great gift featuring the new Winona Area SHRM logo, so make sure and bring your business card!

Please [click here](#) to register by January 9, 2012

Lunch will include: Box lunch from Blooming Grounds with chips, cookie & beverage

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

You can now pay online ahead of time!

Pre-approved for 1 Strategic re-certification credit



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:

Barb Breza - Vice President of Human Resources, Peerless Industrial Group

Before starting her new venture at Peerless, Barb had worked at Minnesota State College – Southeast Technical for thirteen years, where she started as a Workforce Training Consultant and spent her last three years there as Director of Continuing Education and Workforce Training. Prior to that, she was with TRW for 8.5 years in a wide range of Human Resources roles; recruitment, training & development, benefits, and compensation administration. Barb is currently on the Board of Directors for United Way of Great Winona, Winona Area Chamber of Commerce, Home & Community Options, Winona Area Safety Council, and has held positions in many other local organizations. Barb is a final paper away from completion of her Master's Degree in Educational Leadership from Winona State University, where she also received B.S. Degrees in both Business Administration – Human Resources Management and Business Education/Office Administration, with emphasis in Teaching.

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

From late-night comedy show hosts and newspaper editorial boards, to even SHRM — many are compiling their Top 10 lists for 2011. SHRM's Government Affairs Team has taken a slightly different approach and compiled its Top 8 list of HR public policy accomplishments for this past year.

2011 saw a huge uptick in the level of advocacy engagement by SHRM members in the HR public policy arena, thanks in part to the continued rollout of the SHRM A-Team program and to you, our local members, for your involvement.

The Top 8 List for 2011 accomplishments includes:

Reducing health care paperwork – SHRM helped eliminate the 2010 health care reform law's requirement that employers must complete an IRS Form 1099 for every business transaction totaling \$600 or more when Congress passed H.R. 4.

Promoting veterans' employment – SHRM President and CEO Hank Jackson testified before the U.S. House Veterans' Affairs Committee recommending a series of changes to federal law to improve the prospects of the employment of veterans by our nation's employers. Jackson was also invited to the White House for the announcement of the "Joining Forces" initiative for military families. In addition, SHRM was also represented at the U.S. House Committee on Veteran Affairs "Veterans Employment Summit".

Modernizing the Fair Labor Standards Act – SHRM testified before the U.S. House Subcommittee on Workforce Protections to discuss how the FLSA restricts employers from providing workplace flexibility benefits to non-exempt employees. The hearing led to the "Computer Professionals Update Act;" – a bill exempting certain computer systems analysts, computer programmers, software engineers and other similarly skilled professional employees from FLSA coverage.

Improving employment verification – SHRM's consistent advocacy on proposals for an effective employment verification system led to the inclusion of many SHRM-advanced provisions in the House Judiciary Committee-approved "Legal Workforce Act." These provisions include the elimination of the Form I-9 and the establishment of an electronic verification system, creation of a pilot biometric program to verify identity, the pre-emption of state employment verification laws, the ability to conduct the verification process after an offer of employment but prior to the commencement of work and the creation of a "safe harbor" for employers that use the electronic verification system.

Protecting lawful employer pay practices – SHRM filed an amicus brief in the Supreme Court's landmark wage discrimination class action case *Dukes v. Wal-Mart*. Several of the arguments advanced by SHRM were highlighted during oral arguments in the case. The Supreme Court ruled that the lower court erred in certifying the largest class action – 1.5 million -- in employment class action history. The high court's decision is consistent with SHRM's amicus brief, which stated that "discretionary personnel decisions made against the backdrop of a company-wide diversity policy are not inherently discriminatory but reflect sound HR practices."

Headline News

2006 Pension Law Transformed Saving

Five years after enactment of the Pension Protection Act, its impact can be seen on 401(k) plan design, automatic enrollment and participant savings behavior.

Law Protects Pregnant New Employees

The Family and Medical Leave Act does not apply to pregnant new employees, but Title VII of the Civil Rights Act, as amended by the Pregnancy Discrimination Act, does.

BP Staff Might Face U.S. Criminal Charges

U.S. prosecutors are preparing what would be the first criminal charges against BP staff after the worst U.S. oil spill last year, the Wall Street Journal reported.



Educating federal agencies on the hiring process – SHRM testified before the U.S. Equal Employment Opportunity Commission on the typical recruitment and hiring process during a hearing on alleged employment discrimination against out-of-work individuals.

Supporting balanced labor-management relations policy – SHRM provided the HR perspective on several labor-management relations issues before the National Labor Relations Board (NLRB), the Department of Labor (DOL) and the U.S Congress in 2011. A few highlights include:

- Securing an extension of the effective date of the NLRB notice of employee rights posting rule to April 30, 2012
- Helping pass legislation restricting the NLRB from impeding a unionized employer's decision to locate jobs in a "right to work" state, such as the NLRB claimed against The Boeing Company in South Carolina
- Testifying before the NLRB on the "quick election" rule and submitted official comments on the NLRB's rule that led to the amended final rule's "improvements"

Providing allowances for nursing mothers – SHRM worked with DOL's Wage & Hour Division to provide guidance on how best to implement the "reasonable break time for nursing mothers" provision of the health care bill in today's workplace. Many of the ideas advanced by SHRM were included in the guidance issued by DOL.

Federal Regulatory Activities Not Slowing for Holidays and New Year

As you are getting ready to close the books for 2011 and focus on the New Year, the Obama Administration remains busy crafting a series of workplace regulations that you and your employer are certain to grapple with in 2012.

Throughout 2011, several regulations that would ease workplace unionization were initiated, including a Department of Labor proposal changing reporting requirements for employers using outside advisors, known as the "persuader" rules, and requirements to post a notice of employee rights under the National Labor Relations Act.

On December 22nd, the NLRB issued its final rule on expedited union elections. The final expedited election rule will significantly shorten the timeframe between certification of a union election and the election itself. Legal challenges to this rule are already underway with SHRM considering various options to contest the rule.

The Office of Federal Contract Compliance Programs (OFCCP) has also had a busy year, proposing to overhaul federal contractor anti-discrimination and affirmative action requirements for protected veterans and individuals with disabilities as well as proposing changes to data collection on compensation. OFCCP's proposed changes to recruitment and hiring requirements for disabled individuals would set a goal requiring that at least 7 percent of a federal contractor's workforce be comprised of employees with disabilities. SHRM strongly supports and encourages employers to hire individuals with disabilities, but has concerns with certain requirements of the rule. This includes possible conflicts with existing employer requirements under the Americans with Disabilities Act Amendments Act and the significant paperwork burden that will result from a new annual reporting requirement. SHRM will submit comments to the agency by the February 7, 2012, comment deadline.

As we ring in the New Year, we'll be ready and watching for additional action in these areas as well as compensation equity and employer use of criminal and credit background checks in the employment process.

