

# Winona SHRM Newsletter March 2011



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## Scheduled Meeting Dates

- Tuesday, March 15, 2011
- Tuesday, April 12, 2011

## 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 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

*Sonya Ganther, President*



How important is communication in your workplace? **Communication is Key!** Come to our Winona SHRM Conference on Tuesday, **March 15<sup>th</sup>**. You will receive practical advice on how to communicate effectively with your employees. So take the day out of the office to network with fellow SHRM members in a full day conference as you laugh until you cry...and learn until you change. Don't forget to invite supervisors and managers from your organization as well!

Our Conference is our chapter's number one money generator to support our local chapter meetings paying for things such as room rental fees, meals for our speakers, subsidizes food expense for our members, etc. **Thank you** to the Conference Committee - Krissa Hilger, Cathy Espy, Phil Heimbecker, Colt Ekblad, and Deb McClellan - on their wonderful work organizing this great conference!

## Contact Us

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## Monthly Meeting Update

Winong SHRM Conference Committee

### Communication is Key

Is your organization faced with low morale or in need of improved teamwork? Are you trying to navigate change or is your department dealing with customer service issues? Communication is key in every business. WHAT you communicate and HOW you communicate are the true keys to success.

By the time most companies talk to an attorney, major damage has already been done. Wouldn't it be nice to prevent that scenario? Many of the employment issues that get companies into trouble could be avoided with some simple preventive management practices. **Hunter Lott**, author of *Please Sue Me*, bridges the gap between the company and the attorney by sharing preventive practices that improve harmony, add value and keep you out of court. Hunter will captivate you with his humor and on-target advice.

Are men really from Mars and women really from Venus - even in the workplace? Men and women DO think, speak and make decisions differently. Psychologist-Humorist **Bruce Christopher's** mixture of "comedy with content" is sure to give you real and practical solutions to help you become a great communicator with the opposite sex. You will laugh until you cry .... and learn until you change.



## New Members!

Please welcome Michael Skroch and Amy Whillock to the Winona SHRM group!

Michael is the Director of Human Resources at Winona Health. He has been with Winona Health for 5 years. He is a graduate from Winona State University with a Bachelors in HR and a minor in Training and Development. He received his MBA degree from the University of Wisconsin – La Crosse. Michael lives in Holmen, WI and has been working in the HR field for 10 years.

Amy was a Winona SHRM group member years ago as a student and professional before moving to California with her husband. In California, she worked for Gap Inc. HR within their distribution network and also had a few years off of “work” and was a stay at home mom. Now back in the midwest, she has been working at Saint Anne of Winona for just over 1 year. Her responsibilities include payroll, new employee orientation and HRIS maintenance. She am looking forward to getting back involved with the SHRM group and rebuilding a network of resources.

## Workforce Readiness Defined...

*James Streiff – Diversity and Workforce Readiness Advocate*

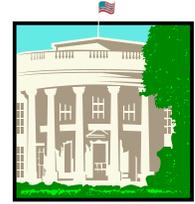
**Here are some of the facts.** 75% of all U.S. adults aged 17 to 24 were not qualified to join the U.S. military. 40% of Employers rate high school graduates as deficient for entry-level jobs. 63% workers will need post-secondary education to qualify for U.S. jobs by 2018 Deficiencies are seen in the following areas; written and oral communication, professionalism or work ethic, self direction, creativity and innovation, critical thinking and problem solving, ethics and taking social responsibility.

**So who are we really talking about?** Hopefully recent new high school or college graduates, adults returning to the workforce, immigrants, persons with disabilities, career changers, displaced workers, people with criminal records, retirees forced back to work, survivors of high risk circumstances (abused, homeless) and returning veterans and their spouses.

**So why SHRM?** The most important message we can send is that HR is directly linked to the workforce of the future through our businesses and that we need to be involved to increase the quality and skills of this future workforce and this seen through our actions and involvement. SHRM's involvement in these activities lends credibility to why we exist in the businesses and communities we serve.

## Legislative Update

*Beth Ede, Legislative Representative*



### Capital Hill Update

*112<sup>th</sup> Congress Moving Forward on Form 1099 Repeal*

Under a current provision in the Affordable Care Act, businesses would be required to file a Form 1099 for any payment totaling \$600 or more in a calendar year to a single payee beginning in 2012.

