

Winona SHRM Newsletter May 2011



In This Issue

- President's Notes
- Monthly Meeting Information
- Legislative Update

In the Margin

- Scheduled Meeting Dates
- SHRM Links
- Contact Us
- New Logo
- Special Offer
- Financial Update
- Headlines

Scheduled Meeting Dates

- Tuesday, May 10, 2011
- Tuesday, July 12, 2011 – Summer Social

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

What does your SHRM membership offer you?

Think of SHRM membership as your organization's go-to expert on all things HR. You will benefit from best practices and fill knowledge gaps to build an engaging work environment. With SHRM membership, you can:

- Ask specific questions about crucial company matters and get personalized feedback from HR experts.
- Get ideas to implement new or enhance current HR policies and procedures.
- Stay compliant by receiving timely legislative alerts on pending legislation that could affect your organization.
- Grow professionally by viewing HR-focused webcasts and videos, reading the award-winning HR Magazine and serving in a volunteer capacity.

As a local member, you have the following benefits:

1. Monthly meetings on the 2nd Tuesday of the month that cover great topics relating to Human Resources and office management.
2. Do you have a HR problem that you need some ideas with? Post this on our Listserve to bounce questions off others with a local perspective.
3. Our monthly newsletters cover the hot topics of HR and the most recent law updates.
4. You have the opportunity to mentor a student at WSU to help build the foundation of the HR profession.
5. Study groups to become PHR and SPHR certified

Contact Us

President

Sonya Ganther, PHR
507-454-2270 ext. 231
sganther@ccwinona.org

Vice President

Cheri Gabbert
507-474-5837
cgabbert@hbc.com

Secretary

Barb Ferguson (pending vote)
507-457-3311
barbara.ferguson@expresspros.com

Treasurer

Bonnie Kiese, PHR
507-523-2123
Bonnie.Kiese@bhshealth.org

Diversity and Workforce Readiness Advocate

Jim Streiff
507-453-4812
james.streiff@bench.com

Web Coordinator

Cathy Espy
507-457-7951
cespy@smp.org

Legislative Representative

Beth Ede, SPHR
507-453-6347
bede@winonaagency.com

Certification Representative/Foundation Advocate

Janell Linville, SPHR
507-494-3016
janellL@winonanationalbank.com

Membership Chair

Nicole Danielson, PHR
507-494-0526
nldanielson@merchantsbank.com

Student Chapter Liaison/Education Advocate

Alberta Rosburg, PHR
507-457-1193
aarosburg@merchantsbank.com

Past President

Janell Linville, SPHR
507-494-3016
janellL@winonanationalbank.com

6. And best of all it is a fun networking group!

If you know someone that may benefit from being a SHRM member, please let Nicole Danielson know. She would be happy to contact them on what we can do to help them in their job!

A couple updates to all members:

1. Our current chapter by-laws require our local membership to be no lower than half the cost of a national membership. A current national membership fee is \$180 per year. Approved by the Board, effective 1/1/12, our local membership dues for a non-national member will increase to \$90 per year. For national members, it will remain free for as long as you select Winona Chapter as your local affiliate.
2. There are times when members would like to bring a guest or send someone in replace of them to a monthly meeting for either networking or to hear a certain speaker/topic. Effective with the May meeting, the board has approved the following fees for monthly meetings to offset the cost of rooms, fee, lunch, etc.
 - a. FREE for Winona SHRM Members who do not wish to purchase a lunch
 - b. \$7.00 for Winona SHRM Members who wish to purchase a lunch
 - c. \$10.00 for Non-Members who do not wish to purchase a lunch
 - d. \$15.00 for Non-Members who wish to purchase a lunch
3. You can now pay for your lunch/registration ahead of time through Paypal. After you register for the monthly meeting, you will be given the option to pay via a credit card.



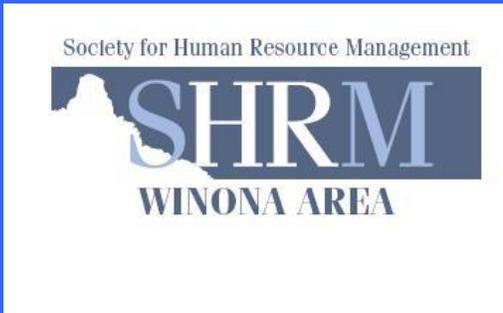
New Logo

Sonya Ganther - President

Have you heard that Winona SHRM is getting a logo? We have two concepts to choose from. All Winona SHRM members are able to vote online for the logo they prefer. If you have not voted yet please visit our website now - <http://winona.shrm.org/surveys/logo>.

The winning logo will be unveiled at our May meeting.

Logo concepts:



A special thanks goes to Vision Design for donating their time and services to Winona SHRM.

Monthly Meeting Update

Cheri Gabbert - Vice President

Needs Assessment and ROI: Are they connected?

You betcha! Join the Winona chapter of SHRM for this practical hands on presentation to discover how you can get the most out of your training dollars!

Join Steve McCombs Performance Consultant at Western Technical College Business and Industry Services to learn how to get the most out of the time and money you invest in your workforce.

Here is what you will learn:

What does a Needs Assessment do?

What is my ROI on training dollars?

Am I getting the best value for my investment?

In this action packed hour you come away with practical ideas on how to maximize and measure how your employees perform to their peak potential.

Needs Assessment and ROI: Are they connected?

Tuesday, May 10, 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

Approved for 1 HRCI re-certification credit hour

Lunch will include: Spaghetti Lunch - Spaghetti Noodles, Meat Sauce, Lettuce Salad w/ Dressings, Garlic Breadsticks and beverage - \$7.00; Guests - \$15.00. You can now pay online ahead of time!

