

Winona SHRM Newsletter October 2013

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Society for Human Resource Management



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Scheduled Meeting Dates

- Tuesday, October 8, 2013
- Tuesday, November 12, 2013
- Headline News
- Board Vacancies

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

Wow, the summer has flown by and fall colors starting to show through. We will have elections soon and are in need of volunteers for the following positions: Vice President (3 year term as VP, President and Past President); Secretary; Workforce Readiness and Student Chapter Liaison. Please consider volunteering. Even if you are a new member to Winona Area SHRM, there are plenty of past volunteers from that position to help you out, along with the current Board. This seems to be a turnover year for Board members and fresh eyes and great enthusiasm to make our organization the best it can be would be wonderful! Please contact me via email or phone if you have any questions on the positions. The job descriptions may be found on our website: winona.shrm.org

Also, still looking for input for the November Student Career Fair and the Lunchtime Learning to be held at the Chamber in February. Again, contact me via email or phone.

Contact Us

President

Lori O'Brien
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Vice-President

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Treasurer

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Past President

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Monthly Meeting Information

By: Elizabeth Ruff, Winona Area SHRM Vice-President

Best & Worst Ways to Terminate



Tuesday, October 8, 2013

11:30 - 1:00pm

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

12:00 p.m. – 1:00 p.m. – Best & Worst Ways to Terminate

Presentation by Eric Hayes of
Brown & Carlson, P.A.

Winona Area Chamber of Commerce

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

Pending Approval for 1 HRCI re-certification credit hour

Lunch: Taco Bar – Steak Shop Catering

Cost: \$10.00 for members; Guests - \$15.00.

You can now pay online ahead of time!

Please [click here](#) to register by **October 4th** and also indicate if you will be purchasing a lunch. Hope to see you there!!

Headline News...

Washington braces for the first shutdown of the national government in 17 years

The U.S. government was bracing on Monday for its first shutdown in nearly two decades, with frustrated and weary lawmakers expected to gather at the U.S. Capitol with little hope of finding a compromise that would keep the government in operation past midnight.

Open-Enrollment Communication

Gets More Social There are three important trends affecting how employees consume information, and employers would be wise to keep them in mind during open-enrollment season.



Legislative Update

By: Beth Ede, Legislative Representative

Capitol Hill Update

Outlook for Remainder of 2013 as Congress Reconvenes

On September 9th, Congress reconvened in Washington, D.C., with lawmakers facing a myriad of pending legislative issues – turning immediate attention to a short-term continuing resolution (CR) to fund federal agencies in the 2014 fiscal year, which begins October 1, 2013. Congress will also need to address raising the U.S. Debt limit by mid-October. Thereafter, lawmakers will likely turn their attention to immigration and tax reform, which will have implications for us in the HR world.

Lawmakers in the House and Senate agree that revamping the tax code is a top priority and that Congress should work toward simplifying the tax code for both individuals and corporations. Staff on the House Ways and Means Committee spent the August recess crafting a tax-code-overhaul proposal, drawing on the work of 13 bipartisan working groups of lawmakers. Specific to the HR world, employee benefits such as retirement plans, education assistance and health care benefits may come under congressional scrutiny because of their tax-deferred status. SHRM, along with the SHRM-led Coalition to Protect Retirement, has submitted comments to the House Retirement and Pension Working Group.

It is likely that the two tax-writing committees, House Ways and Means and Senate Finance, will produce comprehensive tax reform proposals before the end of the year, since those proposals are likely to address temporary tax credits and other incentives known as “extenders,” many of which are set to expire at the end of 2013.

SHRM’s Government Affairs department will continue to advocate on immigration and tax reform on these issues on behalf of the HR community and will provide an update on developments to members.

Veterans' Hiring

Tax Credits for Veterans' Hiring Set to Expire at Year End

Under current law, the tax credits Congress designed to encourage employers to hire military veterans are effective only for hiring completed in 2013. Therefore, to take advantage of this incentive, companies must complete the hiring process by the end of the year. Although Congress could extend these credits into 2014 or make them permanent, it is not certain that it will do either.

The National Guard, partnering with the Center for America, created a free booklet to help employers take advantage of the tax credits. *2013 Federal Tax Benefits for Hiring and Employing Qualified Veterans, National Guard Members, and Reservists* is available [HERE](#).

The National Guard also collaborated with the Center for America to set up a job board where employers can post jobs for free and that offers case management support to match National Guard candidates with posted positions. To learn more about this resource or to post jobs, click [HERE](#).

OFCCP Developments

New Rules Issued on Affirmative Action

The Office of Federal Contract Compliance Programs (OFCCP) issued its long-awaited revision of the rules covering nondiscrimination and affirmative action for individuals with disabilities, under Section 503 of the Rehabilitation Act of 1973, and protected veterans, under the Vietnam Era Veterans Readjustment Assistance Act.

In response to strong concern expressed by the Society for Human Resource Management (SHRM) and other employer organizations, the agency eliminated many significant and burdensome paperwork requirements and modified others that were originally proposed. Even though the OFCCP moderated some of the day-to-day implementation requirements, federal contractors will still

face challenges in meeting the new hiring goals and benchmarks that the rules require.

The final rule rules under Section 503 of the Rehabilitation Act of 1973 establish, for the first time, a new utilization goal that individuals with disabilities make up 7 percent of every job group. In the case of veterans, federal contractors are required to pursue a hiring benchmark of 8 percent or develop their own benchmark using five factors outlined in the rule. In addition, the rules change the way employers will gather information, requiring them to extend pre-offer invitations to individuals to self-identify as disabled or as protected veterans. The rules will apply to most federal contractors and become effective 180 days after they appear in the Federal Register, likely to occur in the coming weeks.

Health Care Reform
Health Care Exchanges Open for Business
October 1st

Most all employers are required to notify all employees of the existence of health care exchanges (marketplaces) by October 1, 2013 and new hires thereafter, within 15 days of hire.

If you are receiving a lot of questions from curious employees, you are not alone. As with anything new, the ride may be a bit bumpy, but it should smooth out over time. Prepare yourself to be patient as current guidance does not address all the questions out there.

To get more information on the state-based exchanges (marketplaces) go to www.healthcare.gov. From this site, you can access information applicable to your state of residence.

September 30, 2013

Dear Winona Area SHRM Members,

As fall is approaching, the Winona SHRM group is planning for the upcoming 2014 year. The Winona SHRM Board, Executive Board and SHRM committee has 10 different leadership positions to help coordinate the planning of meetings, professional development activities, the holiday social, and the annual Winona SHRM conference, as well as different student events.

This letter is coming to you because of an upcoming crisis in our group. We are in desperate need of volunteers to take over the positions of Vice President, Secretary, Workforce Readiness, Certification Rep/Foundation Advocate and Student Chapter Liasion.

Without volunteers for these positions, we may have to dissolve the Winona Area SHRM group. This would be a terrible injustice to our community, HR professionals and ourselves.

Please look deep within yourself to determine if this is the final road or if you can make a committment to Winona Area SHRM to make it thrive and grow and be the best resource for the HR community in the Winona Area.

Please contact any of the Board members as listed on our web page, winona.shrm.org, if you have any questions or concerns. Our deadline is **OCTOBER 18, 2013** for volunteers to come forward. The job descriptions are also listed on the website and are not as daunting a task as they may read.

Sincerely,

Winona Area SHRM Board