

# Winona SHRM Newsletter September 2015

AFFILIATE OF  
**SHRM**<sup>®</sup>  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT



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## Upcoming Scheduled Meeting Dates

- Proposed Overtime Regulation & Independent Contractor – September 8, 2015

## 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

Hard to believe that summer is almost over. Hope everyone had the opportunity to enjoy some vacation time.

I'm looking forward to starting our monthly meetings up again. The September 8<sup>th</sup> meeting will be Proposed Overtime Regulations & Independent Contractors. Our guest speaker will be Attorney, James Sherman from Wessels Sherman, Labor and Employment Law Firm.



**Looking for new Board Members to join our team!**

Current Board positions that need to be filled are:

**President Elect** ~ Current position is held by Ashley Zweep who is moving up to the President position. I will be moving to the Past President position.

**Marketing/Web/PR** ~ Cheri is currently working for a company in Lacrosse so this position will be open.

**College Relations** ~ Jennifer Davis has been working with Alberta over the last number of months and is willing to take this position as of January 1st. We will be voting for this approval at the October monthly meeting.

**Legislative Representative** ~ Beth has blessed us since 2009 in this position. She is willing to train someone else in this position.

**Certification Representative** ~ This has been open for a long time.

**Foundation Advocate** ~ This has been open for a long time.

The terms for these positions run from January 1 ~ December 31 of each year. Current job descriptions are posted on our website or you can let me or another Board Member know if you are interested in more information

## Contact Us

### President

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### President Elect

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### Treasurer

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### Legislative Representative

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### Membership Director

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Benefits of being a Board Member:

1. **A chance to make an impact in development of our chapter and the HR Profession**
2. **Opportunity to be recognized as a leader in the HR field**
3. **Be a voting member of the chapter**
4. **Free lunches at the bi-monthly Board meetings.**
5. **Meet new people**
6. **Build your knowledge about the Chapter**
7. **Opportunity to assist in setting new visions**
8. **Make a difference**
9. **President Elect may have the opportunity to attend the SHRM National Leadership Conference in Washington DC with expenses paid**
10. **President, President Elect, Membership Director, and the Treasurer may get the opportunity to attend Minnesota State Leadership Conference with expenses paid.**
11. **Discounted fee, or free admission to special socials and our annual spring conference.**
12. **President and President Elect will serve as the co-chair of the Annual Chapter Conference Committee**

*Thank you for considering being part of our Board of Directors Team.*



We will be holding our first Spring Conference Planning Committee meeting on September 17<sup>th</sup> at 4:30pm at Caribou Coffee. Everyone is welcome to be a part of this committee. Last year's conference was a success, so we would like to come up with other ideas on how to top it. If you have any questions regarding this committee please let Ashley Zweep, or myself know, or simply just come to the meeting. If you are a part of this committee you may receive a discounted rate or a free admission to this conference.

College Relations

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Diversity & Workforce Readiness

Advocate

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*You Can Make a difference*  
**2015 MN SHRM State Conference**  
**"Navigating the Rivers of Change"**  
**Rochester, MN - October 11 - 13, 2015**

MN SHRM's annual conference draws over 500 HR professionals, over 50 speakers, and 60+ Sponsors / Exhibitors for two in a half days of knowledge, networking, and fun. Be sure to come to Rochester and join us for this year's largest Human Resources event in Minnesota.

*President Elect*

By: Ashley Zweep

**September Meeting**  
**Proposed Overtime Regulations & Independent Contractors**



**Event date:** **Tuesday, September 8, 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

*Approved for 1 HRCI & SHRM-CP/SHRM-SCP re-certification credit hour.*

Attorney James Sherman, from the Wessels Sherman (Labor and Employment Law Firm), will focus on how the DOL is "Reclassifying" Workers to Force Employers to Pay Overtime: Proposed New Regulations on White-Collar Exemptions and an Administrative Interpretation on Independent Contractors."

Proposed Regulations Would More than Double the Current Minimum Salary for Exempt Status from Overtime Requirements in 2016.

Automatic Annual Increases to the Minimum Salary Would Force Annual Pay Raises for Exempt Employees on the Fringes.

An Administrative Interpretation of Independent Contractor vs Employee Status Already in Use, Renders Most Workers Employees for Purposes of Wage and Hour Law and Overtime.

Learn Practical Implications of These New Measures and Steps Employers can Take Now to Minimize Their Impact and Avoid Overtime Lawsuits.

Please [click here](#) to register!

## *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!**

## *Legislative Update*

By: Beth Ede

### **Securities and Exchange Commission Rules Adopted for Pay Ratio Disclosure**

On August 5, 2015, the Securities and Exchange Commission (SEC) adopted a final rule requiring public companies to disclose the ratio of the compensation of its CEO to the median compensation of its employees as mandated by the Dodd-Frank Wall Street Reform and Consumer Protection Act.

The new rule will provide shareholders with information they can use to evaluate a CEO's compensation, and will require disclosure of the pay ratio in registration statements, proxy and information statements, and annual reports that call for executive compensation disclosure. Public companies will be required to provide their pay ratios for their first fiscal year beginning on or after January 1, 2017.

For additional information can be found [HERE](#).

### **Department of Labor SHRM Deploys "Full-Court Press" on Proposed Changes to FLSA**

On June 30, 2015, the Dept. of Labor (DOL) issued a proposed rule to modify the "white collar exemptions" provided by the Fair Labor Standards Act (FLSA). The white collar exemptions are minimum wage and overtime exception rules for executive, administrative, professional, outside sales, and computer employees.

The proposed changes seek to:

- Increase the salary requirements for employees to be considered exempt from \$455 per week (\$23,660 per year) to \$970 per week (\$50,440 per year)
- Increase the salary requirements for employees considered to be highly compensated from \$100,000 per year to \$122,148
- Implement automatic salary requirement updates annually
- Solicit feedback on whether modifying the "duties test" is necessary at this time

SHRM has engaged in a "full-court press" on the proposed changes to Fair Labor Standards Act as it relates to job classification and the payment of overtime. This includes testifying before the House Subcommittee on Workforce Protections; spearheading the development of an employer community letter for the hearing record that garnered the support of 43 employer associations; weighing in on the proposal with the Small Business Administration Office of Advocacy; providing a webinar on the impact of the proposed rule on organizations; and requesting a 60-day extension to the comment period that ends September 4, 2015.

If you have not already responded to the SHRM request to take action that was forwarded to you via email – please take a few minutes to do so today.