Please click [here](#) to register by May 6th and also indicate if you will be purchasing a lunch. Hope to see you there!!



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.

Special Offer!

Nicole Danielson - Membership Chair

I'd like to invite you to take advantage of a special offer available to FIRST-TIME MEMBERS to join SHRM. You can get \$15 off the regular membership price of \$180.

That's right, you can join today for just \$165. To join go online to www.shrm.org and click on Join/Renew. Complete the online enrollment form and be sure to enter the promotional code, CHNCD, in the box indicated. Offer expires 12/31/11.



Winona SHRM Financial Update

Bonnie Kiese - Treasurer

April 2011

Checking	\$6,005.76
Certificate of Deposit	\$7,194.41
Treasury Index Fund	\$8,051.28

Financial Update



Total \$21,241.45



Legislative Update

Beth Ede, Legislative Representative

Capitol Hill Update

House Committee Subjects "E-Verify" to Congressional Oversight

On Thursday, April 14, the House Ways and Means Social Security Subcommittee heard testimony on the Federal government's electronic employment verification program, known as the "E-Verify" system.



The views of the HR profession were shared during the hearing by Austin Fragomen, chairman of the board of directors of the American Council on International Personnel (ACIP). He told the Subcommittee that currently about 254,000 employers participate in E-Verify, but that number only represents about three percent of the total U.S. employer population. Mr. Fragomen contended that more employers would likely participate in E-Verify if employers did not remain vulnerable to I-9 enforcement activities even though they use E-Verify in good faith.

Currently, E-Verify remains a voluntary, web-based system that employers can use to verify the work authorization status of their employees. First established as "Basic Pilot" in 1996, the system expires in September 2012 unless Congress acts to extend it. In recent years, however, a number of states have enacted legislation mandating all or certain employers in the state to use the system.

SHRM continues to support improvements to the program, such as the addition of a biometric component to combat identity theft, a truly national system that preempts state laws, and a truly electronic system that replaces the paper-based I-9 program.

Health Care Reform

PPACA's First Anniversary and Repeal of 1099 & Free Choice Voucher Requirements

March 23, 2011 marked the one-year anniversary of the Patient Protection and Affordable Care Act – also known as PPACA or The Affordable Care Act. Some celebrated its enactment, while others urged for its repeal. Either way, it has been quite a ride!

There have been significant changes and implementations during the first year and we expect to continue seeing significant developments as we move forward. So what's ahead? We expect to see the implementation of health care reform move forward at the same time the political and legal turmoil surrounding PPACA will continue.

Since the first anniversary of PPACA, two significant provisions of the health care reform law have been repealed – Free Choice Vouchers and the 1099 Tax Reporting Mandate.

In passing H.R. 4, Congress eliminated the measure that, starting in 2012, would have required all businesses to report to the IRS every

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.

Stay Safe During Tornado Cleanup

Tornadoes swept through the Southern U.S. and up into New York on April 27 and 28, taking more than 200 lives and leveling hundreds of homes and businesses. As property owners assess the damage, the Occupational Safety and Health Administration has information to help workers stay safe during the cleanup effort.

Financial Worries Bring Down Productivity

Stress caused by financial worries is having an impact on employee productivity, new research finds.

Lessons Learned from 'Undercover Boss'

The reality TV show puts high-level executives in entry-level positions to find out what challenges their employees face each day. Read here for the takeaways you can apply to your organization.

Employers Pick 'Private Exchange' Health Insurance

Under the marketplace concept, employers allow their workers to select their own insurance. The employers' coverage amount is capped, so costs are more predictable.

Clinicians Certified as FLSA Class

Clinicians working for Gentiva Health Services in 12 states say they were paid on a fee and hourly basis, which nullified their professional exemption.

transaction for goods and/or services totaling over \$600 (cumulatively) over the tax year. Repeal of this provision was among SHRM's top legislative goals for 2011.

Relevant to HR professionals, an agreement to fund the federal government through the end of the current fiscal year also served as the chopping block for the free choice voucher requirement of PPACA. Prior to repeal, under PPACA, employees who were required to pay between 8% and 9.8% of their household adjusted gross income toward the cost of employer-sponsored health coverage would have been able to instead receive the employer's contribution as a "voucher" they could use to purchase coverage through a state-based Health Insurance Exchange.

The Grab Bag

Sloan Award Applications & SHRM Employment Law Compliance Series Available

Sloan Award Applications

Applications are now open for the national 2011 Sloan Awards – a prestigious award recognizing employers of choice that are successfully creating effective and flexible workplaces to help their businesses and employees thrive.



Employers of all sizes are invited to apply for a chance to win the coveted award and for an opportunity to see how their practices measure up. All applicants will receive a custom benchmarking report on workplace effectiveness and flexibility that compares their programs and policies to other leading employers. **The deadline is May 27, 2011.** For more information or to apply, click [HERE](#).

SHRM Employment Law Compliance Series

SHRM's newest webcast series covers the most critical federal employment statutes with which employers must contend and how to communicate compliance with these laws effectively. Late-breaking regulatory actions and legal decisions which provide an ongoing challenge to HR professionals will also be reviewed. Click [HERE](#) to register and save by ordering the entire series.

The webcast offerings include:

- The Fair Labor Standards Act (FLSA)
- The Family and Medical Leave Act (FMLA)
- The Health Insurance Portability and Accountability Act (HIPAA)
- Equal Employment Opportunity and Anti-Discrimination Laws
- Immigration Compliance
- The Americans with Disabilities Act

All programs qualify 1.5 recertification hours from the HR Certification Institute and can be viewed live or on demand.