On February 17<sup>th</sup>, the Senate passed the FAA Air Transportation Modernization and Safety Improvement bill (S. 223) that included language to repeal the Form 1099 reporting requirement. Also on that same day, the House Ways and Means Committee approved two measures to repeal the Form 1099 reporting requirement. These bills are expected to be debated in March.

### National Labor Relations Board

*House Subcommittee Scrutinizing Recent NLRB Actions*

The House Subcommittee on Health, Employment, Labor and Pensions has begun scrutinizing recent actions of the NLRB.

In December 2010, the NLRB announced plans to require employers covered by the NLRB to inform employees of their rights by posting both an 11x17 inch notice and an electronic message. In addition, the Board threatened litigation against four states as voters there approved initiatives to guarantee a secret ballot in union representation elections.

Stay tuned as the House Subcommittee continues their work.

### SHRM's 2011 Employment Law and Legislative Conference

*March 14 – 16, 2011 at Hyatt Regency – Capital Hill*

Register for the conference today at [www.shrm.org/conferences/leg](http://www.shrm.org/conferences/leg).

Here are some examples of what other SHRM Chapters are doing across the nation are; Student onsite visits at companies where they are exposed to the “real world” of manufacturing and business. Sponsoring job applicant training; resume writing and interviewing skills (students and adults). Create job shadowing, mentor programs and internships or SHRM members being available for career counseling in schools and job service offices. Other community involvement may include Junior Achievement, Career Fairs, volunteer as a speaker to job service offices, community organizations, schools or colleges.

These are some things to think about... and more on this subject will be part of a mini presentation at our next meeting. Thank you

## Headlines

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

### House Votes to Repeal Health Law Tax Reporting Requirement

The U.S. House of Representatives votes to repeal a much-maligned tax provision of the health care reform law that would require businesses to file 1099 forms on all transactions of \$600 or more. The repeal measure (H.R. 4) was approved 314-112 and now heads to the Senate.

### When Violence Occurs, HR Must Act

HR departments play a key role in understanding, anticipating, preventing and responding to workplace violence. Experts urge HR pros to train employees and conduct drills for the worst that can happen.

### Compensation for Directors Soars

Compensation for corporate directors is rising sharply, an analysis of early 2011 proxy filings finds. Behind the gains: higher cash retainers, fees and values of stock and stock option grants.

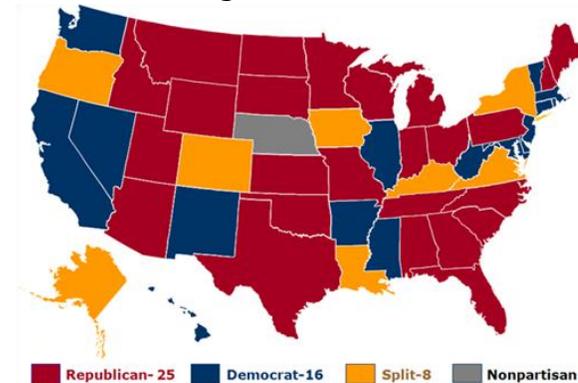
### USCIS Updates Its I-9 Handbook

U.S. Citizenship and Immigration Services (USCIS) releases an updated version of its I-9 Handbook for Employers that contains several critical revisions. It can be downloaded from the agency's website.

## State Legislative Developments

*With Congress Divided – Look for HR Legislation to Move in the States*

State-level gains in the November elections have tipped the balance significantly in favor of Republicans, who now control both chambers in half the country. That shift means HR needs to keep an eye on what’s happening in the states— particularly where one party controls the legislature.



As SHRM tracks state legislative activity, some interesting trends are appearing that merit the attention of HR practitioners.

In GOP-controlled legislatures, measures that are beginning to move deal with such issues as mandating certain (or all) employers to use the federal government’s E-Verify system in hiring, as well as proposals to prohibit employers from enforcing no-weapons policies on company property (including parking lots).

In legislatures controlled by Democrats, the focus is on legislation that would prohibit the use of credit checks in the hiring process, as well as proposals mandating certain employers to provide paid sick leave to their employees.

In contrast, employment discrimination is a topic surfacing in a number of states, regardless of which party controls the legislature.

Happy  St. Patrick's Day