

# Winona SHRM Newsletter October 2014

AFFILIATE OF



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT



## *In This Issue*

- President's Notes
- President Elect's Notes
- Membership Director Update
- SHRM Benefit Survey
- Legislative Update

## *Upcoming Scheduled Meeting Dates*

- October 21, 2014 – Annual Board Member Voting and HR Jeopardy
- November 11, 2014 – Workers Compensation

## *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*



Happy Fall to everyone! The trees are starting to change, so I hope you take the opportunity to get out and enjoy the beauty of the colors and crisp air. Fall is one of my favorite seasons.

At our next meeting on October 21<sup>st</sup> we will be having our annual Board elections. It is important as a SHRM member to be at this meeting to vote on the elected members and to show your support for these positions. Current positions open are:

- Workforce Readiness
- Certification Rep; and
- Foundation Advocate

The following people who we will be electing for positions are:

- Ashley Zweep for President Elect; and
- Linda Digby for Treasurer.

I would like to thank the people that are going off the Board for their dedication to Winona Area SHRM. Your service has been appreciated!

**Lori O'Brien** - Past President  
**Reva Witte** - Treasurer  
**Heather Wangen** – Workforce Readiness

Thank you again to all the current and past Board members for your commitment to Winona Area SHRM in making it grow and to be the best HR resource for the community in the Winona Area.

We are still in need of volunteers for planning committees. Without volunteers it is not easy to plan everything that we would like too.

## Contact Us

### President

Rhonda Spece  
507-864-7714

[rspece@goodshepherdushford.org](mailto:rspece@goodshepherdushford.org)

### President Elect

Ashley Zweep  
507-452-1112

[Ashley.z@anovafurnishings.com](mailto:Ashley.z@anovafurnishings.com)

### Secretary

Heidi Viestenz  
507-494-0513

[hjviestenz@merchantsbank.com](mailto:hjviestenz@merchantsbank.com)

### Treasurer

Reva Witte  
507-453-3775

[rwitte@winonahealth.org](mailto:rwitte@winonahealth.org)

### Web Coordinator/Marketing and PR

Cheri Gabbert  
507-454-4044

[cherig@mnppwr.com](mailto:cherig@mnppwr.com)

### Legislative Representative

Beth Ede, SPHR  
507-453-6347

[bede@winonaagency.com](mailto:bede@winonaagency.com)

### Membership Director

Karissa Wirt  
507-453-4996

[Karissa.wirt@bench.com](mailto:Karissa.wirt@bench.com)

### College Relations

Alberta Rosburg, PHR  
507-457-1193

[aaarosburg@merchantsbank.com](mailto:aaarosburg@merchantsbank.com)

We had our first volunteer Spring Conference committee meeting and only 2 other people showed up. We currently have 76 members so we are asking people to help out with any time that you may have to give. We are a Chapter because we care and want to help, but we need people like YOU to help support the chapter. We have more events coming up that we need volunteers for. I would like to challenge everyone to look deep within yourself to determine if you are willing to be part of this commitment.

The Winona Area SHRM Spring Leadership & Development Conference is tentatively scheduled for April 14, 2015. More details will be available soon. The next planning committee meeting will be October 7<sup>th</sup>; 4:45pm at the Green Mill in the lounge area if anyone wishes to attend.

I am looking forward to attending the 2014 MNSHRM "Follow the Yellow Brick Road" State Conference October 12<sup>th</sup> – 14<sup>th</sup>. I am sure it will be a rewarding learning experience. I hope you get to experience this opportunity too. MNSHRM is asking each chapter to bring a basket of items to be auctioned off during this conference. It can be of anything, but they want it to be a value of \$100. If you have any ideas for a basket, let me know. Ideas are always welcomed. The money made from this auction will be going to the SHRM Foundation.

You can always contact me at [rspece@goodshepherdushford.org](mailto:rspece@goodshepherdushford.org) or 507-864-7714 with any questions, suggestions or if you are willing to learn more about being part of a committee or on the Board.

Thank YOU for your continued support!

---

## President Elect

By: Ashley Zweep

**\*Due to the MNSHRM State Conference scheduled October 12<sup>th</sup> – 14<sup>th</sup> the October meeting will be postponed to October 21<sup>st</sup>.\***

## October Annual Voting and HR Jeopardy



**Event date:** Tuesday, October 21, 2014

**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

## 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!**

Put your smarty pants on and join in on the fun! We are hosting a HR Jeopardy game to test our HR knowledge and winners will receive a prize! We will also conduct our annual voting session for new board members at this time.

