

Winona SHRM Newsletter April 2015

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Society for Human Resource Management



In This Issue

- President's Notes
- President Elect's Notes
- SHRM Certification
- Membership Director Update
- Diversity & Workforce Readiness Update
- Legislative Update

Upcoming Scheduled Meeting Dates

- April 14 – Leadership & Development Conference
- May 12 – Hot Topics in Employment Law

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: Rhonda Spece

Well, we can officially say Spring is here! The weather may not always seem like it, but there is hope.

Our Leadership & Development conference is finally here! The big day is April 14th at the Riverport Inn. The planning committee has been working hard to finalize the details for this exciting event. I hope everyone has had the opportunity to sign up for this event. Last count I had was 86 people have registered so far. Early bird registration ended March 20th but people can still register up to April 7th. We are also asking for everyone to have their registration paid by April 7th.

This year we have 3 excellent keynote speakers, Kristy Walz, Barry L Lane and Al Seneczko. I am also happy to announce this year's Emcee, Jen Olson from Southeast Tech. We are blessed to have her on our team this year. Right after the conference we will be hosting a social hour at Brewski's, which is located at the Riverport. We hope you can make it!

I look forward to seeing all of you at our Leadership & Development conference on April 14th



Contact Us

President

Rhonda Spece

507-864-7714

rspece@goodshepherdushford.org

President Elect

Ashley Zweep

507-452-1112

Ashley.z@anovafurnishings.com

Secretary

Heidi Viestenz

507-494-0513

hjviestenz@merchantsbank.com

Treasurer

Linda Digby

507-523-5550

ldigby@rellew.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

Membership Director

Karissa Wirt

507-453-4996

Karissa.wirt@bench.com

President Elect

By: Ashley Zweep

Leadership & Development Conference April 14, 2015

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

You're Invited!
2015 Leadership & Development Conference
April 14, 2015

Event Registration:
Early Conference Registration — \$99.00
Late Conference Registration — \$130.00
**Registration Includes Breakfast & Lunch!*
***\$10 Discount for SHRM Members*
**Visit Winona.SHRM.org for group pricing details.*

Register by **March 20, 2015**
To Receive the Discounted Rate!



Barry L. Lane Kristy Walz Al Seneczko

Leadership & Development Conference
Tuesday, April 14, 2015
8:00 a.m. — 4:30 p.m. | Riverport Inn & Suites

Check In: 8:00—8:30 a.m. Breakfast & Conference Check-In
Session I: 8:30 a.m.—“A Crash Course in Coaching” - Kristy Walz
Session II: 1:30 p.m.—“Conflict & Critical Feedback” - Barry Lane
Session III: 3:30 p.m.—“Common Sense Employment Law” - Al Seneczko

Visit www.winona.shrm.org to register!
Refer a friend and your name will be entered into a drawing to win a prize!

  

Almost 90 attendees thus far!!! Don't miss out; there is still time to register!

[Click here](#) to register.

May – Hot Topics in Employment Law



Event date: Tuesday, May 12, 2015

Networking: 11:30am – 12:00 pm

Meeting: 12:00pm – 1:00 pm

Winona Area Chamber of Commerce

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

Pending approval for 1 HRCI re-certification credit hour

College Relations

Alberta Rosburg, PHR

507-457-1193

aaosburg@merchantsbank.com

Diversity & Workforce Readiness

Advocate

Carrie Kollasch-Roberts

507-474-2832

C.Kollasch-Roberts@peerlesschain.com

Nancy Vollertsen provides counsel regarding employment-related claims and litigation, prevention and defense of discrimination claims, employee discipline and termination, FMLA, ADA, FLSA and more to employers and executive-level clients. She is an experienced practitioner in traditional labor law, handling labor contract negotiation, mediation and arbitration of labor disputes. Nancy also has authored many articles on employment law topics and co-authored *An Employer's Guide to Employment Law Issues in Minnesota*.

[Click here](#) to register by **May 9**. Hope to see you there!



Are you one of the many interested in the new SHRM-CP and SHRM-SCP certification? If so, let's begin a certification study group! This would be an informal study group that would meet and discuss what we learned, ask questions, share stories and hopefully increase our chances of passing the exam with flying colors!

If you are interested in learning more or would like to be involved in the SHRM Certification Study Group please email Ashley Zweep at Ashley.z@anovafurnishings.com. The more the merrier so please spread the word!

