

Winona SHRM Newsletter March 2013

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SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Society for Human Resource Management



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Scheduled Meeting Dates

- 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

Unbelievable that February has flown by so fast and into March, which brings us our annual Winona Area SHRM Conference!! We have wonderful speakers to share great information. Sign up soon as you don't want to miss this one.

Earlier this month the Student Chapter at WSU secured the speaker for our February luncheon. Nancy Vollertsen is always very informative and funny in her presentation to our group. Great job by the Student Chapter, AGAIN. To access Nancy's powerpoint presentation, log in to our website and under Member Resources you will find the information.

I also would like to pass along the need for volunteers for the North Central Regional Student Conference to be held March 22-23 in Ames, IA. Please [click here](#) to check out the conference and to volunteer:



Contact Us

President

Lori O'Brien
507-474-6900
lobrien@sportnspine.com

Vice-President

Elizabeth Ruff
507-457-9100
e.ruff@peerlesschain.com

Secretary

Barb Ferguson
507-457-3311
barbara.ferguson@expresspros.com

Treasurer

Deb McClellan
507-457-3311
deb.mcclellan@expresspros.com

Diversity and Workforce Readiness Advocate

Jim Streiff
507-453-4812
james.streiff@bench.com

Web Coordinator/Marketing and PR

Cheri Gabbert
507-454-4044
cherig@mnppwr.com

Legislative Representative

Beth Ede, SPHR
507-453-6347
bede@winonaagency.com

Certification Representative/Foundation Advocate

Meg Krinke, SPHR
507-452-4854
megk@mwsco.com

Membership Chair

Karissa Wirt
507-453-4996
karissa.wirt@bench.com

Student Chapter Liaison/Education Advocate

Alberta Rosburg, PHR
507-457-1193
aaarosburg@merchantsbank.com

Past President

Cheri Gabbert
507-454-4044
cherig@mnppwr.com

Monthly Meeting Information

By: Elizabeth Ruff

Winona Area SHRM Annual Spring Conference 2013

Vampires @ Work - Dealing with Difficult People and Conflict

March 12, 2013

8:30 a.m. - 4:15 p.m.
Riverport Inn & Suites
900 Bruski Drive

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 Employees Do What they are Suppose to be Doing?

Steven Mandercheid - Effective Decision Making for the HR Professional

[Click Here to visit our event page and register online!](#)

*Pre-Approved for 5.75 hours of HRCI Re-Certification hours!

New Member Spotlight:

ROCHELLE PERVISKY

Vice President of HR and
Regulatory @ HBC

Rochelle joined the company
in July 1995.

One of the first two people
hired for Luminet (HBC's
predecessor), Ms. Pervisky is a
long-time resident of
Trempealeau, Wis., but has
worked for more than 26 years
in Winona.

She was employed by the
Winona Daily News as
classified sales manager for 13
years before moving to
Luminet in 1995. While at
Luminet, Ms. Pervisky
handled sales and customer
service, which was also her
initial function with Hiawatha
Broadband Communications,
Inc. She served in that
capacity from 1997 until 2003,
when she was promoted to
director of wholesale
markets and regulatory
affairs.

Ms. Pervisky participates in
the delivery of the local meals
on wheels program and
volunteers in numerous
capacities in Trempealeau.
Ms. Pervisky is married. She
and her husband, Tim, live in
Trempealeau and are active
outdoors enthusiasts.

Legislative Update

By: Beth Ede, Legislative Representative

Washington Update

State of the Union Address and HR Public Policy Issues

For those of you who tuned into President Obama's February 12th State of the Union address, you quickly learned of numerous HR public policy issues which the President is urging Congress to act on. There was a call for action on passage of comprehensive immigration reform, tax and entitlement program reform, the enactment of the Paycheck Fairness Act, an increase over three years of the federal minimum wage from \$7.25 to \$9 per hour, and the jobs bill. The President also urged Congress to pass comprehensive tax reform in order to level the tax burden across all income levels.