As a reminder; we will no longer be offering lunch but you can look forward to some baked chocolate brownies! Feel free to bring your lunch to the monthly meetings.

[Click here](#) to register by **October 17th**. Hope to see you there!

## 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.

Registration will be open after the October 17<sup>th</sup> meeting. 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 October 7<sup>th</sup> at 4:45pm at the Green Mill.** If you have any questions please contact myself, Rhonda or any of the board members.

---

## *Membership Director Update*

*By: Karissa Wirt*

### 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. At this time, we only have five remaining local-only memberships. In 2015, individuals who are interested in becoming affiliated with our local chapter should obtain a SHRM membership from SHRM ([www.SHRM.org](http://www.SHRM.org)), or may be eligible to attend events as a guest. Please watch for more details regarding the event fees for future guests. Voting members are encouraged to attend the October 21<sup>st</sup> annual meeting to review and vote on the proposed changes to the Winona Area SHRM bylaws.

#### **Summer 2014 | Follow-up Event Survey:**

Members who attended the 2014 Professional Development Seminar and Summer Membership Social at Elmaro Winery are invited to complete a short survey to submit their feedback regarding the event. Please click the link below:

[http://www.surveymonkey.com/s.aspx?PREVIEW\\_MODE=DO\\_NOT\\_USE\\_THIS\\_LINK\\_FOR\\_COLLECTION&sm=Jiy8LnrFGPq6%2fE52j2dB7Nh6OBR%2bzjAskaa7rwy0I0%3d](http://www.surveymonkey.com/s.aspx?PREVIEW_MODE=DO_NOT_USE_THIS_LINK_FOR_COLLECTION&sm=Jiy8LnrFGPq6%2fE52j2dB7Nh6OBR%2bzjAskaa7rwy0I0%3d)

#### **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](http://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."

---

### ***SHRM Benefit Survey***

The SHRM benefit survey was sent out for review and received limited feedback. It is 80 pages in length. We will distribute the survey to the Winona and La Crosse SHRM members for participation. The salary survey was completed in June, 2014. We will distribute the benefit survey by October 21, 2014 with the deadline for completion set as November 4, 2014. We will post the survey on our website and distribute information about it at the next SHRM meeting.

It was decided to keep the cost for the benefit survey the same. The cost will be \$50 if you completed the survey, \$75 if you did not complete the survey and are a SHRM member, and \$100 if you did not complete the survey and are not a SHRM member. Results will be compiled through Survey Monkey.

---

## *Legislative Update*

*By: Beth Ede*

### **Washington Update**

#### ***Paycheck Fairness Act Stalled***

In early September, SHRM asked members to urge the Senate to oppose employer restriction in pay practices by voting no to S. 2199, the Paycheck Fairness Act (PFA). SHRM opposed the bill as it would significantly restrict the way employers compensate their employees.

On September 15<sup>th</sup>, the bill failed cloture in the Senate – meaning the bill is provisionally dead due to a failed cloture. Cloture is required to move past a Senate filibuster or the threat of a filibuster and takes 3/5ths vote. In practice, most bills must pass cloture to move forward in the Senate.

### ***SHRM Involvement with Health Care Reform Requirements Update***

SHRM was invited to and participated in an exclusive White House business leaders meeting on the Patient Protection and Affordable Care – better known as PPACA, ACA, or Obamacare. At the meeting, representatives from the U.S. Departments of Treasury and Health and Human Services (HHS), and Centers for Medicare and Medicaid Services (CMS) provided an update on the status of the implementation of the health care reform law – specifically discussing the Employer Shared Responsibility Mandate and upcoming reporting requirements for applicable large employers.

During the meeting, the Treasury representative reiterated that the draft instruction and draft tax forms for applicable large employer reporting are just that – “drafts”, and urged the employer community to provide feedback so edits can be made before year-end.

SHRM is committed to continuing to monitor developments regarding reporting requirements for employers and provide updates to membership.

### **Minnesota SHRM State Conference**

#### ***Final Notice to Follow the Yellow Brick Road***

The 2014 Minnesota SHRM State Conference is approaching quickly. It will be held October 12-14 at the Rivers Edge Convention Center in St. Cloud, MN. Interested in attending but still haven't registered yet, you can do so [HERE](#).