



Winona, Minnesota

Winona Area SHRM Newsletter

July 2016



President's Notes

by Ashley Zweep

Happy 4th of July! I hope everyone has fun and safe plans over the weekend! I am delighted to share some very important updates with each of you. First, please join me in welcoming our three new Winona Area SHRM Board Members!!! Thank you for your interest in becoming more involved and we are enthusiastic to see what is on the horizon for our chapter.

New President Elect

Kubilay Gok is an assistant professor of Organizational Behavior and Human Resources Management in the Department of Business Administration of the College of Business at Winona State University. Kubilay has completed his Masters' Degree in Human Resources Management and Labor Relations at the University of Wisconsin-Milwaukee and his PhD at University of Wisconsin-Madison. His research interests include leadership, reinforcement and punishment behavior, LMX, OCB, abusive supervision, and attributions for organizational failure and high performing work systems as well as the expatriate adjustment in cross cultural contexts. He teaches Compensation and Benefits, Human Resources Management,

Organizational Behavior, and Managing Diversity.

New Membership Director

My name is **Jackie Ebner** and I recently joined SHRM in April of 2016 and am very excited to be the new Membership Director! I attended Minnesota State University Mankato and received my Bachelors in Community Health. I was introduced to HR because I completed an internship at Target Corporate in their HR and Benefits Department to administer a Wellness incentive program to employees. After completing my internship I found my love for HR! After graduation I accepted a position as the Executive Team Leader of Human Resources at Target in Winona for 2 years. In October of 2015 I joined Winona Health as a HR Generalist. In my free time I enjoy spending time with my husband and puppies, running, baking and being outside.

New Marketing Director & Web Coordinator

Greetings, my name is **Kelsey Volk**. I am from a small Colorado town called Loveland. I moved to the beautiful Midwest about 9 years ago and fell in love with the Mississippi Valley. I attended college at the University of Wisconsin La Crosse and am currently working on my Masters Degree through Saint Mary's University. I love the outdoors, especially fishing and being on the water. I am still learning the tricks and trades of river fishing, but I enjoy it more every day! My fiancé and I are working right now renovating our first home, so we are kept happily busy between being on the river and home improvement projects! I feel so lucky to live in such a beautiful part of our country and be a part of Winona's community.

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Legislative Update

by Beth Ede

Legislative Update

Update on Final Rule on FLSA Overtime – Various Groups Working Overtime on Overtime

As most of us are aware, it has not been a few weeks since the U.S. Dept. of Labor (DOL) announced the final rule regarding overtime wage payment qualifications for the “white collar exemptions” under the Fair Labor Standards Act (FLSA).

In a nutshell, the final rule becomes effective on December 1, 2016, implementing the following:

- Increasing the salary an employee must be paid in order to qualify for an exemption from the FLSA white collar exemption rule from \$23,660 to \$47,476 annually
- Increasing the salary level for highly compensated individuals from \$100,000 to \$134,004 annually
- Allowing nondiscretionary bonuses and incentive payments (including commissions) to satisfy up to 10% of the standard salary test requirement if paid by the employer on a quarterly (or more frequent) basis

SHRM and its members, certain members of the U.S. Congress, and most employers have been busy working overtime to decipher what these changes mean for employees and their organizations, and how to adjust before the rule becomes effective less than 5 months from now.

Most recently, Senators Lamar Alexander (R-TN) and Ron Johnson (R-WI) introduced a Congressional Review Act resolution (S.J.Res.34) to nullify the FLSA overtime rule. The resolution has strong support, with 44 U.S. Senators listed as cosponsors – but if passed, will likely not become law as it would require President Obama’s signature.

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2016 When Work Works Awards Honor Companies in Winona

Families and Work Institute (FWI) and SHRM recently announced more than 300 workplaces of all sizes and across various industries were honored as winners of the 2016 When Work Works Awards. The awards honor organizations that have created effective workplaces based on six evidence-based components that are linked with positive employee and employer outcomes; autonomy, work/life fit, supervisor support for work success, and satisfaction with earnings, benefit and opportunities for advancement, opportunities for learning, and a culture of trust. The When Work Works Awards are unique for their rigorous, two-step selection process, which involves an evaluation of employers’ flexibility programs and practices and a confidential employee survey on the key ingredients of an effective and flexible workplace. All applicants are measured against national norms from two representative studies – the National Study of Employers and the National Study of the Changing Workforce.

There were 17 winning companies from the state of Minnesota which places us in the top 6 states with the most winning companies. **Congratulations to the four companies located in Winona, MN who received the When Work Works Award!**

- PlastiCert
- Catholic Charities of The Diocese of Winona
- Winona Workforce Center
- Sport & Spine Physical Therapy of Winona



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!

In addition, SHRM continues to strongly support the Protecting Workplace Advancement and Opportunity Act (H.R. 4773 / S. 2707), which would require the DOL to perform an economic analysis of how changes to overtime regulations would impact nonprofits, small businesses, and employers in other industry sectors before issuing a new rule.

Over 12,000 emails have been sent by SHRM A-Team members to Congress requesting their support for this critical legislation. Click [HERE](#) to contact your representatives if you haven't already done so.

Finally, SHRM has released a white paper resource on the overtime regulations – click [HERE](#) to view the document.

New Health Care Legislation Introduced

In late May, a new health care legislative proposal was introduced. The "World's Greatest Health Care Plan of 2016" (H.R. 5284) would add an entirely new system on top of the Affordable Care Act's underlying infrastructure.

The bill proposes to eliminate the individual and employer mandates, including their related reporting requirements, and would provide tax credits to Americans to purchase health insurance on the private market or to deposit into a health-savings account.

Given the current political climate and the upcoming Presidential and Congressional elections, it is not likely that the World's Best

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Register Now for the Summer Social!!

When: Thursday, August 18th from 4:30 – 6:00pm
Where: Elmaro Vineyard in Trempealeau
Topics: FLSA & FMLA by James Sherman with Wessels Sherman Law Firm
Following the presentation please (another) glass of wine on Elmaro's large patio.

Everyone who attends will receive a \$5 voucher to use on their purchase valid the night of the event only. A wine basket will be given away at the event; tickets will be on sale for \$1 each. The proceeds will go towards the SHRM Foundation. Members who bring a non-member friend will receive a free ticket for the wine basket give away!

Pending approval for 2 SHRM-CP/SHRM-SCP credits.
Please [click here](#) to register!