

# Winona SHRM Newsletter September 2012

AFFILIATE OF



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

Society for Human Resource Management



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## Scheduled Meeting Dates

- Tuesday, Oct 9, 2012
- Tuesday, Nov 13, 2012

## State Events

- October 14 – 16<sup>th</sup> – MN SHRM State Conference

## SHRM Links

National SHRM website  
[www.shrm.org](http://www.shrm.org)

MN State SHRM website  
[www.mn-shrm.org](http://www.mn-shrm.org)

Winona Area SHRM website.  
<http://winona.shrm.org>

Username: first initial, last name  
Password: hr

JobDig  
[www.jobdig.com](http://www.jobdig.com)

Winona SHRM  
PO Box 71, Winona, MN 55987

## President's Notes

*Cheri Gabbert – President*

Hi all! I hope you all have had a wonderful summer! I cannot believe how fast it went though! I am, however, looking forward to getting back to our meetings. Our next meeting will be held on September 11. Please see the article below for more information. Looks like it going to be a good one! Also, on that note, we are looking for your feedback regarding our meetings and we have created a survey on our website. Will you please take a few moments to respond? It shouldn't take more than 5 minutes of your time. You can find the survey by clicking [here](#) or visiting <http://winona.shrm.org/surveys/winona-area-meetings-survey>. Thanks in advance for your help!

### Board Vacancies

Are you looking to get more involved in Winona Area SHRM? If so, we have some openings on our Board for 2013!

Below is a list of the slate of nominees and open positions of the board. If you are interested in any one of these positions, please email me at [cgabbert@hbci.com](mailto:cgabbert@hbci.com) by Friday, September 14th. We will vote on all appointments at our October meeting.

### Officers:

President : Lori O'Brien  
Vice President: Elizabeth Ruff  
Secretary: Barb Ferguson  
Treasurer: Deb McClellan

### Board Members:

Membership Chair: Open  
Certification/Foundation Chair: Open  
Legislative Chair: Beth Ede  
Diversity and Workforce Readiness Advocate: Jim Streiff  
Student Chapter Liaison/Education Advocate: Alberta Rosburg  
Marketing/PR Coordinator: Open  
Web Coordinator: Open

If you can not commit to a year-long position, please consider joining the conference committee which is about a 5 month project. For more information, contact Lori O'Brien.

### MN SHRM Conference

The Minnesota SHRM 2012 State Conference, "Empowering People Through Knowledge" will be held in Rochester, MN, October 14-16 at the Mayo Civic Center! For more information visit [www.mnshrm.com](http://www.mnshrm.com). Registration will be \$369.00. You won't want to miss this event, it is a great way to earn your recertification credits, get updated on all legislative changes, and network with other human resources professionals.

### Winona Area SHRM Basket Donations Needed

The Winona Area SHRM group will be donating a basket for the SHRM Foundation Basket auction at the state conference. Our basket will be a "Celebrate Winona" basket. Please support this effort for the SHRM Foundation by donating an item to contribute to our basket or a cash donation at our September 11th meeting. If you will not be at our September meeting and still wish to contribute please contact Cheri Gabbert at 507-474- 5837. Donations can be anything that supports or shows our Winona heritage.

## Contact Us

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Legislative Representative  
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Membership Chair  
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Student Chapter Liaison/Education  
Advocate  
Alberta Rosburg, PHR  
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Marketing/PR Coordinator  
Bill Gould, SPHR  
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## Monthly Meeting Information

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



## LEGISLATIVE UPDATES

Pending Legislation That May Impact HR

### Tuesday, September 11, 2012

11:30 -1:00pm

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

12:00 p.m. – 1:00 p.m. – Speakers: SHRM Governmental Affairs representative via Skype; Representative Gene Pelowski and Senator Jeremy Miller

### Winona Area Chamber of Commerce

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

Pending Approval for 1 HRCI re-certification credit hour

Lunch: PASTA BAR - fettuccine & penne noodles, choice of red or chicken alfredo sauce, caesar salad, breadsticks and water by 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 **September 7th** and also indicate if you will be purchasing a lunch. Hope to see you there!!