Membership Director Update

By: Karissa Wirt

New Membership:

All members are encouraged to invite fellow HR professionals to join the Winona Area SHRM chapter. For a list of membership benefits, please visit <http://shrm.org> (Membership tab) to review the membership benefits and to sign up for a SHRM membership. For any local chapter questions, please contact Karissa, our chapter's Membership Director at Karissa.Wirt@bench.com.

Member Retention:

Members are also welcome to make suggestions regarding recruitment or member-retention ideas. If anyone is interested in assisting on the Membership Committee, again, please contact our Membership Director.

Winona Area SHRM's Mission, Vision & Values

Mission – (Why we exist)

The Winona SHRM Chapter is a professional organization that exists to:

- Build and sustain partnerships with human resource and business professionals, to address challenges that influence the effectiveness and sustainability of our organizations and communities.
- Provide a community for human resource and business professionals to share expertise and create innovative solutions on people management issues.
- Proactively provide education and research to human resource and business professionals to enhance our organizations and communities.
- Advance the HR profession through outreach, mentorship, and advocacy.

Vision – (What we want to be)

To be the leading resource on people management skills.

Values – (What we stand for)

- Strategic – in our thinking and planning
- Honorable – to our members, our organizations, and our communities
- Respectful – to the SHRM bylaws and legislative guidelines
- Mentorship – guidance and partnering with HR professionals

People, It's our business!

Diversity & Workforce Readiness Update

By: Carrie Kollasch-Roberts

WE NEED YOUR TALENT!!!

Southeast Technical College is hosting their 4th annual Career & Networking Fair on Wednesday, April 15th from 11:00am to 1:00pm at their Winona Campus.

As a part of Workforce Readiness, SHRM will be hosting a booth. The purpose is to interact with students and alumni to prepare them in joining the workforce. We will offer assistance with interview preparation and resume building. As human resources professionals, we can discuss what we look for in successful candidates.

I am looking for volunteers to assist with the booth. If you could volunteer an hour of your time, it would be truly appreciated.

Please reach out to Carrie Kollasch-Roberts if you are interested in participating. I can be reached at 507-457-9130 or via email c.kollasch-roberts@peerlesschain.com.

Legislative Update

By: Beth Ede

Union Organizing House and Senate Vote to Block NLRB "Ambush" Rule

As reported last month, resolutions of disapproval were introduced that work toward nullifying the National Labor Relations Board's representation election rule – known as the "ambush" election rule.

On March 4th, the Senate passed the resolution (S.J. Res. 8) and the House of Representatives followed suit and passed the SHRM-supported resolution on March 19th.

Despite strong votes in both the House and Senate, the President is likely to veto the resolution, and unfortunately, a two-thirds vote in each chamber to override the veto will be a challenge.

If it is vetoed and it can't be overridden, there may be opportunities to block implementation on appropriations bills and the SHRM-filed lawsuit challenging the NLRB ambush election rulemaking is still pending.

Regulatory Activity

Obama Administration Regulatory Actions Keep on Coming

The first couple months of 2015 are starting out the same as the last half of 2014 with Obama administration regulatory actions affecting the workplace being announced on a weekly basis. Below are three developments that the HR community needs to be aware of:

1. Federal Contractor Obligations on Human Trafficking

SHRM joined six other organizations in a letter requesting a 90-day extension to the March 2, 2015, effective date of a new federal contractor rule (Strengthening Protections Against Trafficking in Persons in Federal Contracts) which was published on January 20, 2015. The rule implements Executive Order 13627 requiring contractors to certify that they have implemented a compliance plan and procedures to identify and remove human trafficking from their organization and their supply chain. In addition, contractors are prohibited from charging employees recruitment fees. To date, no delay has been agreed to. The final rule can be found [HERE](#).

2. Immigration-Related Employment Issues

The Department of Homeland Security issued a final rule that will extend employment authorization eligibility to H-4 dependent spouses of certain H-1B visa holders who are in the process of obtaining green cards. This becomes effective May 26, 2015 and the final rule can be found [HERE](#).

3. FMLA Updated Definition of “Spouse”

As discussed last month, the Department of Labor issued their final rule updating the definition of “spouse” under the Family and Medical Leave Act (FMLA) to include same-sex marriage. To determine eligibility for FMLA benefits as a spouse, employers are to look at the law in the state where the marriage was entered into (state of celebration), regardless of state of residence. This change became effective March 27, 2015.