

Winona SHRM Newsletter May 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
- SHRM VP Vacancy
- Headline News

Scheduled Meeting Dates

- Tuesday, May 8, 2012
- Tuesday, Sept 11, 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

“There is no “i” in team, but there is a “u” in volunteer!” – Unknown

As May approaches, I would like to take the time to thank Winona Area SHRM Board Members and Committee Members for their time and efforts this year in helping Winona Area SHRM to move forward and achieve our goals. Some of you may not know this, but as an affiliate Chapter of SHRM, we have to fulfill some obligations and compile them into what SHRM calls SHAPE (SHRM Affiliate Program for Excellence) to maintain that affiliation. The work of your Board and Committee members is what makes this possible. Thanks again to all our Board and Committee Members!

Have you considered becoming a Board or Committee member? Doing so can provide you with opportunity to get to know your fellow HR professionals on a more deeper level and gain new understanding you might not normally get with your day job.

If you think you might be interested in a role on the Board or Committee, take a look at the job descriptions on our website or give me a call at 507-474-5837. You can also e-mail me at cgabbert@hbc.com.

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 next meeting!

Contact Us

President

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

Vice President

Lori O'Brien
507-474-6900
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
janell@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

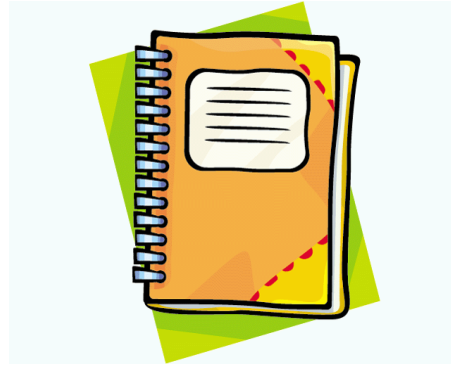
Janell Linville, SPHR
507-494-3016
janell@winonanationalbank.com

Marketing/PR Coordinator

Bill Gould, SPHR
507-457-4375
wgould@winonahealth.org

Monthly Meeting Information

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



TO CHECK OR NOT TO CHECK, THAT IS THE QUESTION!
Legal Issues Surrounding Criminal Records and Employment

Tuesday, May 8, 2012

11:30 - 1:00pm

11:30 – 12:00 p.m. – Lunch, Networking

12:00 p.m. – 1:00 p.m. – Speaker: Carl Crosby Lehmann,
Attorney

Winona Area Chamber of Commerce

902 E. Second St - Ste 120 | Winona, MN 55987

Pending Approval for 1 HRCI re-certification credit hour

Lunch: PASTA BAR - fettuccine & penne noodles, choice of red or chicken alfredo sauce, caesar salad, breadsticks and water by HyVee Catering

Cost: \$7.00 for members; Guests - \$15.00.

You can now pay online ahead of time!

Please [click here](#) to register by May 4th 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.

MEMBERSHIP NEWS!!

Please welcome:

Heather Wangen-HR
Generalist at Mississippi
Welders Supply

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.

SHRM VP Position

It is time to start looking for a Vice President for Winona Area SHRM. The year is going quickly and before we know it we will be going through the voting process. Please consider giving time to this important position; it is a three year term as Vice President, President and Past President. I am so glad I was approached to put my name in for this position as it has been a great learning experience and networking opportunity for me to continue expanding my horizons on human resource topics. Please send me an email if you have questions about the job duties or to volunteer yourself for nomination!

Lori O'Brien
Vice President Winona Area
SHRM

Legislative Update

Beth Ede, Legislative Representative

Regulatory Update **NLRB "Quick Election" Rule and Posting Requirement Update**

In some good news, the District of Columbia Circuit Court of Appeals has temporarily enjoined the NLRB's rule requiring the posting of employee rights under the National Labor



NATIONAL LABOR
RELATIONS BOARD

Relations Act.

The posting requirement was scheduled to take effect on April 30, 2012 and would have impacted most private sector employers – whether or not they currently had union representation. The final fate of the posting requirement will be decided by the courts and is expected in fall 2012 – at the earliest. But for now, no employer posting is required.

In some not so good news, the NLRB's "quick election" rule is scheduled to take effect on April 30, 2012. However, there are two congressional resolutions that have been introduced to nullify this rule. At the time of print, the U.S. Senate had not yet considered the resolutions – but stay tuned for last minute developments.

FMLA Changes Proposed

The U.S. Department of Labor's (DOL) Wage and Hour Division issued proposed changes to the Family and Medical Leave Act (FMLA) regulations in three specific areas: family military leave, flight crew eligibility and the calculations on increments of FMLA leave used.

While the proposed changes to the family military and flight crew leaves were expected and largely reflect statutory changes required when Congress enacted two separate laws back in 2010 and 2011, certain changes – including those relating to the calculations on increments of leave used – are not required by statute.

Headline News

HR Struggling with Facebook Snitches..

“This place is a hell hole. If I had a car today I would up and quit.”

It’s a scenario played out in offices all over the world, experts say—people tattling on their Facebook friends.

More Men Choose Kids Over Career....

Among fathers with a wife in the workforce, 32% took care of their kids at least one day a week in 2010, according to the U.S. Census Bureau, which looked at families with children under 15 years old. That's up from 26% in 2002

Report: Workplace Flexibility Growing...

A study from the Families and Work Institute finds that U.S. employers are providing their employees with more options to choose the times and places in which they work.

The proposed new changes include the deletion of a SHRM-supported provision allowing employers to utilize different allotments of FMLA leave at different times of day under certain circumstances related to employees on reduced or incremental FMLA leave. If this provision is deleted, employers once again will be required to track intermittent or reduced schedule leave in the smallest increment of time used by their payroll systems.

In mid-April, on behalf of our local Winona Area SHRM chapter, I signed onto SHRM’s comment letter which was filed with the DOL. Thanks also to those of you who let your voices be heard through your individual comments to elected officials serving us in Washington.

For additional information, links to the comments, and other related resources – go to: www.dol.gov/whd/fmla/

Workplace Flexibility *When Work Works Update*

When Work Works is a national initiative, led by the partnership of Families and Work Institute and the Society for Human Resource Management (SHRM), to help organizations of all sizes and types become more successful by transforming the way they view and adopt effective and flexible workplaces.

When Work Works is one of the foremost providers of resources, rigorous research and best practices on workplace effectiveness and flexibility in the nation – with the 2012 guide recently released.



Check out ways that you can lead your organization flexibly into a successful future at:

www.whenworkworks.org

