

Winona SHRM Newsletter April 2011



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Scheduled Meeting Dates

- Tuesday, April 12, 2011
- Tuesday, May 10, 2011

SHRM Links

National SHRM website
www.shrm.org

MN State SHRM website
www.mn-shrm.org

Winona 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

Sonya Ganther, President

On March 15th, the Winona SHRM Conference had over 90 participants who spent the day with Hunter Lott and Bruce Christopher! We laughed and learned and best of all we raised over \$1800 for Winona SHRM. This money supports our local chapter meetings paying for items such as room rental fees, speakers, subsidizes food expense for our members. **Thank you** to the Conference Committee - Krissa Hilger, Cathy Espy, Colt Ekblad, and Deb McClellan - on their wonderful work in organizing this great conference!

Have you checked out our new website yet? In early March, the design of the website changed to become more user friendly and more up to date with today's technology. Some of the things that have changed are:

1. Pay for your lunch ahead of time through Paypal. After your register for the monthly meeting, you will be given the option to pay via a credit card.
2. Our mission and vision of Winona SHRM are now listed on the About Us page along with the list of our Board members and volunteer opportunities.
3. We have more options for interaction with our members through Blog postings, surveys, and more. Watch in the upcoming months for a new blog on HR related topics from our Board.

As we update the website, we will be sending more information on the member benefits of the site and how to login.

Recently, Phil Heimbecker has resigned the Vice President position. Cheri Gabbert has agreed to step into the Vice President roll (pending a vote at our April meeting). We are very excited for Cheri to learn the ins and outs of SHRM and grow in the HR field. This leaves the Secretary position open for anyone looking to join our fun board. The Secretary position is responsible for the format of the monthly newsletter and board minutes. We meet 4-5 times a year over the lunch hour. If you have interest in this position, please email me at sganther@ccwinona.org

I look forward to seeing everyone at the upcoming April meeting on how to find the best candidate.

Contact Us

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Vice President

Cheri Gabbert (pending vote)
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Secretary

OPEN – Contact Sonya if interested!

Treasurer

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Monthly Meeting Update

Sonya Ganther - President

How to Select for Engagement - Key Workforce Practices

200 resumes and one job – How do you know who to select? How do you know the person fits your company and specifically that position?

This presentation will overview the primary elements of HR processes with specific emphasis on the selection process and how great companies are shoring up this critical process to ensure engagement and high performance work.

How to Select for Engagement - Key Workforce Practices

Tuesday, April 12, 2011

11:30 a.m. to 1:00 p.m.

Tandeski Center

1200 Storr's Pond Road | Winona, MN 55987

11:30 – 12:00 p.m. – Lunch, Networking

12:00 p.m. – 1:00 p.m. – Speaker: Jim Carr of Right
Connections

Pending Approval for 1 HRCI re-certification credit hour

Lunch will include: MYO Sandwich Tray - Meat, Cheese, Lettuce, Tomatoes, Pickles, Onions, Breads and beverage - \$7.00; Guests - \$15.00. You can now pay online ahead of time!

Please click here to register by April 8th and also indicate if you will be purchasing a lunch. Hope to see you there!!

Pending Approval



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

Headlines

NEW LINK CONNECTION: To read these and other headlines, go to http://www.shrm.org/hrnews_published/. Some articles require a national SHRM membership. Articles created by other news sources are accessible to all.

Large-Scale Hiring Remains Elusive, LINE Report Finds

The manufacturing sector is leading the improvement in U.S. employment expectations, according to the latest SHRM Leading Indicators of National Employment (LINE) report. But not enough hiring is occurring to make a big dent in the unemployment rate.

High Court Examines ADA Exception

The U.S. Supreme Court will review whether the ministerial exception to the Americans with Disabilities Act (ADA) bars review of the discharge of a parochial school teacher who teaches primarily secular classes.