### Pending Approval



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.

## Headline News:

### Employer Network Promotes Jobs For Wounded Veterans

A national network of more than 100 U.S. employers is on a mission to find, hire and accommodate injured military veterans in the workplace.

The **Network of Champions**, which grew out of a recruiting program for wounded former service members at Northrup Grumman, has spread largely by word of mouth. And it's still growing—as is the need.

### Revealing High-Potentials Requires Communication Strategy

Whether to tell high-potential candidates they're on the fast track can be a tough decision: Would the revelation inflate future leaders' egos and demotivate those not selected?

### SEC Announces First Whistle-Blower Payout

The SEC has announced its first payout from a reward program for whistle-blowers. Nearly \$50,000 will go to the whistle-blower, who does not wish to be identified but helped the SEC stop a multimillion-dollar fraud.

## Legislative Update

### *Beth Ede, Legislative Representative*

Regulatory Update  
NLRB Challenges At-Will Employment Language

Few stances should have riled you more this summer than the National Labor Relations Board's (NLRB) position that employee handbook language about at-will employment may violate the National Labor Relations Act (NLRA). Remember – unionized or not, NLRA protections apply to all employer groups.

At-will language has been around in most employee handbooks and application for decades, but only within the last year has it been construed by the NLRB to affect Section 7 rights under the NLRA.

If the NLRB's position goes to court, there is doubt that it will be upheld. With that being said, no action is needed by employers at this time. However, a business decision should be made on how you want to proceed. You can take the "wait and see" approach and do nothing or you may consider adding a clause to your handbook and/or application. The clause could state that "the at-will disclaimer does not, and is not intended to, interfere with, limit, or relinquish an employee's right to join with others to work toward altering the terms or conditions of his/her employment, including at-will status".

Update on Proposed Form I-9 Revisions and Upcoming Expiration

As we made you aware in the summer newsletter, SHRM joined the American Council on International Personnel (ACIP) in providing comments to the U.S. Citizenship and Immigration Services (USCIS) on proposed revisions to the Form I-9, used to verify employment eligibility.

On August 13, 2012, the USCIS announced that until further notice, employers should continue using the current Form I-9 for employment eligibility verifications until a new form is released. This is the case even after the OMB control number expiration date passes.

The current Form I-9 has the following information in the upper right hand corner: OMB No. 1615-0047; Expires 08/31/12. If you need a copy of the most current Form I-9, it is available at: <http://www.uscis.gov/files/form/i-9.pdf>.

Stay tuned as it's anticipated that the USCIS will be introducing a new version of the Form I-9 in the near future.

New Changes to OSHA Hazard Communications Standard Finalized

New changes to the Occupational Safety and Health Administration's (OSHA) Hazard Communication Standard are bringing the U.S. into alignment with the global classification and labeling systems, further improving the safety and health protections for workers.

General information and schedule for compliance effective dates can be found on the OSHA Fact Sheet at: <http://www.osha.gov/dsg/hazcom/HCSFactsheet.html>

Make sure to check on how these federal compliance requirements impact state OSHA regulations as well.

Presidential Election 2012

The Economy & Jobs – Center Stage at the Presidential Conventions

This year's presidential election is shaping up to be another nail-biter. Recent polls have President Obama and (presumptive) GOP nominee Mitt Romney deadlocked at 47% each. The same polls note that the economy and jobs are the #1 priority on the minds of the voters.

With the Republican and Democratic conventions upon us, the candidates will attempt to define their positions on critical issues. For a snapshot on where the candidates stand on key HR policy issues - click on the links below:



President Obama  
Jobs  
Taxes  
Health Care

Mitt Romney  
Jobs  
Taxes  
Health Care