

Winona SHRM Newsletter September 2011

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



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Scheduled Meeting Dates

- Tuesday, Sept 13, 2011
- Tuesday, Oct 11, 2011

State Events

- SHRM Conference Oct 2-4th

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



It is time to kick off our Fall meetings which are coming together nicely. *Please note change:* The remainder of our 2011 meetings will be at the Tandeski center due to scheduling issues at the Winona Chamber of Commerce. Sorry for the confusion this may have caused anyone. If you know of an HR professional that is not a SHRM Member, please invite them along. We are running a promotion through the end of the year to increase our membership in Winona Area SHRM. Check out Nicole's article later in the newsletter for more information.

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
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

MN SHRM Conference

The **Minnesota SHRM 2011 State Conference**, **"Human Resources: Unconventional, Unbelievable, Unpredictable & Uncharted"** will be held in St. Cloud, MN, October 2-4 at the River's Edge Convention Center (formerly the St. Cloud Civic Center)! For more information visit www.mn-shrm.org. Registration will be \$349.00. You won't want to miss this event, it is a great way to earn your recertification credits, get updated on all legislative changes, and network with other human resources professionals.

Winona Area SHRM Basket Donations Needed

The Winona Area SHRM group will be donating a basket for the SHRM Foundation Basket auction at the state conference. Our basket will be a "Celebrate Winona" basket. Please support this effort for the SHRM Foundation by donating an item to contribute to our basket or a cash donation at our September 13th meeting. If you will not be at our September meeting and still wish to contribute please contact Cheri Gabbert at 507-474-5837. Donations can be anything that supports shows our Winona heritage.

Winona Area SHRM Merchandise

We are putting in the first order for apparel items with the new Winona Area SHRM logo. Our Board Members will be sporting some of the selections at the September meeting. A flyer is at the end of the newsletter for those who would like to purchase our polo shirts, button down dress shirts, fleece jackets, and cardigans. Additional order forms will be available at our next meeting. All orders placed at the September meeting will arrive before the State Conference for Winona Area SHRM to be well represented. Payment can be paid at the time the order is received or at the time the order is placed.



Past President

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

2011 Comprehensive Benefits Survey

The Winona and La Crosse Chapters of Society of Human Resource Management are excited to introduce a comprehensive Benefit Survey for the year 2011. Please take some time to complete this confidential survey. Your input is very important to the results. Find out how your company benefits compare to other employers in the Winona and La Crosse area and gain an effective new tool for your retention efforts.

COST:

Participation is free. The cost for the survey results will be:
\$50 All participants
\$75 LASHRM/Winona SHRM/SHRM members who did not participate
\$100 Non-members who did not participate

We will be putting all participants in to a drawing for free benefit survey results.

DEADLINE:

The deadline to submit the completed survey is Friday, September 16, 2011.

CONFIDENTIALITY:

Winona SHRM and LASHRM will strictly maintain the confidentiality of survey data by displaying information in a coded format. No organization will be identified in the survey. Information provided will be categorized without reference to any employer.

Click

<http://www.surveymonkey.com/s/SJNMWC7> to open the survey.

Thank you for participating in this survey and for helping build our profession's body of knowledge.

If you have any questions please contact Nicole Danielson at nldanielson@merchantsbank.com or 507-494-0526.

Board Openings

We have three open opportunities on the Winona Area SHRM Board for the 2012 program year. Below is a list of the slate of nominees and open positions of the board. If you are interested in any one of these positions, please email me at sdganther@viterbo.edu by Friday, September 16th. We will vote on all appointments at our October meeting.

Officers:

President : Cheri Gabbert

Vice President: Open

Secretary: Barb Ferguson

Treasurer: Bonnie Kiese

Board Members:

Membership Chair: Open

Certification/Foundation Chair: Janell Linville

Legislative Chair: Beth Ede

Diversity and Workforce Readiness Advocate: Jim Streiff

Student Chapter Liaison/Education Advocate: Alberta Rosburg

Marketing/PR Coordinator: Open

Web Coordinator: Cathy Espy

If you can not commit to a year-long position, please consider joining the conference committee which is about a 5 month project. For more information, contact Cheri Gabbert.

Early Good-Bye Note

Finally, I wanted to update everyone that after 9 years of service to Catholic Charities, I am leaving for a new position in La Crosse. I will be the Director of Human Resources at Viterbo University. My last day is September 1st. I am very excited for this opportunity but I am also sad because I will be leaving Winona Area SHRM after the 2011 year. I will continue the President role through the end of the year and assist with the getting the conference committee up and running. I will be working with Cheri Gabbert on some of the transition items so she can play a larger role at the end of the year if needed. My new email is sdganther@viterbo.edu.

