

Winona SHRM Newsletter November 2015

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



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- **Effective Workplace
Communication –
November 10, 2015**

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*



Happy Fall!

It is hard to believe that it is November already. It is a great month to reflect on our many blessings and things that we are thankful for.

Sorry if there was any confusion on October 20th when we had to cancel our monthly meeting so quickly. Thank you to Ashley for getting this handled so quickly. Ashley will be working on getting the speaker rescheduled. Mark your calendar for our next meeting on November 10th; there will be a free lunch for those who register to attend the meeting.

We will also be having our annual Board elections at this meeting. Current Board positions that are currently open:

- President Elect
- Web Coordinator
- Marketing/PR
- Certification Rep
- Foundation Advocate

We have split up the job description from Marketing/Web Coordinator to two different positions. If you are interested in any of these positions or would like to view the job descriptions please contact me or Ashley.

The Spring Conference Committee will be meeting again on November 5th at 4:30, Caribou Coffee. Planning is going well. We have so many highly recommended speakers this year that it will be hard to pick.

Contact Us

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President Elect

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Legislative Representative

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Membership Director

Karissa Wirt

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Current committee members are:

- ✓ Rhonda Spece
- ✓ Ashley Zweep
- ✓ Genelle Groh
- ✓ Brandon McQuinn
- ✓ Carrie Kollasch-Robets
- ✓ Ann Nelson

If you have any suggestion or want more information on the conference you can contact a committee member.

President Elect

By: Ashley Zweep

November Meeting Effective Workplace Communication: Promoting Success Through a Culture of Trust and Belief



Event date: Tuesday, November 10, 2015

Networking: 11:30am – 12:00 pm

Legislative Update: 12:00pm – 1:00 pm

Winona Area Chamber of Commerce

902 E. Second St - Ste 120 | Winona, MN 55987

Pending approval for 1 HRCI & SHRM-CP/SHRM-SCP re-certification credit hour.

The November meeting will be a webinar. You may either report to our monthly meeting room (address above) or you may enjoy the webinar at the comfort of your office. Information on how to login to the webinar from your office will be shared at a later date.

There will be a benefit for attending the meeting at our monthly meeting room – free lunch!

Nancy Conway is SHRM's Field Services Director for the North Central Region, supporting 64 Professional Chapters, 19 Student chapters and 6 State Councils. Nancy has worked in the HR professional for over 27 years with industry experience in retail, call centers, banking and health care. SHRM and other research studies indicate that effective workplace communication plays a key role in business success. For HR professionals, the ability to communicate effectively is a critical competency to be able to contribute to that success. In this session, you will learn the benefits of effective workplace communication,

College Relations

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strategies for building a culture of trust and belief, the importance of effective communication as an HR competency, and the skills you need to develop to be a proficient communicator.

Please [click here](#) to register.

Legislative Update

By: *Beth Ede*

Health Care Reform

ACA Excise Tax Repeal Gains Momentum

There are two legislative proposals introduced in the Senate to repeal the Affordable Care Act's 40% excise tax on high-cost, employer-sponsored health care plans beginning in 2018.

The excise tax, also known as the "Cadillac tax", is scheduled to go into effect in 2018 and will be applicable to certain employer-sponsored group health plans that cost more than \$10,200 per year for individuals and \$27,500 per year for families – applying a 40% tax on the cost above these limits.

The "Middle Class Health Benefits Tax Repeal Act of 2015" (S. 2045) and the "American Worker Health Care Tax Relief Act of 2015" (S. 2075) look to bring this bipartisan issue forward for possible action in 2016.

It is critical that impacted organizations reinforce the message to lawmakers about the need to repeal the tax. More specifically, lawmakers need to hear from HR professionals in their states and congressional districts about how the anticipated excise tax will negatively impact your organizations and employees alike. Click [HERE](#) to send your letter to support repeal of the ACA excise tax.

IRS Launches ACA Resource Page for Employers

The Internal Revenue Service has a new web page offering information on the Affordable Care Act's (ACA) employer mandate and the law's reporting requirements. The [ACA Information Center for Applicable Large Employers](#) provides information and resources for employers of all sizes. It includes sections for employers to determine if they are an applicable large employer under ACA, along with resources for those large employers and other outreach materials.

U.S. Supreme Court

2015-2016 Session Workplace-Related Issues

On October 15th, the U.S. Supreme Court began the 2015-2016 session with a number of cases that should be of interest to employers and HR. Among the questions coming before the court are:

- What are the standards for determining whether a wage and hour lawsuit under the Fair Labor Standards Act (FLSA) can go forward as a class or collective action?
- When must certain employment discrimination claims under Title VII of the Civil Rights Act be filed?

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!

- Does allowing unions to collect agency fees from public employees who are not union members violate the employees' First Amendment rights to free speech and free association?
- If an employee credit report contains inaccurate information, must the worker show that he or she was actually injured in order to prevail in a lawsuit?
- When can a health insurance plan recover overpaid benefits that have not remained in the possession of the plan participant or beneficiary?

Stay tuned to see what rulings are made and how they will impact us.