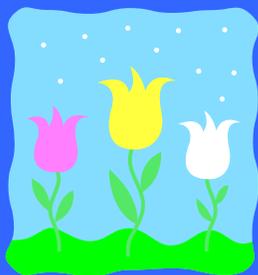
SEC to Review Compensation Panels

The U.S. Securities and Exchange Commission (SEC), implementing the Dodd-Frank law, says it wants to ensure that organizations' compensation committees and consultants are independent.

HSAs Are Used in Different Ways

Not all participants in employer-provided health savings accounts (HSAs) use them the same way. Some are primarily "savers," some are "spenders" and others are "hybrids," a new report says.

Happy Spring!!!



Legislative Update

Beth Ede, Legislative Representative

Federal Regulatory Developments

At Long Last, ADA Amendments Act Implementing Regulations Finally Arrive

After months of delay, the final rule implementing the Americans with Disabilities Act Amendments Act (ADAAA) appeared in the Federal Register on March 25. Full text is available by clicking [HERE](#).

While SHRM is still analyzing the final rule, it is pleased that it:

- Reinstates language to clarify that "disability" remains an individual determination;
- Reinstates other basic concepts of the ADA, including definition of the major life activity of "working" and use of "condition, manner, and duration" when trying to determine disability;
- Removes an unnecessary "clarification" prohibiting employers from taking action based on a "symptom" of impairment under the "regarded as" clause of the statute

The EEOC has released two Q&A documents about the regulations to aid us in understanding the law and the new regulations. The ADAAA regulations, accompanying question & answer documents, and a fact sheet are available on the EEOC website at www.eeco.gov/laws/statutes/adaaa_info.cfm.

If you want more information on how the final rule impacts workplace policies, procedures and training, SHRM is providing a fee-based play back of their March 29th webcast titled "*The Impact of the ADA Amendments Act on Employers*". Go to www.shrm.org/publicpolicy if interested in purchasing a replay.

SHRM's 2011 Legislative Conference

Highlights and Release of 2011 Public Policy Handbook

SHRM recently held its 2011 Employment Law & Legislative Conference – attracting nearly 600 HR professionals to Washington. The program reflected a balance of Republican, Democratic, and non-partisan experts. Attendees heard a rich variety of perspectives on health care reform, workplace flexibility, employment-related immigration issues, the federal deficit and debt, and other policy and political issues that can affect HR.

During the conference, SHRM released its updated public policy handbook: **Bridging the Divide: SHRM's 2011 Guide to Legislative Issues – Connecting Washington and What's Next to the Workplace.** It summarizes the Society's positions on HR public policy issues likely to be considered by the 112th Congress. Download a copy of the handbook by clicking [HERE](#).

Capitol Hill Update

Congress Passes Short-Term Spending Bill – Again

Congress passed another short-term spending bill extension to keep government running through April 8th and it was signed by President Obama. This is the sixth stopgap spending measure of the fiscal year – trimming discretionary spending levels by roughly another \$6 billion.

SHRM's Government Affairs Team is monitoring developments with the budget negotiations on Capital Hill and will work to keep us informed, especially with how these developments may impact HR.

SHRM 2011 ANNUAL CONFERENCE & EXPOSITION
June 26–29, 2011
Las Vegas, Nevada

200 WAYS TO IMPROVE YOUR CAREER

Because the next two years will be so vital to the recovery of our nation's workforce, we have taken additional measures to select the very best **educational programs** for local members such as yourself. These courses will feature the largest number of practitioners, business management sessions and health care sessions ever—plus the opportunity to network with a much larger group. For HR professionals such as yourself, we don't intend to provide courses that are just interesting. Instead, we want to educate you local chapter members with directly-related, easily-applied, and supremely-important tools and techniques that can be applied next day. This conference is not to be missed. Become a SHRM national member and you'll receive discounted conference pricing as well as year-round member benefits.

Register Today for the Best Rates and
Upgrade to the Premium Package Today!

<http://annual.shrm.org/chapters>



Sir Richard Branson



Michael J. Fox



Tony Hsieh



Barry Rand

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RESOURCE MANAGEMENT