New Members

Nicole Danielson – Membership Chair

Please welcome the following professionals to the Winona Area SHRM group:

Melissa Ritchie – HR Generalist at Winona National Bank

Melissa joined Winona National Bank this summer. She previously worked as an HR Generalist at Nord Gear in Waunakee WI. Melissa has an HR Management degree from UW-La Crosse. She lives with her boyfriend and 2 puppies, Bella and Dexter, in Holmen. She is a true "Wisconsinite" being a Packer, Brewer, and Badger fan!

Debra Butterfield – Benefits Administrator at TRW Automotive

Debbie lives in Rushford with her husband, Tom, and they love it. They have one son, Bill, who is married to Holly and they have blessed them with a wonderful grand-daughter named Addyson. Being grandparents is great!! She has been with TRW for a number of years in a few different roles – Assembly (Production and Line Leader), General Secretary, Plant Personnel Coordinator, Benefits Coordinator and now Benefits Administrator. Her current position entails working with benefits, training, wellness programs, back up to the HR Assistant, and other duties as they are needed. Debbie recently became a member of the local Winona SHRM group but has been a member national SHRM since 2004. It is a great organization and she is looking forward to being part of the local chapter.

Kristy Bronk – Regional Business Development Manager at Manpower

As Regional Business Development Manager for Manpower, Kristy is responsible for all business development activities within the Winona office. Kristy has

Monthly Meeting Information

Cheri Gabbert – Vice-President

Q&A with Senator Jeremy Miller and National SHRM Legislative Representative Michael Layman



Senator Jeremy Miller will join us to answer our burning questions regarding HR related issues. What would **you** like to ask him?

Michael Layman from National SHRM will also be present via Skype to answer questions and give us an update.

Please send your questions to cgabbert@hbc.com by September 7, 2011. Questions submitted in advance will take first priority.

Q&A with Senator Jeremy Miller and Michael Layman

Tuesday, September 13, 2011

11:30 am – 1:00 pm

Lunch - 11:30 – Noon

Q&A - Noon – 1:00 pm

Tandeski Center

1200 Storr's Pond Road | Winona, MN 55987

We will also be drawing for a great gift featuring the new Winona SHRM logo, so make sure and bring your business card!

Please [click here](#) to register by September 9, 2011

Lunch will include: MYO Sandwich Tray - Meat, Cheese, Lettuce, Tomatoes, Pickles, Onions, Breads and beverage

Cost: \$7.00 for members; Guests - \$15.00.
You can now pay online ahead of time!

Due to the content, this is NOT approved for HRCI re-certification credit

more than 10 years of experience in innovative workforce solutions. Prior to joining Manpower, Kristy held several Human Resource/Management related positions such as Project Coordinator, Senior Research Analyst, Account Manager, Operations Specialist and Staffing Specialist. Kristy's thorough knowledge of her industry enables her clients to win in the changing world of work. In Kristy's free time she enjoys spending time with her family, watching/attending football games (Go Pack Go!) and physical fitness.

Karissa Wirt – Winona School District

If you know of someone that would be interested in learning more about Winona Area SHRM please contact our Membership Chair – Nicole Danielson at ndanielson@merchantsbank.com or 507-494-0526.

FALL PROMOTION

We are also having a promotion for new members through the end of the year. Those who sign up for local membership in the Fall will receive the rest of 2011 free of charge to have the chance to learn more about our group!



Legislative Update

Beth Ede, Legislative Representative



Labor Update

Is "EFCA Lite" on Tap in Washington?

Labor issues are heating up again in Washington. In July, the U.S. Department of Labor and the National Labor Relations Board proposed new "persuader" and "quickie election" rules to make the organizing process easier for unions.

Together, these two controversial rules could have a dramatic impact on how employers can communicate with their employees during organizing drives.

Some have even dubbed these rules as "EFCA Lite" – a reference to the past unsuccessful attempts by Congress to enact the so-called "Employee Free Choice Act" legislation.

Through resources from the National and the Minnesota SHRM, your local Winona SHRM chapter emailed a call to action. Thanks to those who were willing to and did share their views about these rulemaking activities. Comments were due to the NLRB by end of business on August 22, 2011 for their consideration.

NLRB Notification Requirement Upcoming

The National Labor Relations Board has issued a Final Rule that will require most employers to notify employees of their rights under the National Labor Relations Act as of November 14, 2011. The current draft notice will be finalized and available for downloading by November 1, 2011. More information on the Final Rule and the posting requirement, go to:

http://www.ofr.gov/OFRUpload/OFRData/2011-21724_PI.pdf

Regulatory Developments

EEOC Explores Changes on Employer Use of Criminal Background Checks

In late July, the Equal Employment Opportunity Commission (EEOC) held a hearing to examine the use of arrest and conviction records as a barrier to employment – at issue is whether an employer's policy against hiring applicants with a criminal history may result in a disparate impact on protected groups.

