

Winona SHRM Newsletter July 2012

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



In This Issue

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

In the Margin

- Scheduled Meeting Dates
- SHRM Links
- Contact Us
- Membership News
- Headline News

Scheduled Meeting Dates

- Tuesday, Sept 11, 2012
- Tuesday, Oct 9, 2012

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

Summer is here and I hope you all are having a fabulous one! Hard to believe the year is half over already though! With that in mind, I am starting to think about the 2013 Winona Area SHRM Board. We are looking to fill our Vice-President and Treasurer roles. If you think you might be interested in those or any other position and would like the opportunity to join this fun group of people, please let me know.

Second, how would you like to have lunch on us? Well, you got it! We're having a pizza party! Please check out the next article for more information and mark your calendars for July 10!

One final note, have you checked out our social media sites yet? Check out Winona Area SHRM on Facebook and "like" us! We will be using that as another way to communicate with all of you! We are also on Twitter (@WinonaAreaSHRM)!

Hope to see you all at the pizza party!

Contact Us

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

Vice President
Lori O'Brien
507-474-5837
lobrien@sportnspine.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
Lesli Tapp
507-457-9396
ljtapp@merchantsbank.com

Student Chapter Liaison/Education Advocate
Alberta Rosburg, PHR
507-457-1193
aaosburg@merchantsbank.com

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

Marketing/PR Coordinator
Bill Gould, SPHR
507-457-4375
wgould@winonahealth.org

Monthly Meeting Information

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



SUMMER SOCIAL

PIZZA PARTY

Tuesday, JULY 10, 2012

11:30 -1:00pm – Lunch and Networking

Godfather's Pizza - lower level
Walnut at the Levee | Winona, MN 55987

Lunch: Variety of pizza choices, soft drink or water
Best of all, lunch is paid by Winona Area SHRM!

Please [click here](#) to register by July 5th so we have an idea of number of people for lunch. I am sure the weather will cooperate for us to have beautiful skies that day!

MEMBERSHIP NEWS!!

Please welcome:

Rhonda Spece

Rhonda has worked at Good Shepherd Lutheran Services for over 13 years. She is currently the CFO/HR Manager. She works in Rushford but lives in Winona. She enjoys being outdoors, gardening and scrap booking.

If you know of someone that would be interested in learning more about Winona Area SHRM please contact our Membership Chair – Lesli Tapp at ljtapp@merchantsbank.com or 507-457-9396.



Legislative Update

Beth Ede, Legislative Representative

Regulatory Update

NLRB and Employer Social Media Policies

In late May, the National Labor Relations Board (NLRB) issued a report cautioning that it believes that numerous common clauses in employer social media policies violate the National Labor Relations Act (NLRA). It is likely that this NLRB guidance will be challenged in the courts.

The report outlined six cases where it found clauses in employers' social media policies that violate Section 7 of the NLRA. The NLRB, however, provided in full one social media policy they deemed lawful in its entirety.

The *Operations Management Memo* detailing the seven cases (and including the full social media policy the NLRB deems lawful) can be found at:

<http://www.nlr.gov/news/acting-general-counsel-releases-report-employer-social-media-policies>

Stay tune for potential legal challenges to the NLRB guidance on social media policies.

SHRM Files Comments on Proposed Revisions to Form I-9

SHRM recently joined the American Council on International Personnel (ACIP) in comments to the U.S. Citizenship and Immigration Services (USCIS) on proposed revisions to the Form I-9, used to verify employment eligibility.

The revised form contains a number of changes that could make completing the form less of a challenge for HR practitioners. However, the revised form will for the first time exceed one page in length.

SHRM and ACIP provided the agency with specific suggestions to make the form more clear and understandable for employers. In addition, the comments highlight several overarching issues that the agency should address.

The USCIS will review comments and it is likely that they will issue a final revised form within the next few months.



Headline News..

Wanted: Skilled Workers for manufacturers

Manufacturing is coming back. But manufacturers face a severe skills shortage, and HR professionals are feeling the pressure to fill open positions. To develop a workforce with the needed skills, companies will have to work closely with government bodies and educators

Paycheck Fairness Act Stalls in Senate

The Paycheck Fairness Act (S. 3220) stalled in the U.S. Senate when supporters failed to muster enough support on June 5, 2012, to end a filibuster of the politically charged measure.

Employee Recognition Programs, Winter 2012

This survey commissioned by and conducted in collaboration with Globoforce examines employee recognition programs and their return on investment (ROI). Findings revealed that nearly two-thirds of respondents (63%) agree that employee engagement is a “very important” challenge that their organization is currently facing.

Election 2012 – Have a Voice

5 Ways HR Can Have a Voice During This Election Year

The 2012 elections undoubtedly will be decisive in American politics and HR issues dominate the policy agenda. Making sure that your voice is heard is imperative to ensuring Congress enacts laws that make sense and help organizations better manage themselves.

So, what can you do? Let SHRM help you with these five simple steps:

Get Informed – [Educate yourself](#) about the seats that are open and the candidates who are running for them. Know the issues and what they mean for you as an HR professional. Make sure you know what your rights are in your state as a voter and ensure you’re registered to vote.

Get Active – Be part of the process! [Start your own “Get Out The Vote” campaign](#) at your worksite. As an HR professional, educate those in your workplace about the importance of voting. Organize events such as a debate watch party that make the election season interesting and engaging.

Get Involved – Once you know the issues, raise your voice! Write a letter or make a call on an HR issue that is important to you. Join the SHRM A-Team on the [SHRM’s Advocacy site](#) and learn about pending legislation that could impact how you do your job.

Get Motivated – SHRM’s [Have A Voice site](#) will help you and your colleagues stay motivated and make the election season fun – from “I Voted” contests to naming the [HR issues that motivates you to speak out](#). Visit the site often to see what new opportunities are available. And don’t forget your HR Votes 2012 gear – wear it proudly and motivate others to make their voices heard, too!

Get Out To Vote! – The most important element of all. When November 6th rolls around, you’ll be prepared and motivated to head to the polls and cast your vote! Likely, many of your colleagues will as well.

