

*Winona, Minnesota*



# Winona Area SHRM Newsletter

## December 2016



## President's Notes

by Ashley Zweep



Wow, I cannot believe it is December and the holidays are here! I also can't believe this is my final month as President of Winona Area SHRM!! This year has had its challenges of Board position vacancies and new learning curves but there have also been a lot of great moments – the 2016 Leadership & Development Conference, Summer Social at Elmaro Winery, round table conversations and learning what topics the members want to hear.

I am beyond excited to announce we have recruited (almost) all of the our Board Positions and there are a lot of new and creative ideas that will be rolled out in 2017. In addition, we also have a new SHRM member who also displayed interest and was recently announced the 2017 President Elect (Vice President) Board position.

Please don't forget to RSVP for the Annual Holiday Party next Thursday, December 15<sup>th</sup> from 5pm – 7pm at Betty Jos. Dig out your old ugly Christmas sweater and get ready to play Bingo with cash prizes, dinner and drink ticket provided by Winona SHRM. **View the Invite on Page 3!**

# Membership Update

by Brandon McQuinn

## Please welcome our new Winona SHRM member and newly appointed President Elect, Rebecca Rowe.

Greetings! My name is Rebecca Rowe. I recently joined the Winona Community by accepting a position as Human Resources Generalist at the City of Winona in October 2016. Prior to coming to Winona, I worked in La Crosse, WI and was an active member of the LASHRM chapter along with holding the position of VP of Membership on the Board of Directors. I have my Associate degree from Western Technical College in Human Resource Management, my Bachelor's degree in Business Administration with an emphasis in Human Resource Management from the University of Wisconsin – Stout and I am currently working on my Master's degree in Training and Human Resource Development from the University of Wisconsin – Stout.

In my free time I love exploring the Minnesota State Park & Trails. I enjoy photography, camping, hiking, and spending time with my two dogs, Onyx and Pearl. I look forward to getting to know each of you and getting more involved with the chapter.



## 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!**



## Upcoming Events



*You're invited!*

 **UGLY** 

**CHRISTMAS**

*sweater*

 **PARTY** 



**When:** December 15, 2016 from 5pm-7pm  
**Where:** Betty Jos, Winona MN  
**Attire:** Ugly Christmas Sweater

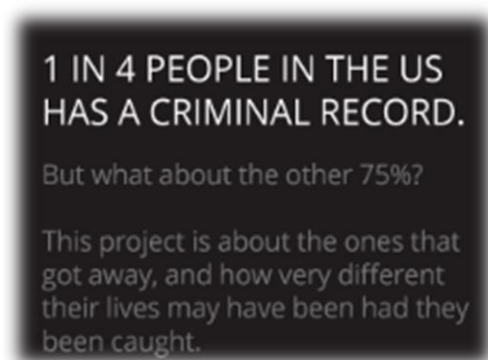
Bingo with cash prizes, dinner and drink  
ticket will be provided!

[Click here](#) to RSVP!

## Upcoming Events

### January Monthly Meeting

#### **After “Ban the Box”: Rethinking the Use of Criminal Records Information in the Hiring Process**



This past fall, the Winona Area SHRM chapter was a co-sponsor of the Winona County Criminal Justice Coordinating Counsel seminar titled “Hiring Policies/Practices After Ban the Box”. The event focused on the laws and best practices governing an employer’s use of criminal records information in the hiring process. Due to the thought-provoking and timely nature of the seminar, the information was summarized and we will share it with you.

Most all of us are familiar with “ban the box” and have internal policies and procedures on how to address the hiring of qualified individuals with a criminal background. We will discuss this as well as explore potential changes to our hiring practices as we discover the reality that “we are all criminals”.

Registration will open after the Holiday Social, December 19<sup>th</sup>.

# Legislative Relations

by Beth Eide

## The 2016 Vote

### *What Will Be the Legislative Landscape on HR Public Policy Issues?*

Shortly after the election, President-elect Donald Trump and his transition team began releasing details on policy priorities for his Administration. To provide an overview of the legislative landscape on HR public policy issues, SHRM's Government Affairs published a [post-election guide](#) which highlights what the results mean for the HR profession and what we may expect from President-elect Trump's Administration and the 115<sup>th</sup> Congress.

SHRM looks forward to working with the incoming Administration and Congress to advance effective workplace policies.

## Compliance Update

### *Form I-9 Revised and Use Required by January 22, 2017*

On November 14, 2016, the U.S. Citizenship and Immigration Services (USCIS) published a revised version of Form I-9, Employment Eligibility Verification, for use on or before January 22, 2017. By January 22, 2017, employers must use only the new version (dated 11/14/2016) – but until then, you are allowed to continue to use the version dated 03/08/2013 or the new version. No other versions are allowed for use.

The revised Form I-9 has been made easier to complete electronically with enhancements including drop-down lists and calendars for filling in dates, as well as on-screen instructions for each field.

Download and/or print the new Form I-9 by clicking [HERE](#).

## ***OSHA Final Rule Increases Employer Compliance Considerations***

As reported in the August 2016 newsletter article, the OSHA final rule will impact many employers. In a nutshell, the final rule does not create additional recordkeeping requirements for employers – however, employers with 250 or more employees must submit data from their OSHA 300, 300A and 301 forms. Employers between 20 and 249 employees will only be required to submit data from their forms if they are part of an identified high-risk industry.

You are highly encouraged to consider the following action steps as a result of the final rule:

- Become familiar with the requirements of the final rule
- Review your recordkeeping, anti-retaliation, and drug testing policies and procedures to ensure compliance with the new OSHA requirements
- Consider transitioning your OSHA recordkeeping practices to an electronic format once details are released on how and where to submit electronic information if you are an impacted employer group

The following resources links will assist in your compliance efforts with the new OSHA final rule:

- [Final Rule](#)
- [Wessels Sherman Article](#) on impact to drug testing in the workplace in Minnesota
- [OSHA webpage](#) on final rule

## Winona Area SHRM Board of Directors

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**Legislative Update Continued***FLSA Overtime Rule Update – The Brakes Were Applied*

As you know, the changes to the Fair Labor Standards Act's (FLSA) overtime rule was set to go into effect December 1, 2016. The brakes were applied when a federal judge in Texas halted the new rule which would have doubled the FLSA's salary threshold for exemption from overtime pay and would have automatically adjusted the threshold every 3 years beginning in 2020.

Stay tuned for more information and policy developments in this area as we move into the Trump administration.

