

Winona SHRM Newsletter February 2013

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



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Flyer

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Scheduled Meeting Dates

- Tuesday, Feb 10, 2013
- Tuesday, Mar 12, 2013 -
Annual Spring Conference
- Tuesday, Apr 9, 2013

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

Lori O'Brien, President

WOW, what a great start to January. Diane Amundson gave a very interesting presentation at the January luncheon regarding Stakeholder Centered Coaching. Also in January, Deb McClellan, Karissa Wirt and my-self attended the MN SHRM State Council Leadership Conference held in St. Cloud. This was a very informative conference for new and seasoned volunteer leaders alike. We met and networked with other chapter leaders and found we share the same struggles, whether a mega chapter or small like us. I would highly encourage all of our members to consider being a volunteer with the Winona Area SHRM so that you too, can enrich your networking and leadership skills, even at 15 to 20 minute increments. Please feel free to contact any Board member to find out more about these opportunities!

Contact Us

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Monthly Meeting Information

By: Krista Sauerer, SHRM Student Chapter President

Lawsuits are Expensive!



Learn about Hot

Topics in Employment Law at our
February meeting!

Tuesday, February 12th

11:30 -1:00pm

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

12:00 p.m. – 1:00 p.m. – Speaker: Nancy Vollertsen, Attorney with
Lindquist & Venum

Chamber of Commerce

902 East Second St. | Winona, MN 55987

Pending Approval for 1 HRCI re-certification credit hour

Lunch: Make your own taco salad from Steak Shoppe
Catering

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

You can now pay online ahead of time!

Please [click here](#) to register by February 7th and also indicate if you will be purchasing a lunch. Hope to see you there!!

Headline News

D.C. Circuit Strikes Down President's Recess Appointments to NLRB

What a difference a word can make.

In a Jan. 25, 2013, decision emphasizing the Constitution's reference to the word "the" as used in "*the recess*" in the Constitution's Recess Appointments Clause, a panel of the U.S. Circuit Court of Appeals for the D.C. Circuit ruled that President Barack Obama had no authority to fill three of the National Labor Relations Board's (NLRB) five seats on Jan. 4, 2012, after Congress began a new session on Jan. 3 and while that new session continued.

'Fiscal Cliff' Bill Makes Popular HR Tax Provisions Permanent

The tax relief package passed by Congress on Jan. 1, 2013, to keep the U.S. from tumbling over the so-called "fiscal cliff" included a huge holiday gift for human resource professionals. The legislation permanently extends the tax break for employer-provided education assistance, also known as Section 127 of the Internal Revenue Code. A permanent extension of Section 127 has been at the top of many HR professionals' wish lists for years.

Legislative Update

By: Beth Ede, Legislative Representative

Raise Your HR Voice *Advocacy is Not a Spectator Sport!*

I'd like to take this opportunity to send out a sincere thank you to the Winona Area SHRM members who stepped it up this past year by raising your HR voices on topics impacting our profession and our specific organizations – **NICE WORK**. As we all know, advocacy is not a spectator sport. In order to make a difference in local communities, state houses and in Washington, our HR voices must be heard. This is particularly true in 2013!

At the Federal Level

While Washington dispatched one element of the fiscal cliff, the 113th Congress and President Obama still have to focus on including deficit reduction, tax reform and immigration reform. In particular, decisions on how to bring down the federal deficit, reform the tax code and address our nation's immigration system will have a direct impact on employees and employers. In addition, President Obama's second-term regulatory agenda will have a significant impact on the workplace. As the voice of the HR profession, SHRM will be at the forefront of these policy discussions advocating for effective workplace policies.

At the State Level

Most states have just kicked off their 2013 legislative sessions and SHRM members need to be tuned in on what's going on in their respective state capitals.

There is a rash of workplace issues poised to come up for review in 2013. Below is a sampling of the types of legislation likely to be debated this year across the country at the state and/or federal levels:

Right-to-Work – Probably the hot-button workplace issue in the states in 2012, legislation allowing union members to decide whether or not to pay mandated union dues as a condition of employment is likely to spread in certain sections of the country.

Indiana, Wisconsin, Ohio and Michigan have been the battleground states of late in this initiative, and other states—particularly in the Northeast and the Midwest—are likely areas where this legislation will be considered in 2013.

