

Winona SHRM Newsletter August 2013

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Society for Human Resource Management



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Scheduled Meeting Dates

- Tuesday, September 10, 2013
- Tuesday, October 8, 2013

SHRM Links

National SHRM website
www.shrm.org

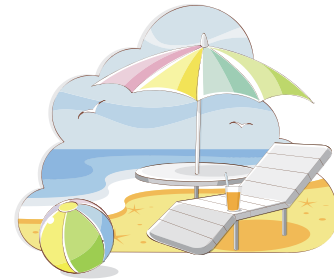
MN State SHRM website
www.mn-shrm.org

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

By: Lori O'Brien, President

CONGRATULATIONS Winona Area SHRM Members! We have been awarded the 2012 Silver EXCEL Award. What an accomplishment for our group. This award is based on several criteria that are required by National SHRM. With volunteers like you, we can continue to flourish in obtaining these awards. Our volunteerism for community issues and events regarding Human Resources are necessary for the criteria. Keep up the good work!

Contact Us

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Monthly Meeting Information

By: Elizabeth Ruff, Winona Area SHRM Vice-President

Legislative Update



Tuesday, September 10, 2013

11:30 - 1:00pm

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

12:00 p.m. – 1:00 p.m. – Legislative Update –

More info to follow!

Winona Area Chamber of Commerce

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

Pending Approval for 1 HRCI re-certification credit hour

Lunch: TBD

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

You can now pay online ahead of time!

Please [click here](#) to register by **September 6th** and also indicate if you will be purchasing a lunch. Hope to see you there!!

Membership News:

By: Karissa Wirt

Please Welcome:

Sarah Huerta

Sarah is a Human Resource Generalist and Training Coordinator at RiverSide Electronics, Ltd. Sarah graduated in May 2011 from Winona State University with two majors in Human Resource Management and Business Administration with a minor in Training and Development. Sarah loves running and being active outside.



Legislative Update

By: Beth Ede, Legislative Representative

HEALTH CARE REFORM UPDATE ***Affordable Care Act 'Employer Mandate'*** ***Provision Delayed until 2015***

On July 3rd, the U.S. Treasury Department announced a one year delay in implementing the employer mandate in the Patient Protection and Affordable Care Act. Notice 2013-45 provides for transition relief for 2014 from (1) the information reporting requirements that applied to insurers, self-insured employers, and certain other providers of minimum essential coverage; (2) the information reporting requirements of applicable large employers; and (3) the employer shared responsibility provisions (including penalties).

Simply put, the transition relief will provide additional time for applicable large employers to ready themselves for compliance with the "play or pay" mandate during which time they will not face penalties for non-compliance with the shared responsibility requirements including reporting.

Both the information reporting and the Employer Shared Responsibility Provisions for large employers will be fully effective for 2015. Voluntary compliance by employers is encouraged for the 2014 reporting provisions pending the release of further guidance on the reporting rules.

Note that the transition relief for the information reporting and Employer Shared Responsibility Provisions has no effect on the effective date or application of other Affordable Care Act provision.

IMMIGRATION REFORM ***Senate Passes Immigration Bill***

On June 27th, the Senate passed the Boarder Security, Economic Opportunity, and Immigration Modernization Act. The Act has moved to the House where the fate of the bill remains unknown.

SHRM and the American Council on International Personnel issued a joint press release following the Senate's passage of the immigration bill pledging to continue efforts to ensure E-Verify works for employers and the Trusted Employer Program is included in the final reform measures. The press release can be found [HERE](#).

Register Now for 2013 WISHRM Conference

Registration is now open for the 2013 WI SHRM Conference. Details and Registration can be found at www.wishrm.org or click on the conference logo below. Don't forget to volunteer to help out during the conference during the registration process.



Early Bird: Register AND pay by July 31, 2013

National SHRM Member \$280
Non- SHRM member \$330
Student \$50


Keynotes:

Eric Chester

*"Reviving Work Ethic: How
Leaders Can End Entitlement &
Restore Pride in the Workforce"*
Thursday, October 10, 2013
8:15 -9:45 a.m.

Dr. Lawana Gladney

*"Keeping Your Leaders Motivated
and Balanced in the Unpredictable
Times and how they can Motivate
Unpredictable Employees
(Management –to Senior Level)"*
Friday, October 11, 2013
8:30 -9:45 a.m.

To download the session
descriptions PDF, [click here](#) 
(this may take a couple minutes to
load.)

MINNESOTA LEGISLATIVE UPDATE *Reminder on Upcoming Changes*

At the end of May, the Minnesota legislative session came to a close with the passage of new bills that impact Minnesota businesses – one immediately and two as of August 1, 2013. These new laws include the expansion of sick leave usage, recognition of same sex marriage, and expansion of unemployment benefits during a management lockout.

Sick Leave Usage Expanded

Effective August 1, 2013, employers in Minnesota with 21 or more employees who provide sick leave benefits must allow their employees to utilize sick leave to care for an adult child, spouse, sibling, parent, grandparent, or stepparent. Previously, the law only required employers that employees be allowed to use their sick leave benefits for the employee or his or her minor children. Note that there is still no Minnesota or federal requirement to offer sick leave benefits. For more information, click [HERE](#).

Same-Sex Marriage Recognition

Effective August 1, 2013, the definition of marriage in Minnesota will be defined as a "civil contract between two persons". This removes the law's previous requirement that marriage be between members of the opposite sex. This change will require employers to look at their employer-sponsored benefits to ensure compliance.

With the Supreme Court ruling Section 3 of the Defense of Marriage Act (DOMA) unconstitutional, same-sex couples legally wed under state law will now be treated as spouses under the US tax code, ERISA, and more than 1,000 other federal laws.

Stay tuned for further guidance on the impact of DOMA and Minnesota same-sex marriage recognition implications.

Unemployment Benefits during Management Lockout

Effective immediately, employees locked out by management in connection with a labor dispute will be entitled to an additional 26 weeks of unemployment insurance benefits in addition to the 26 weeks that they currently receive.

In addition, don't forget about the "**Ban the Box**" **Criminal History Prohibition**. Effective January 1, 2014, employers will be prohibited from inquiring into or considering the criminal record or criminal history of an applicant until which time the applicant has been selected for an interview. If the employment process does not have an interview, then the prohibition is in place until which time a conditional job offer is made. Note that the law does contain an exception for employers who are required by law or statute to complete a criminal history check.