With respect to conviction records, the EEOC requires an employer to show that it considered the nature and gravity of the offense(s); time since conviction and/or completion of a sentence; and the nature of the job held or sought.

Winona SHRM Conference Committee Members needed

Cheri Gabbert, Vice President

I know we still have the long, cold Midwest winter ahead of us, but it's not too early to start thinking about the Winona Area SHRM Conference that is held in March. If you are interested in participating in the Conference Committee, please send me an e-mail at cgabbert@hbc.com.

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 available to all.

Employers Revamping Health Benefits for 2012

Open Enrollment in an Uncertain Economy

Health Care Costs Rising in Midwest

The Care and Feeding of High-Potential Employees

Have a safe and happy
Labor Day!



Acknowledging the complexity of the problem, several Commissioners expressed interest in revising current guidelines to make an employer's requirements more specific.

This was the latest in a series of meetings the EEOC has held examining barriers to employment, including issues such as credit checks, older workers, and discrimination against the unemployed.

Federal Regulatory Update

Federal COBRA Subsidy Ends

The 15-month (maximum) federal COBRA premium subsidy expired for the last group of eligible beneficiaries at the end of August.

As a reminder, organizations recover the subsidy provided to assistance-eligible individuals by taking the subsidy amount as a credit on their quarterly employment tax return. If premiums are collected in a timely manner, an organization's third quarter 2011 employment tax return would reflect the final recovery of subsidy as August is the last month of subsidy eligibility for individuals.

State Regulatory Update

State Tax Treatment of Health Benefits for Non-Dependent Adult Children to Age 26

The State of Minnesota amended its tax law to conform to federal tax law on health benefits provided to non-dependent adult children enrolled in a parent's employer's health plan. As a result, the value of health insurance benefits provided to Minnesota employees' non-dependent adult children is exempt from Minnesota taxes. This eliminates the employer responsibility to report the fair-market value of these benefits on Form W-2 for 2011 and also eliminates the employee's obligation to pay Minnesota taxes on the value of these benefits.



The State of Wisconsin, to date, has not amended its tax law to conform to federal tax law. Therefore, the fair-market value of the health benefits provided to this group of enrollees is taxable. Employers are not required to withhold applicable tax, but are required to report the value of benefits provided to these non-dependent adult children on the Wisconsin employee's Form W-2.

Minnesota To Require E-Verify for Certain Employers

The Minnesota legislature passed an E-Verify bill as part of the whirlwind budget deal agreed to in mid-July.

Similar to the preceding Executive Order issued by former Governor Pawlenty, the new E-Verify bill will now require certain contractors and sub-contractors with the State to register for the federal E-Verify program. Minnesota has now officially joined the growing list of states that mandate employer use of E-Verify under certain circumstances.



Winona Area SHRM Apparel Order Form

Member: _____

Email: _____ Phone: _____

Order Date: _____ Paid: _____ At Order _____ At Pick-up

_____ **Polo Shirt** (L500/K500) - \$21.00

Colors: _____ Black _____ Royal Blue _____ Light Blue _____ Cream/Light Stone

Size _____ (include \$2.00 more for XXL)

_____ **Button Down Shirt** (L/S608, L612, L/S508) - \$26.00

Sleeve Size: _____ Long Sleeve _____ $\frac{3}{4}$ Sleeve (women only) _____ Short Sleeve

Colors: _____ Black _____ Royal Blue _____ Light Blue _____ Cream/Light Stone

(not available on $\frac{3}{4}$ sleeve)

Size _____ (include \$2.00 more for XXL)

_____ **Women's Cardigan** (L530) - \$26.00

Colors: _____ Black _____ Navy _____ White

Size _____ (include \$2.00 more for XXL)

_____ **Women's Scoop Neck Shirt** (L518/S17) - \$ 24.00

Sleeve Size: _____ Long Sleeve _____ $\frac{3}{4}$ Sleeve

Colors: _____ Black _____ Sapphire Blue _____ White

Size _____ (include \$2.00 more for XXL)

_____ **Fitted Fleece** (F218/L217) - \$30.00

Colors: _____ Black _____ Navy _____ White (women only) _____ Grey

Size _____ (include \$2.00 more for XXL)

_____ **Fleece** (JP277/LP77) - \$39.00

Colors: _____ Black _____ Navy _____ White (women only) _____ Grey

Size _____ (include \$2.00 more for XXL)

Orders will be placed 3-4 times a year. Return order form to Cheri Gabbert at cgabbert@hbc.com