

Winona SHRM Newsletter December 2012

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



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Scheduled Meeting Dates

- Tuesday Dec 11th, 2012
- Tuesday Jan 8th, 2013

SHRM Links

National SHRM website
www.shrm.org

MN State SHRM website
www.mn-shrm.org

Winona Area 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

Cheri Gabbert – President



Mark your calendars for Tuesday, December 11 and join us for a fun and relaxing time at our Holiday Social! It starts at 5:00 in the upstairs room of Jefferson's. It's a great time to network with your fellow Winona Area SHRM members and enjoy a meal on us! We'll also be holding a silent auction to raise money for the SHRM Foundation. If you would like to donate a basket, please contact Lori O'Brien.

I would like to thank the 2012 Board for all they have done this year – Lori O'Brien, Barb Ferguson, Bonnie Kiese, Alberta Rosberg, Jim Streiff, Cathy Espy, Beth Ede, Lesli Tapp, Bill Gould, and Janell Linville. Thank you, also, to Deb McClellan and Krissa Bedsted for their help with the spring conference!

Finally, I hope you all have a wonderful holiday season! See you on the 11th!

Contact Us

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Monthly Meeting Information

By: Lori O'Brien, Winona Area SHRM Vice-President



DECEMBER HOLIDAY GATHERING

Tuesday, December 11, 2012

Jefferson's (upstairs)

5:00 Social

6:00 Dinner – limited menu option

**Cost: FREE – paid for by your Winona Area
SHRM**

(Please ignore the PayPal request on registration)

**We will continue our tradition of a silent
auction of gift baskets or donations to benefit
our SHRM Foundation. Please contact Lori
O'Brien at 474-6900 or**

**lobrien@sportnspine.com if you will be
contributing a basket.**

Please [click here](#) to register by **December 7th** so
we can plan accordingly. Hope to see you there!

Membership News:

Paula Wieczorek – Account Manager – Manpower

Paula joined Manpower in July as an Account Manager.

Under this role Paula is responsible for many facets of the staffing industry including recruiting marketable candidates, administering programs for retention and maintaining/creating strong client relationships.

Paula comes to Manpower with enthusiasm and previous staffing experience in La Crosse, WI. Paula is a lifelong resident of Winona and resides here with her husband Steve and two children – Josh, 12 and Anna, 8.

Jann Fisher-Human

Resources Assistant at St Anne of Winona. She has had many years of retail HR experience and is looking forward to learning about the healthcare field.

She and her husband, Rich, live in St Charles with their two teenage children.

They are fans of the Green Bay Packers and their family enjoys golfing.

Legislative Update...

By: Beth Ede

Post-Election Outlook

HR Public Policy Issues for 2013

The SHRM Governmental Affairs Department recently released the November 2012 edition of the *Post-Election Outlook* which focuses on the HR public policy issues for 2013. The publication is a great resource to keep you up to speed on the current and upcoming state of governmental issues. The content includes the following:

- Overview of the 2012 Election
- The Obama Administration – Take 2!
- The Lame Duck Session & the Fiscal Cliff
- The 113th Congress
- 2013 Policy Agenda in Washington
- Impact on State Legislatures
- 2013 Policy Agenda in the States
- Results of Ballot Initiatives/Referenda
- 2012 Electoral Map

A link to the publication can be found [HERE](#).

Health Care Reform

Three New Proposed Rules Issued

On November 20, 2012, the Obama administration issued three new proposed rules to implement provisions in the Affordable Care Act. The proposed new rules pertain to guaranteed issuance of coverage regardless of pre-existing conditions, essential health benefits that non-grandfathered plans in the individual and small group markets will be required to cover, and an increase in the maximum allowable wellness program incentives.

Key points describing each proposed rule:

Guaranteed Availability of Coverage – comments being accepted by HHS through 12/26/12

- Beginning in 2014, health insurance companies will be prohibited from discriminating against individuals because of pre-existing or chronic conditions – both in availability of coverage and premium
- Premium variation will be allowed within limits – but only based specific reasons like age and tobacco use

Headline News:

Are Stingy Employers To Blame For The So-Called Skills Shortage?

Think America is suffering from a serious skills gap? Think again, says Adam Davidson [in a piece for The New York Times](#). Davidson argues that the inability of employers to recruit skilled workers, particularly in the manufacturing industry, is not a result of a mismatch between the type of education being undertaken by students and the skill sets demanded by the current job market, but rather a function of low wages being offered by employers.

New I-9 May Be in Place for 2013

The Form I-9 is on the verge of the first substantive change in 25 years, according to Mary Pivec, an immigration attorney with Williams Mullen in Washington, D.C., but its release date is a topic of some debate

RECERTIFICATION

Contact Lori O'Brien if you need approval numbers for recertification. She has them from Jan. 2011 to November 2012.

Coverage of Essential Benefits – comments being accepted by HHS through 12/26/12

- Beginning in 2014, all non-grandfathered plans in the individual and small group markets will be required to cover a set of essential health benefits
- Services and items to be covered are in 10 benefit categories and include hospitalization, prescription drugs, maternity and newborn care
- Essential benefits must be equal in scope to a typical employer health plan in the state

Employment-Based Wellness Program Incentives – comments being accepted by DOL through 1/25/13

- This rule would increase the maximum permissible reward under a health-contingent wellness program offered in connection with a group health plan (and any related health insurance coverage) from 20% to 30% of the cost of coverage
- The maximum permissible reward for wellness programs designed to prevent or reduce tobacco use would increase to 50%



