

Winona SHRM Newsletter November 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
- Headline News

Scheduled Meeting Dates

- Tuesday Nov 13th, 2012
- Tuesday Dec 11th, 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



Invitation to Non SHRM Members

We have one more meeting left for 2011. If you know of an HR professional that is not a SHRM Member, please invite them along. Through the end of the year, potential members can attend our meetings for free to test out the waters! Please let Lesli Tapp know if you have any potential new members.

2013 Board

Thank you to everyone who voted for our new 2013 Board members. Listed below is the complete Board starting January 1st, 2013.

Officers:

President : Lori O'Brien, Sport & Spine Physical Therapy

Vice President: Elizabeth Ruff, Peerless Chain

Secretary: Barb Ferguson, Express Employment Professionals

Treasurer: Deb McClellan, Express Employment Professionals

Board Members:

Membership Chair: Still Open

Certification/Foundation Chair: Meg Krinke, Mississippi Welders Supply

Legislative Chair: Beth Ede, Winona Agency

Diversity and Workforce Readiness Advocate: Jim Streiff, Benchmark

Student Chapter Liaison/Education Advocate: Alberta Rosburg, Merchants Bank

Marketing/PR Coordinator: Still Open

Web Coordinator: Still Open

Past President: Cheri Gabbert, HBC

Christmas Social

Mark your calendars for Tuesday, December 11 for our Christmas Social and watch for more details later this month!

Contact Us

President
Cheri Gabbert
507-474-5837
cgabbert@hbci.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
janellL@winonanationalbank.com

Membership Chair
Lesli Tapp
507-457-9396
ljtapp@merchantsbank.com

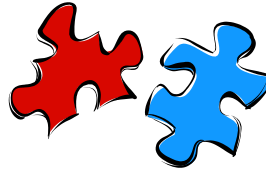
Student Chapter Liaison/Education
Advocate
Alberta Rosburg, PHR
507-457-1193
aaosburg@merchantsbank.com

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



PIECING THE PUZZLE TOGETHER: MOVING FORWARD WITH HEALTH CARE REFORM

Tuesday, November 13, 2012

11:30 -1:00pm

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

12:00 p.m. – 1:00 p.m. – Speaker: Jan Northam,

Account Executive in Employee Benefits

Department, Winona Agency

Winona Area Chamber of Commerce
902 E. Second St - Ste 120 | Winona, MN 55987

Pending Approval for 1 HRCI re-certification credit hour

Lunch: Soup and Sandwich Bar – Choice of soup, crackers, Meat & Cheese Tray, Garnish Tray, Pickles, Assorted Bread Basket, Water and Soda 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 **November 9th** and also indicate if you will be purchasing a lunch. Hope to see you there!!

Headline News:

IRS Raises 401(k), Pension Plan Limits

The U.S. Internal Revenue Service (IRS) on Oct. 18, 2012, announced cost-of-living adjustments (COLAs) affecting dollar limits for defined contribution and defined benefit retirement plans and other retirement-related items for tax year 2013

Wages Subject to FICA to Increase

Instead of a raise, some employees may see their take-home pay shrink in 2013 due to higher Social Security and Medicare taxes.

The maximum amount of earnings subject to the Social Security tax (taxable maximum) will increase to \$113,700 from \$110,100 as of January 2013, the U.S. Social Security Administration (SSA) announced on Oct. 16, 2012.



Legislative Update

By: Beth Ede

Election Day 2012 *Are You Ready for November 6th?*

Voters across the county are preparing to go to the polls to not only decide who will be elected president, but also the outcome of 435 seats in the U.S. House of Representatives; 33 seats in the U.S. Senate, 11 governorships; thousands of state and local races.



Are you prepared to assist employees with resources should they have questions about registration, polling stations, their rights as a voter, etc.? If not, access SHRM's "Have a Voice" resource site by clicking [here](#).

For Minnesota and Wisconsin employers, here is a quick summary of employee's rights for voting:

Minnesota

Minnesota Statutes were revised to allow employees to be absent from work, without a reduction in pay, for the time necessary to appear at the employee's polling place, cast a ballot, and return to work on the day of an election. For more information on an employee's right to be absent, the elections covered, and the penalty for non-compliance, click [here](#).

Wisconsin

There is no change to the current voting rules for Wisconsin. As a reminder, Wisconsin employees who are entitled to vote in an election may be absent from work while the polls are open. There may be no penalty to the employee, other than a deduction for time not worked, as long as the employee provides notification to their employer before election day, of their intent to be absent. The employer may designate the time of day for the absence and the employee is permitted time off for a period not to exceed 3 successive hours.

Employment Eligibility Verification *No News on Proposed Changes to Form I-9*

The United States Citizenship and Immigration Services (USCIS) has not made any further announcements regarding the proposed new version of the Form I-9. The Form I-9 is required as part of the employment eligibility verification process that employers must comply with.

The current version of the Form I-9 expired at the end of August, but should still be used until further guidance is released. A copy of the most current Form I-9 is available at: <http://www.uscis.gov/files/form/i-9.pdf>.

U.S. Government *The "Fiscal Cliff" Explained*

During the last few months, there has been a lot of talk about the "fiscal cliff". In brief, the "fiscal cliff" is a popular term used to describe the conundrum the United States government will face at the end of 2012 when the terms of the Budget Control Act of 2011 are scheduled to go into effect.

Among the laws that are set to change as of January 1, 2013, is the end of the temporary payroll tax cuts which will result in a 2% tax increase for employees.

U.S. lawmakers have difficult choices to make in dealing with the current policy scheduled for the beginning of 2013. They can choose to do nothing and let it go into effect; they can cancel some or all of the scheduled tax increases and spending cuts; or they can take a more "middle of the road" approach – addressing the budget issues to a limited extent, but which would have a more modest impact on growth. It is anticipated that we will see more top-gap measures in the short-term and expect a more detailed plan and policy change after the election and into 2013 or later.