

Winona SHRM Newsletter January 2016

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



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Upcoming Scheduled Meeting Dates

- **Holiday Social** – Tuesday,
January 12

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: Ashley Zweep



I hope everyone enjoyed their holiday! I want to start by saying I am so excited to have the opportunity to be your Chapter President and I hope to have a great year!!! In order to make sure we continue to provide stimulating and up-to-date presentations, events and more we need active members and board members! By doing so we can guarantee networking, knowledge sharing and support from others in your profession!

The board positions listed below are open and need to be filled! If you would like to read more information on any of the board positions please visit <http://winona.shrm.org/board-job-descriptions>. If you have questions or would like to be considered for one of the following board positions please contact Ashley Zweep at azweep@winonahealth.org. We would love to get you active!!

- **President Elect** (Assist president in overseeing activities and schedule the monthly meetings)
- **Web Coordinator** (Create and/or maintain chapter website).
- **Marketing/PR** (Oversee and manage the marketing and public relation activities of the chapter).
- **Certification Rep** (Manage the chapter's certification study program. Encourage members to become certified and recertified. Give updates on the SHRM certification).

Contact Us

President

Ashley Zweep

507-474-5174

azweep@winonahealth.org

Secretary

Heidi Viestenz

507-494-0513

hjviestenz@merchantsbank.com

Treasurer

Linda Digby

507-452-1855 Ext. 108

ldigby@winonaorc.org

Legislative Representative

Beth Ede, SPHR

507-453-6347

bede@winonaagency.com

Membership Director

Karissa Wirt

507-457-4448

kwirt@winonahealth.org

College Relations

Jennifer Davis

507-457-3311

Jennifer.Davis@ExpressPros.com

Past President

Rhonda Spece

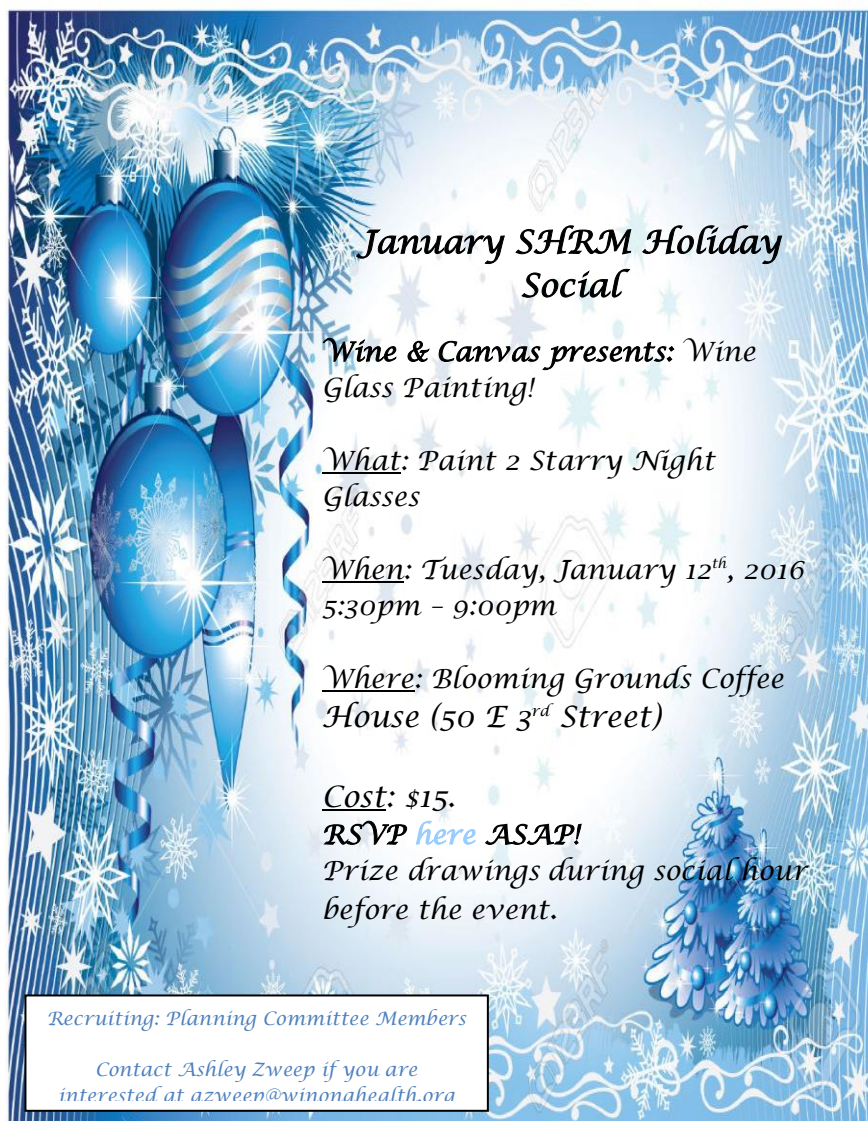
507-864-7714

rspece@goodshepherdushford.org

- **Foundation Advocate** (Educate, promote and represent the interests of the SHRM Foundation and its activities to the chapter).

While we recruit for a President Elect we will need to work together to schedule presenters for 2016. Please reach out to your contact list and ask if he/she would be interested in presenting a topic to our group. If so, please forward their information onto Ashley or another board member and we will finalize the details!

The Spring Conference Committee will be meeting again January 14, 2016 at 4:45pm. Please meet at Caribou Coffee if you are interested in attending.



January SHRM Holiday Social

Wine & Canvas presents: Wine Glass Painting!

What: Paint 2 Starry Night Glasses

*When: Tuesday, January 12th, 2016
5:30pm - 9:00pm*

Where: Blooming Grounds Coffee House (50 E 3rd Street)

Cost: \$15.
RSVP [here](#) ASAP!
Prize drawings during social hour before the event.

Recruiting: Planning Committee Members

Contact Ashley Zweep if you are interested at azweep@winonahealth.org

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!