Restricting the Use of Credit/Criminal Checks in the Hiring Process

– This is an issue that first surfaced on the state level in 2007; now, eight states (California, Connecticut, Hawaii, Illinois, Maryland, Oregon, Vermont and Washington) have enacted legislation restricting an employer's use of credit checks in the hiring process. While the U.S. Equal Employment Opportunity Commission issued guidance for employers on the use of criminal background checks last year, the use of credit and criminal check information has caught the attention of legislators—particularly in the Northeast.

Workplace Wellness Initiatives

This research, commissioned by and conducted in collaboration with Alliance for a Healthier Minnesota, reveals new insights about worksite wellness initiatives in the United States. The research also explores organizational commitment to wellness initiatives, return on investment related to wellness, concerns regarding the health of employees and reasons that prevent organizations from offering wellness initiatives.



Restricting Access to Applicant/Employee Social Media Passwords

– The newest HR issue to surface within state legislatures is an effort to restrict the access by employers to an applicant’s/employee’s social media site. Already, three states (Maryland, Illinois and California) have enacted legislation along these lines and it’s likely more will follow in 2013.

Mandated Use of E-Verify – The U.S. Supreme Court’s 2012 decision upholding Arizona’s ability to penalize employers with the threat of losing their business licenses if they are found to have hired undocumented workers is certain to give rise to enhanced employer enforcement on the state level, along with efforts to mandate the use of the federal E-Verify system. Already, nearly two dozen states require certain employers to use E-Verify for work authorization purposes.

Paid Sick Leave – While the chances of enacting a federal paid sick leave law are remote in the 113th Congress, more and more localities and some states are likely to consider the issue in 2013. In 2011, Connecticut became the first state to enact a statewide statute requiring employers of 50 or more “service” workers to provide paid leave based upon the number of hours worked. Recently, Seattle and Philadelphia joined a handful of other localities to establish a sick leave ordinance for certain employers within their boundaries, and additional cities, such as New York, may follow soon.

Workplace Weapons – The prevalence of guns in America is certain to garner national attention when Vice President Biden is expected to announce the Obama Administration’s response to the Sandy Hook Elementary School and other recent mass shootings, but the discussion won’t be limited to the federal level. Certain states, particularly those in the South and Midwest, are expected to consider again legislation enacted already in over a dozen states that would allow concealed permit holders (and possibly others) to store a firearm in a locked vehicle, while parked at the workplace.

This is an important time for our profession’s voice to be heard in the corridors of Congress and SHRM needs your help! We must amplify our HR voice by educating and informing lawmakers of how proposals may affect the workplace and/or workforce. Our unique professional experiences and workplace expertise will play a vital role in shaping future HR public policy.

Consider becoming a member of the **SHRM Advocacy Team**, or “A-Team.” The Advocacy Team is a crucial component of SHRM’s advocacy efforts, and works with you to advance the interests of the HR profession at both the federal and state levels. As a team member, you will join the ranks of other HR advocates committed to moving the HR profession forward, and be the voice of our profession. To learn more about the A-Team, click [HERE](#).

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Schedule

8:30 – 9:00 ~ Registration and Breakfast

9:10 – Noon ~ Kostas Voutsas *Vampires @ Work – Dealing with Difficult People and Conflict*

Noon – 1:00 ~ Lunch

1:00 – 2:30 ~ John Graci *Why Don't Employees do What They are Supposed to be Doing?*

2:45 – 4:15 ~ Steven Manderscheid *Effective Decision Making for HR Professionals*

Vendor Fair begins at 8:30

MARK YOUR CALENDARS...

WINONA AREA SHRM ANNUAL SPRING CONFERENCE 2013

March 12, 2013 | Riverport Inn & Suites

900 Bruski Drive | Winona, MN 55987

Vampires @ Work – Dealing with Difficult People and Conflict

Kostas Voutsas

Get past the drama of difficult people, improve work relationships, reduce stress, and keep calm when kittens become tigers at work. Explore solutions to managing workplace conflict to better lead and succeed.

Also presenting:

John Graci – *Why Don't Employee's Do What They Are Supposed to be Doing?*

Steven Mandercheid – *Effective Decision Making for the*

Cost:




Full day fee (includes lunch):

\$89 for SHRM members / \$99 for non-members

Half day fee (does not include lunch):

\$50 for SHRM members / \$55 for non-members

**Click here to visit our
event page and register
online!**

 **Winona Area SHRM**
 **@WinonaAreaSHRM**
 **#WinonaConference2013**

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AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
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Watch your mailbox for more information!