

Winona SHRM Newsletter December 2013

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Society for Human Resource Management



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Scheduled Meeting Dates

- Tuesday, December 10, 2013
Holiday Social
- Tuesday, January 14
- Tuesday, February 11

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

By: Lori O'Brien, President

This year has gone by fast as President of Winona Area SHRM. I would like to thank the Board and all members for supporting me this past year! Your 2014 Board will be:

Elizabeth Ruff – President
Rhonda Spece – Vice President
Heidi Viestanz – Secretary
Deb McClellan – Treasurer
Alberta Rosburg – Student Chapter Liaison
Heather Wangen – Diversity and Workforce Readiness
Karissa Wirt – Membership
Cheri Gabbert – PR/Marketing, Web Coordinator
Beth Ede – Legislative
Lori O'Brien – Past President

We still have the Certification Representative/Foundation Advocate position open. Please review the job description on our website and contemplate volunteering for this position.

Speaking of certification, the rules are changing in 2014 and the recertification date will be the month of your birthday, not when originally certified. You should have received an email regarding this, but may find more information on the SHRM website.

We will have a drawing at every meeting for one of our new items – either the business card holder or a zip drive. These items are for sale and proceeds will be sent to the Foundation. Donation to the Foundation is a part of our SHAPE criteria that is due yearly. Christmas is coming up and either item would make a nice gift!



Contact Us

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Past President

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Monthly Meeting Information

By: Elizabeth Ruff, Winona Area SHRM Vice-President



DECEMBER HOLIDAY GATHERING

Tuesday, December 10, 2013

Betty Jo's Party Room

5:00 Social

6:00 Dinner - order off the menu

Cost: FREE - paid for by your Winona Area SHRM

We will continue our tradition of a silent auction of gift baskets or donations to benefit our SHRM Foundation. Donations can be gift baskets, baked goods, gift certificates, etc. Time to get creative!

Please contact Elizabeth Ruff at 457-9167 or e.ruff@peerlesschain.com if you will be contributing to the silent auction.

All attendees will be entered for a chance to win a free registration to our Annual Spring Conference which will be held on April 8, 2014!

Keeping your contact information current....

Have You Changed Jobs or Job Titles?

Stay Current! Update Your Contact Information!

Members are encouraged to update his or her contact information (mailing address, phone, email address, or employer and position) with the National SHRM organization, as well as our local Winona chapter.

National SHRM: SHRM members can update their contact information by logging into the national SHRM website using his or her email address and password, or otherwise a combination of a national membership ID # and last name. Visit

www.shrm.org/memberrecord to update your information or call the SHRM Member Care Center at +1-800-283-7476, option 3 (US Only), between 8:00 a.m. and 8:00 p.m. ET, or email shrm@shrm.org.

Winona SHRM Chapter website: Members should also update their contact information with our local chapter by visiting the Winona SHRM website, <http://winona.shrm.org/>. Members can log in by clicking "sign in" in the upper right hand corner. When the "Your Member Account" page appears on the screen, click the "edit" button and then click the "personal information" button to update name, address, job title, email address, and telephone.

Legislative Update

By: Beth Ede, Legislative Representative

Capitol Hill Update ***SHRM-Supported Comp Time Bill Introduced in the Senate***

In early November, Senator Mitch McConnell introduced S. 1626, the Family Friendly and Workplace Flexibility Act of 2013. This legislation allows for compensatory time for private-sector hourly employees and is similar to H.R. 1406, the Working Families Flexibility Act that passed in the House on May 8, 2013. Both have been referred to committee for further consideration.

SHRM supports legislation to amend the Fair Labor Standards Act to allow private employers to offer compensatory time off to hourly employees at a rate of 1.5 hours per hour of overtime worked instead of pay for overtime, should the employee prefer the time off. This option would be completely voluntary for both employers and employees.

Key provisions of the Family Friendly and Workplace Flexibility Act of 2013 include:

- Provides employers **the option** to offer paid time off instead of cash payments for overtime hours worked
- Gives employees **the choice** to elect comp time instead of overtime payments **if** the employer offers such program
- Allows employees to accrue 1.5 hours of paid time off for each hour of overtime worked
- Prohibits employers from intimidating or coercing employees into a comp time arrangement
- Allows employees to use the comp time at their discretion, unless the time off unduly disrupts the business operations of the employer – the same standard the public sector has used for 30 years
- Allows employees to opt out of the comp time arrangement at any time and receive cash payments for banked hours
- Requires employers to cash out any unused comp time at year's end

In addition to allowing for comp time in the private sector, S. 1626 would establish a Flexible Credit Hour Program giving part-time employees a way to bank hours for later use. This voluntary option (for both employees and employers) would allow an employee to work excess hours (any hours worked beyond the number of hours an employee is required to work within a specified timeframe) in order to accrue hours to be taken off at a later time – up to 50 flexible credit hours.



