

# Winona SHRM Newsletter June 2013

AFFILIATE OF



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

Society for Human Resource Management



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## Scheduled Meeting Dates

- Tuesday, July 9, 2013
- Tuesday, September 10, 2013

## 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

By: Lori O'Brien, President

Welcome to Spring, finally!! With Spring comes the annual Business Celebration Week Awards Luncheon hosted by the Winona Area Chamber of Commerce. This year marked the 13<sup>th</sup> annual presentation. If you were not at the luncheon, here is a list of the award winners:

**Best Place to Work:** Nostallja Studio

**Small Business Achievement Award:** PlastiComp

**Outstanding Leadership in Community Citizenship:**  
Merchants Bank

**The Red Carpet Award for Outstanding Service:**  
Daniel's Ace Hardware

**Outstanding Achievement in Workforce**

**Development:** Peerless Industrial Group

**Downtown Investment Award:** Inside the Vault/Urban  
Shanty

The Winona Area SHRM has been a co-sponsor of the Alfred P. Sloan Awards for the past few years. This year, all finalists were honored with this prestigious award. They are: Catholic Charities of the Diocese of Winona, HBC, Inc., Mediascope, Inc., PlastiCert, Inc. and Winona Workforce Center.

CONGRATULATIONS to all the nominees and finalists in making Winona a great place to live and work!!

## Contact Us

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## Monthly Meeting Information

By: Elizabeth Ruff, Winona Area SHRM Vice-President

## Winona Area SHRM

# *SUMMER SOCIAL*

Tuesday, July 9<sup>th</sup> 4:30-6:30

## Betty Jo's

66 Center Street, Winona

Join us for a relaxing evening of networking and fun! No agenda, no speakers. Just some good fun and conversation!

Winona Area SHRM will provide appetizers.

Hope to see you see you there!



## National SHRM Dues

By: Lori O'Brien

**DID YOU KNOW** (or remember?) that with your National SHRM dues you can use the website to earn up to 20 recertification credits? A lot of the webcasts are free.

Speaking of National Membership, if you are NOT a member, there currently is a \$15 reduction for a first time national membership. You may register at [www.shrm.org](http://www.shrm.org) and use promo code 0118 to save a few dollars!

## HIGH School Expo

By: Lori O'Brien

An upcoming event being sponsored by the Chamber will be a High School Career Expo on November 8, 2013. Please contact the Chamber if you are interested in participating in this. Interesting fact they put out at the Awards luncheon is that in 7 years, the baby-boom generation moves entirely into the 55 year and older age group.

## Legislative Update

By: Beth Ede, Legislative Representative

Capitol Hill Update

*As Congress Turns to Immigration Reform, ACIP Delves into the Details*

Immigration reform measures currently being debated by Congress represent what could become the largest overhaul of the U.S. immigration system in a generation – the impact of which would directly affect how employers access global talent, including transforming the process for obtaining H-1B visas or green cards, facilitating intra-company transfers, and verifying the eligibility of employees to legally work in the United States.

SHRM and its strategic affiliate, the American Council on International Personnel (ACIP), will be discussing the potential employer impact at ACIP's 2013 Symposium on June 3-6 in Arlington, VA. The Symposium brings together industry experts, government officials, international leaders, and HR peers for panels, discussion, and networking on the topic. To learn more about ACIP's 2013 Symposium and view the agenda, click [HERE](#).

*House Passes Comp Time Bill – Referred to Senate Committee*

The Working Families Flexibility Act of 2013 (H.R. 1406) was passed by the House on May 8, 2013. SHRM was the principal employer association supporting the legislation and members experienced the power of advocacy as the Act passed in the House by a bipartisan vote of 223 to 204.

H.R. 1406 has moved to the Senate where it has been read twice and was sent to committee. When it comes before the chamber for consideration, we will once again be asking for your support and involvement by encouraging a positive vote for the bill. Stay tuned for further developments.

Key provisions of the bill include that it:

- Allows employers the option to offer comp time in lieu of overtime payments
- Gives employees the choice to elect comp time in lieu of overtime payments if the employer offers such a program
- Allows employees to accrue 1 ½ hours of paid time off for each hour of overtime worked

## HEADLINE NEWS:

### Companies Try to Make the First Day for New Hires More Fun

Why is the first day on the job often the worst?

New employees tend to be greeted with stacks of benefits paperwork, technology hassles and dull presentations about company culture

But some companies—hoping to create a first impression that really counts—are turning to orientations that seem more collegiate than corporate, complete with co-worker networking sessions, time for new employees to tout their skills and even office wide scavenger hunts.

### Challenges Facing HR Over the Next 10 Years

HR professionals say that the three biggest challenges facing HR executives over the next 10 years are retaining and rewarding the best employees (59%), developing the next generation of corporate leaders (52%), and creating a corporate culture that attracts the best employees to organizations (36%). This research also explores investment challenges, talent management tactics, involvement of the workforce, and critical HR competencies and knowledge

- 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
- 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

## NLRB Developments

### *NLRB Poster Rule Rejected*

On May 7<sup>th</sup>, a federal court vacated in its entirety the National Labor Relations Board's (NLRB) August 2011 regulation requiring businesses to post notices of employees' rights under the National Labor Relations Act (NLRA). The decision, based on the employer free speech provisions in Section 8(c) of the NLRA, resolves an appeal on the NLRB's notice posting rule.

The notice posting rule originally would have compelled nearly all non-profit and private-sector employer to display in the workplace NLRA employee rights posters by April 30, 2012. An emergency injunction postponed this requirement, and now the ruling has put it to sleep barring any appeals action – a positive for employers.

## USCIS

### *Final Reminder: Revised Form I-9 Use Required*

Remember that a revised Form I-9, Employment Eligibility Verification has been released and employers were required to begin its use by May 8, 2013.

You are encouraged to go the U.S. Citizenship and Immigration Services [I-9 Central Home webpage](#). There you can access the revised form as well as other resources such as Form I-9 training and the Handbook for Employers which provides guidance for completing the Form I-9.