College Relations Update

By: Jennifer Davis

Happy New Year! We're starting the year off right by wrapping up our selection process for our fall semester SHRM Scholarship! We're very happy to report we have a great group of college students in our student SHRM chapter this year. With that being said we had a wonderful turnout of applicants for the scholarship this semester.

To be eligible for the \$500 scholarship the following qualifiers must be met:

- Student SHRM Chapter participant
- Declare Human Resources Management major in WSU's Business Administration Department
- Undergraduate student enrolled fulltime at Winona State
- Junior or senior with a minimum cumulative grade point average of 2.75
- Required to submit a two page essay including: why they have chosen their major, previous activities within HR field, internships, financial need and what their future professional goals/objectives are

The announcement of our scholarship winner will be in the February newsletter. Stay tuned to help congratulate and support the future of human resources!

Legislative Update

By: Beth Ede

Capitol Hill Update

Government Funding Bill Signed Into Law – Included Delay of ACA Cadillac Tax and Other Provisions Impacting Employers

About a week before Christmas, President Obama signed into law a package of spending bills and tax breaks. It contained many provisions, but highlighted below are those impacting employers the most:

- Provides for a two-year delay of the implementation of the Affordable Care Act's 40% excise tax (aka Cadillac tax) on high value employer-sponsored health benefits – until 2020
- Prohibits the NLRB from issuing regulations on electronic voting

- Reauthorized the E-Verify program for another year – until September 30, 2016
- Extends and increases the H-1B and L-1 50/50 Fee
- Extends H-2B cap relief for returning workers and sets new wage requirements
- Establishes additional Visa Waiver Program security measures
- Permanently extends the monthly limit on exclusion from tax for the transit pass and vanpool benefit (\$250/month) which is the same tax-free monthly dollar limit on the exclusion for qualified parking benefits
- Allows for the tax-free distribution from IRAs for charitable purposes for individuals 70 ½ years and older and up to \$100,000 annually
- Permanently extends the tax credit for differential pay provided to an employee who is called to active-duty military service
- Extends the Work Opportunity Tax Credit (WOTC) until December 31, 2019 – allowing employers to receive a tax credit for hiring individuals from 1 of 9 target groups
- Extends the Indian Employment Tax Credit until December 31, 2016 – the credit against income liability for the first \$20,000 of qualified wages and health insurance costs paid or incurred by an employer with respect to certain employees
- Changes the W-2 and W-3 filing date from February 29 to January 31 – beginning January 31, 2017
- Allows for the rollover from 401(k) plans to SIMPLE IRAs

For additional information, go to:

<http://www.shrm.org/advocacy/governmentaffairsnews/hrissuesupdatee-newsletter/pages/122215.aspx>