Headline News...

For 2014, Higher Limits for HSA Contributions, Out-of-Pocket Expenses

The Internal Revenue Service announced higher limits for 2014 on contributions to health savings accounts (HSAs) and for out-of-pocket spending under high-deductible health plans (HDHPs) linked to them.

Health Benefit Costs Could Jump in 2014

Slower cost growth continued in 2013 as employers took action in anticipation of new cost pressures that will arise over the next few years from health care reform. According to the *National Survey of Employer-Sponsored Health Plans*, conducted annually by Mercer, growth in the average total health benefit cost per employee slowed from 4.1 percent in 2012 to just 2.1 percent in 2013.

SHRM-Supported Comp Time Bill Introduced in the Senate

The Senate set in motion a potential showdown with the House in 2014 over legislation that would prohibit employers of 15 or more employees from discriminating against employees on the basis of sexual orientation or gender identity. The measure, which exempts certain religious organizations, passed the Senate by a bipartisan vote of 64 to 32, approving the Employment Non-Discrimination Act Of 2013.

Current federal laws prohibit discrimination on the basis of race, color, sex, nationality, religion, age, pregnancy, disability, or genetic information. However, while 21 states and the District of Columbia provide some form of protection against discrimination based on one's gender identity and/or sexual orientation, no federal statute has been enacted into law to date.

The Senate legislation now moves to the House for further consideration- with a similar bill (H.R. 1755) pending before the House.

Effort to Preserve Tax Treatment of Retirement Contributions Launched

On November 7th, the SHRM-led Coalition to Protect Retirement officially launched its comprehensive advocacy and outreach strategy in support of employer-sponsored retirement plans in anticipation that Congress could look to the tax treatment and structure of employer-provided retirement plans to raise revenue for debt reduction purposes.

The Coalition is comprised of the leading trade and professional associations representing retirement plan sponsors, administrators, service providers and related financial institutions. Its mission is to encourage and support retirement savings for American employees by supporting tax incentives critical to retirement security.

The Coalition released research that reveals that Americans oppose any change to the current tax rules for their retirement savings plans, believing it will impede their ability to prepare for retirement. By a ratio of 4 to 1, Americans ***do not want Congress*** to change the current tax incentives for retirement savings accounts. At least 80% of Democrats, Republicans and Independents, and those across demographic and economic spectrums, believe retirement savings should be "off limits" in Congress's efforts to raise revenue. For more information regarding "The Effects of Tax Reform and Deficit Reduction on Employee Benefits", please click [HERE](#).

Disney Sued for Misusing Background Checks

The company known for its signature character, Mickey Mouse, is defending a class-action claim based on questions about its background screening policies. The suit against Disney was filed in the Superior Court of California on Nov. 1, 2013, and the complaint alleges that Disney's policy for notifying applicants about background checks has violated the Fair Credit Reporting Act (FCRA).

Pay Trends for 2014: Salary Increases Hold Steady

Average base pay increases for 2014 will remain at 3 percent for the second year in a row in the U.S.—roughly one percentage point below pre-recession levels—according to the seventh annual Compensation Planning Survey by Buck Consultants. However, more employees are likely to receive less than 3 percent than receive more than 3 percent due to greater pay differentiation based on performance, a finding also noted recently by other experts.

FSA Developments Treasury Department Adopts FSA Rule Change

The U.S. Department of the Treasury modified its “use it or lose it” rule to allow employees to roll over up to \$500 of unused funds in their health flexible spending accounts (FSAs) from one year to the next.

SHRM submitted comments to the agency in August 2012 supporting this change and has been a longtime legislative champion of allowing FSA amounts to carry over from one year to the next.

Current rules allow employers to offer a grace period, allowing a two-and-a-half month period following the end of their plan year in which employees can incur and spend remaining health FSA funds. Under the revised rule, employers may offer a grace period or the end-of-year rollover but not both.

