

Winona SHRM Newsletter November 2014

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Society for Human Resource Management



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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



I just want to share that I am blessed to be part of this SHRM chapter. I have the privilege to meet so many wonderful people in our chapter and in the community. I want to thank all of you for this opportunity.

At our last meeting on October 21st we voted in two new Board members. The first one was Ashley Zweep from Anova Furnishings; she will continue to be the President-Elect for the 2015 year. The second person was Linda Digby from RiverSide. She has agreed to step into the Treasurer position for 2015. Linda will begin her new role January 2015. I would like to thank Reva Witte for her devotion to the chapter over this last year; you did a great job, Reva.

Welcome Linda Digby



Linda is the Human Resources Manager for a network of companies (RiverSide, RiverStar, RiverBend, and JMW). They have multiple locations located in Lewiston, Winona and Rushford Minnesota and specialize in the manufacturing and assembly of electronic circuit boards for multiple industries. Her previous work experiences include working for companies in furniture manufacturing, grocery and soft goods retail and a law firm. Linda was raised on a dairy farm in Buffalo County in Wisconsin. Her educational background includes a Bachelor degree from Viterbo University in Organizational Management and a Master's in Education from the University of Wisconsin-La Crosse. She is certified with her PHR.

Linda has two grown children, Elizabeth and Michael and two granddaughters, Izabella and Jozephine.

Contact Us

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President Elect

By: Ashley Zweep

November – Workers Compensation



Event date: Tuesday, November 11, 2014
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

Derek Espy graduated from Winona State University with his Bachelors in Accounting. He has been an agent for Winona Agency for eight years and is a certified workers compensation advisor. He specializes in four areas of workers compensation which can reduce premiums for businesses (hiring practices, return to work, experience modification and the audit). Derek is also licensed in benefits.

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

Committees

I look forward to working with those who are interested in joining the Annual Conference Planning Committee, Chapter's Program Committee, Holiday Social Planning Committee and more! **The next Leadership and Development Conference committee meeting is scheduled for November 10th at 4:45pm at the Green Mill.** If you have any questions please contact myself, Rhonda or any of the board members.

2014 Comprehensive Benefits Survey

By: Cheri Gabbert

The Winona and La Crosse Chapters of Society of Human Resource Management are excited to introduce a comprehensive Benefit Survey for the year 2014. Please take some time to complete this confidential survey. Your input is very important to the results. Find out how your company benefits compare to other employers in the Winona and La Crosse area and gain an effective new tool for your retention efforts.

[Click here to access the survey!](#)

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)

- Knowledgeable – in people management
- Influential – in education and advancing the profession
- Strategic – in our thinking and planning
- Supportive – to our members, organizations, and our communities

People, It's our business!

COST

Participation is free. The cost for the survey results will be:

- \$50 - All participants
- \$75 - LASHRM/Winona Area SHRM/SHRM members who did not participate
- \$100 - Non-members who did not participate

DEADLINE:

The deadline to submit the completed survey is Tuesday, November 4th.

Membership Director Update

By: Karissa Wirt

Name Badges for SHRM Members:

If any members are interested in ordering a SHRM name badge for themselves, please contact Karissa Wirt (Karissa.Wirt@bench.com) on or before the next chapter meeting, **Tuesday, November 11th**. We will plan to place a bulk order, if possible.

Cost: **\$8.50** for the 2" x 3" or **\$6.50** for the 1" x 3"

Type: Magnetic backing

Sample:



Winona Area SHRM
Sally Sample

100% National Membership Chapter | January 2015

Effective January 1, 2015, the Winona Area SHRM chapter will transition to a "100% National Membership" chapter. Previous information was released regarding the details of the change. Please see the September 2014 Membership Update in the September newsletter or contact the membership director directly with your question. In 2015, individuals who are interested in becoming affiliated with the Winona chapter should obtain a SHRM membership from SHRM (www.SHRM.org), or may be eligible to attend Winona chapter events as a guest. Please watch for more details regarding the event fees for future guests.

