

# Winona SHRM Newsletter March 2015

AFFILIATE OF



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

Society for Human Resource Management



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- Leadership & Development Conference
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## *Upcoming Scheduled Meeting Dates*

- March 10 – Generational Differences
- April 14 – Leadership & Development Conference

## *SHRM Links*

### **National SHRM website**

[www.shrm.org](http://www.shrm.org)

### **MN State SHRM website**

[www.mn-shrm.org](http://www.mn-shrm.org)

### **Winona Area SHRM website.**

<http://winona.shrm.org>

Username: first initial, last name

Password: hr

### **JobDig**

[www.jobdig.com](http://www.jobdig.com)

### **Winona SHRM**

PO Box 71, Winona, MN 55987

## *President's Notes*

*By: Rhonda Spece*

Burr, it has been cold outside. I hope everyone is thinking spring.

It was great to see the amount of people who showed up for the SHRM Certification conference call that was held on February 20<sup>th</sup>. The call provided good information. After the call there was a group discussion that resulted in some great suggestions regarding the certification. I know that Ashley Zweep will be putting together a follow up response to this conference soon.

I understand it is a hard decision to decide if you want to stay with the HRCI credits or the new SHRM certification. This is new to all of us. We are still looking for a Certification Director to be on our Board if anyone is interested.

Winona Area SHRM's Leadership & Development conference is right around the corner. I know I am excited about this year's event. We have three excellent speakers scheduled.

**Kristi Walz** "A Crash Course in Coaching"  
**Barry L. Lane** "Conflict & Critical Feedback"  
**Al Seneczko** "Common Sense Employment Law".  
*Jen Olson will be our emcee.*

Early bird registration ends on **March 20<sup>th</sup>** so reserve your spot soon. We are looking for volunteers to help out the day of the conference so if you are interested let me know.

Hope to see everyone soon!



## Contact Us

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### President Elect

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## President Elect

By: Ashley Zweep

## March – Generational Differences



**Event date:** Tuesday, March 10, 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

*Approved for 1 HRCI re-certification credit hour*

Miranda Eisermann has a Masters of Education and Professional Development from UWL, Bachelor's in Business Management, minor in HR and accounting and marketing diplomas. She currently works at Inland Label as their Training & Development Manager and serves as the LASHRM Past President. Previously she worked at Mayo Clinic Health System in Safety and HR for 3 years and Trane for 7 years in Finance, Marketing and 4 years in Training & Development. Miranda enjoys helping people grow and develop into the best version of themselves. Miranda is originally from a small town in Iowa and has lived in the La Crosse area for 10 years married with two little boys ages 7 & 5.

### Generational Differences

What drives each of the generations; recruiting each of the generations; managing each of the generations; training each of the generations; and retaining each of the generations.

[Click here](#) to register by **March 6**. Hope to see you there!

College Relations

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Diversity & Workforce Readiness

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## April – 2015 Leadership & Development Conference

**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](http://www.winona.shrm.org) to register!  
Refer a friend and your name will be entered into a drawing to win a prize!

Take advantage of the Early Bird Special and register before March 20<sup>th</sup>! (SHRM Member & Group rates available). Please [click here](#) to register!

### Seeking Volunteers for the Leadership & Development Conference

If you are interested in volunteering a short amount of time at the L&D Conference April 14<sup>th</sup> please contact Rhonda, Karissa, Cheri or myself for details. We currently need assistance with selling 50/50 raffle tickets and assisting at the registration table. Any help is appreciated!



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](mailto:Ashley.z@anovafurnishings.com). The more the merrier so please spread the word!

## 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 and authority on people management issues.

### 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!**

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## Membership Director Update

By: Karissa Wirt

### *Membership Spotlight:*

## Jennifer Davis, Express Employment Professionals

Winona Area SHRM chapter welcomes **Jennifer Davis!**

To share a little bit about Jennifer:

*"I grew up in Lancaster, WI and I attended college at UW-Whitewater where I received my degree in Public Policy and Administration. After college I moved to Medford, WI and managed the Medford office for Express Employment Professionals. After 2 ½ years I transferred to the Winona Express office where I am now the Direct Hire Recruiter. Outside of work I love spending time with my family hunting and fishing. Winona is a beautiful, welcoming community and I look forward to putting down roots!"*

Again, a warm welcome to Jennifer! We look forward to meeting and networking with you!

### 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](mailto: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.

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## Legislative Update

By: Beth Ede

## Immigration Reform

### **Temporary Injunction Issued on President Obama's Executive Action on Immigration**

On February 16<sup>th</sup>, U.S. District Court Judge Andrew Hansen issued a

temporary injunction on President Obama's executive action with regard to the implementation of Deferred Action for Parents of Americans and Lawful Permanent Residents (DAPA) and the proposed expansion of Deferred Action for Childhood Arrivals (DACA).

The Obama administration is appealing the injunction but complying with it in the meantime. More information on other aspects of the executive action and how this will affect employers can be found in a [Q&A](#) by SHRM and the Council for Global Immigration.

## Union Organizing

### ***Congress Introduces Measures to Block NLRB "Ambush" Rule***

In mid-February, Senator Lamar Alexander (R-TN) and Congressman John Kline (R-MN) introduced [resolutions of disapproval](#) which, if enacted, could nullify the National Labor Relations Board's representation election rule – known as the "ambush" election rule.

SHRM has long supported the fundamental right, guaranteed by the National Labor Relations Act of every employee to make an informed, private choice about whether or not to join a union. With that being said, SHRM strongly supports the resolutions and has sent letters to both the Senate and House highlighting concerns on behalf of us in the HR profession.

A vote on the resolution of disapproval is expected in each chamber in the next few months. If Congress is able to pass the resolution, it will likely be vetoed by President Obama. Therefore, both chambers of Congress will need to generate a two-thirds majority vote in order to override the almost certain veto by the President.

## Family and Medical Leave Act

### ***FMLA Protections Expanded for Same-Sex Spouses***

On February 25, 2015, the Department of Labor (DOL) issued a final rule that expands protections under the federal Family and Medical Leave Act (FMLA) for same-sex spouses. This final rule revises the definition of "spouse" under the FMLA to:

- Adopt a "place of celebration" rule (which is based on where the marriage was entered into), instead of the "state of residence" rule that applied under prior DOL guidance; and
- Expressly include same-sex marriages in addition to common law marriages, and encompass same-sex marriages entered into abroad that could have been entered into in at least one state in the United States.

Under the final rule, eligible employees in legal same-sex marriages will be able to take FMLA leave to care for their spouses or family

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members, regardless of where they live, effective March 27, 2015.

In connection with the final rule, the DOL issued a set of frequently asked questions to help employers and employees understand the changes to the FMLA's definition of "spouse".

- DOL final rule can be found [HERE](#)
- DOL FAQ can be found [HERE](#)

To comply with the final rule, employers are encouraged to review and update their FMLA policies and procedures, as necessary, to reflect these changes. Employers should also train employees who are involved in their leave management process on the expanded eligibility rules for same-sex spouses under the FMLA.