While there was a call for a reduction in the corporate tax rate, President Obama did not allude to any specific reforms to the tax code, nor did he indicate the types of entitlements on which he and the Democrats would be willing to compromise.

With the tax preference of employer-sponsored health care and contributions to retirement making up two of the largest potential pots of revenue available for deficit reduction purposes, HR professionals will be playing a key role in the coming months in educating lawmakers of the importance such benefits have for employees and employers alike. SHRM will play a pivotal role in leading the employer associations in this education effort.

In addition, SHRM and its affiliate, the American Council on International Personnel, will be working to ensure any agreement on immigration reform includes a series of reforms that provide employers with the tools needed to secure the highly skilled workforce necessary to remain competitive in a global marketplace and that any employment verification system that is enacted provides employers effective tools to ensure they are hiring a legal workforce.

Family and Medical Leave Act

20th Anniversary Bring With It New Employer Requirements

The U.S. Department of Labor (DOL) marked the 20th anniversary of the signing of Family and Medical Leave Act (FMLA) by issuing a final rule implementing expansions of FMLA protections. These changes bring with it new employer requirements – effective March 8, 2013.

SHRM Foundation

Contribution

By: Meg Krinke

Interested in contributing to the SHRM foundation? Please note that we now have a basket on the registration table at local SHRM meetings. This is a change from our previous method of collecting contributions via lunch payment (e.g. pay \$6.75 for lunch only or \$7.00 and the extra 25c goes to the foundation) and we hope this transition will simplify the process of contributing to this great organization. In case you're curious to learn more about the foundation, you can visit

www.shrm.org/about/foundation

Generally speaking, the SHRM Foundation's work includes innovative academic research grants, scholarships, and educational resources all devoted to the Human Resource profession.

Free Spring Conference Registration!

By: Cheri Gabbert - Web Coordinator/Marketing and PR Coordinator

Would you like to win a free registration to the 2013 Winona Area SHRM Annual Spring Conference - *Vampires @ Work - Dealing with Difficult People and Conflicts?* All you have to do is visit our Facebook page and "like" us! If you have already "liked" us, you are already registered to win! Deadline is March 1, 2013 at 4:00 pm.

For more information on the conference, see the flyer at end of this newsletter or click here to visit our website.

Two of the key provisions in the final rule amending FMLA focus on an expansion of qualifying exigency leave and leave to care for a seriously ill or injured servicemember.

Qualifying Exigency Leave – Under the final rule, eligible employees with an applicable family member in any branch of the Armed Forces (regular Armed Forces, National Guard and Reserves) can take FMLA leave to address exigencies related to their family member's deployment to a foreign country. Prior to the amendment, this type of leave only covered eligible employees with family members in the National Guard and Reserves. In addition, the amount of FMLA leave an eligible employee may take to spend with their covered family member during rest and recuperation leave has been extended from 5 days to a maximum of **15 days**.

Serious Illness or Injury of Covered Servicemember – Under the final rule, military caregiver leave has been expanded to eligible employees whose family members are recent veterans with a serious injury or illness. The law also expanded the definition of serious injury or illness to include a serious injury or illness resulting from a condition that existed before the servicemember's active duty service and was aggravated by service in the line of duty. Prior to the amendment, this type of leave only covered eligible employees with an eligible current servicemember.

The final rule also modifies the work hour annual threshold for airline flight crew members to qualify for FMLA leave and addresses the measurement of increments of leave when an employee takes intermittent or reduced schedule leave.

Applicable employers should consider becoming familiar with changes brought about by this final rule. DOL resources found [HERE](#) will be helpful.

In addition, by **March 8, 2013**, applicable employers must ensure they replace current required FMLA posters with the revised required [FMLA poster](#); ensure up-to-date [FMLA forms](#) are being used (including the newly created [Veteran form](#)); make needed changes to the organization's FMLA policy to reflect these rule changes; and finally, communicate these FMLA changes to employees.

HAPPY ST. PATRICK'S DAY

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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 HR Professional

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

<http://winona.shrm.org>
winonashrm@yahoo.com

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