Members Updating Contact Information:

Have you changed positions? Or has your contact information changed?

Members are reminded to update their contact information with our local chapter as well as with SHRM.

Locally: Please visit the Winona SHRM website. Members may log in and update their profile page. This information will keep you active and

ensure your current email address is listed on our chapter's ListServe.

- <http://winona.shrm.org/> | Log in and visit "Your Member Account" (Click "Edit" and then "Personal Information". Be sure to "Save" when finished.)

Nationally: Periodically SHRM may try to reach you with updates or important information. Members may visit the SHRM website to update their profile and contact information, as well access additional information.

- www.shrm.org | Sign in and click "Edit Profile" link at the top.
 - Members may sign in using your Membership ID and last name.
- Members may also click to "Print Membership Card."

Legislative Update

By: Beth Ede

Mid-Term Elections

Employee Voting Rights

The mid-term elections are upon us. On November 4th, voters will decide who wins elections for the over 6,000 legislative seats up for grabs across the country.

It's important to note that many states have laws allowing employees to take time off from work in order to vote, so be prepared by understanding your rights and obligations as an employer.

Minnesota Employers

In summary, employees have the right to be absent from work for the time necessary to appear at their polling place, cast a ballot, and return to work on the day of the election. Employers cannot interfere with this right, nor deduct pay, vacation, or PTO because of the absence.

Wisconsin Employers

In summary, employees are entitled to up to 3 hours of unpaid time off from work to vote. Employees are obligated to notify their employer of their intent to vote prior to Election Day and in turn, the employer may designate the time of day during which the employee may be absent to vote.

For more information on voting leave laws can be found [HERE](#).

Washington Update

Workplace Policy Developments Update

Fair Pay and Safe Workplaces Executive Order

This is President Obama's most recent executive action impacting employers who are prospective federal contractors or subcontractors. It will require prospective federal contractors and subcontractors to report labor violations of 14 different federal labor laws and the equivalent state laws – including statutes addressing wage and hour, safety, and family and medical leave, among others. In addition, the order requires federal agencies to designate a new "Labor Compliance Advisor" to provide guidance on whether contractors' actions indicate a lack of integrity or business ethics, and take this information into consideration

in awarding new contracts. This executive order is expected to be implemented in phases starting in 2016.

FLSA – Exemptions to Overtime

Continue to be aware of the possible changes to the regulations governing the exemptions to overtime under the Fair Labor Standards Act. There are concerns with potential changes to both the duties test and the salary test of the overtime rules. A proposed rule is expected to be issued early in 2015.

OSHA – Injury and Illness Supplemental Rule

SHRM recently submitted comments to OSHA on their injury and illness supplemental rule expressing concerns with the agency’s unfair process and assumptions that are built into the rule.

NLRA – Expedited Union Elections

Before the end of 2014, it’s anticipated that the National Labor Relations Board will release the final rule on expedited union elections, also known as “ambush elections”. It is very likely that this final rule will be challenged in court by due to its unjustified and dramatic changes to existing union election rules.

SHRM Holiday Social 2014

Tuesday, December 9, 2014 | 5:00 – 7:00 p.m.

Place: Betty Jo's Restaurant – Party Room
Cost: \$10 pre-registration (\$13.00 at the door)

Event Activities:

Raffle & Silent Auction – PRIZES!!!
5:00 p.m. Social Hour begins
5:30 p.m. Holiday Game/Activity
6:00 p.m. Dinner
6:15 p.m. Holiday Gift Exchange Game (Optional)
6:30 p.m. Prize Drawing/Silent Auction Results

Registration Includes:

- Food (details to come!)***
- Complimentary Drink Ticket***
- One Raffle Ticket for Prize -Drawing***
- Free non-alcoholic beverages***
- Free Wine Tasting***



Save the Date

Save the Date