

Winona SHRM Newsletter April 2013

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Society for Human Resource Management



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Scheduled Meeting Dates

- Tuesday, Apr 9, 2013
- Tuesday, May 14, 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

By: Lori O'Brien, President

WELCOME SPRING! We are so entitled to have all this snow melt and start to see blooming flowers. A big thank you to the Winona Area SHRM Conference Committee for a well-attended event that was held on March 12th at the Riverport Inn. Many planning sessions included: Deb McClellan, Cheri Gabbert, Elizabeth Ruff and Karissa Wirt. Please be sure to thank them for a job well done when you see them!

It is hard to believe that the first quarter of the year has already gone by and although it seems far away, elections for open positions will take place in November. If you have talents you wish to share with the organization, or could help in any way with small projects, please contact me so that a database of volunteers may be created.

The Student Chapter at WSU also is in need of a few more mentors for their spring mentorship project - contact Alberta Rosburg at Merchants bank. Remember that this group of bright students will be our future. And what better chance to shape those futures than by helping them grow through this project.

Lastly, as the weather grows warmer it seems our priorities shift but please continue to attend our monthly luncheons as we have some great topics coming up. All of us can help to expand our group by bringing a guest to a luncheon to learn more about SHRM and new connections to be had right at their fingertips!

Contact Us

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Monthly Meeting Information

By: Elizabeth Ruff, Winona Area SHRM Vice-President

The Positive Power of Servant Leadership

Tuesday, April 9, 2013

11:30 -1:00pm

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

12:00 p.m. – 1:00 p.m. – Speaker: Tom Thibodeau, Director of the Master's degree in servant leadership at Viterbo University

Winona Area Chamber of Commerce

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

Pending Approval for 1 HRCI re-certification credit hour

Lunch: Lasagna, tossed salad and breadsticks.
Catered by HyVee

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

You can now pay online ahead of time!

Please [click here](#) to register by **April 5th** and also indicate if you will be purchasing a lunch. Hope to see you there!!

SHRM Mentorship Program 2013 By: Albert Rosburg

The SHRM student chapter and I are asking for your help in 2013.

We are in need of mentors for our mentorship program. We recognize that work and life gets busy so we have a plan to accommodate this important initiative. Keep in mind that this can be a win win for both the students and the HR mentors.

Here is our plan:

At the meeting to be held on Wednesday, April 10, 2013 at Merchants Bank on the Third Floor from 4:30 to 6 pm, the following will occur:

- You will be assigned a mentor for one on one time
- The mentee will bring their resume for review
- The mentor may bring their resume or interviewing tips, etc.
- The mentor will conduct a mock interview with mentee
- Interview Flip: The mentee will mock interview the mentor

After our first two meetings, the mentee may contact the mentor to arrange a time to visit the place of business. Keep in mind the semester ends May 6th with finals week being May 6th – May 9th so mentoring should be completed by May 6th.

Membership Reminder!

By: Karissa Wirt

If you know of someone that would be interested in joining or learning more about Winona Area SHRM, please contact our Membership Chair, Karissa Wirt at karissa.wirt@bench.com.

Legislative Update

By: Beth Ede, Legislative Representative

Washington Update

Bill Seeks Clarity on NLRB Recess Appointments

On March 20th, H.R. 1120 (Preventing Greater Uncertainty in Labor-Management Relations Act) was approved by committee and now moves to the House floor where consideration is expected later in 2013.

The bill would require the National Labor Relations Board (NLRB) to cease activity until the pending federal court case involving the appointments to the current NLRB is settled or NLRB members are properly appointed.

This all comes about due to President Obama's January 4, 2012 appointments of 3 folks to the NLRB – which the U.S. Court of Appeals held were not valid "recess" appointments under the Constitution because they did not occur during an "intersession" recess of the U.S. Senate. The decision puts in question the validity of hundreds of NLRB rulings issued since January 2012.

SHRM Cautions DOL on Proposed Misclassification Survey

The Department of Labor's (DOL) Wage and Hour Division is proposing to conduct a survey to collect information from employees on whether they are classified as an employee, independent contractor, or some other status, and whether they understand the impacts of their classification status. The proposed survey is a first step in a larger initiative that the DOL calls "Right to Know".

The DOL is describing the "Right to Know" initiative as a way to "foster more openness and transparency in demonstrating employers' compliance" with recordkeeping requirements of the Fair Labor Standards Act. It would require employers and HR professionals to disclose to workers how the employer determined the employee's classification and how their pay is computed.

SHRM has provided the DOL with comments and is currently working with other stakeholders to meet with agency officials to have further discussions on the need for and the structure of the survey.

Feedback Wanted

By: Cheri Gabbert – Web Coordinator/Marketing and PR Coordinator

First of all, I would like to thank all of you who attended the Annual Spring Conference on March 12 and provided your feedback via Survey Monkey. If you attended and haven't filled out the survey yet, you may do so by clicking here. Your feedback is much appreciated!

For those of you who didn't attend, will you please take a moment to tell us why? A two question survey has been created to gather that feedback. Please click here to complete this survey. Again, your feedback is much appreciated and will help us to plan better for next year.

LaCrosse Area SHRM – Professional Development Symposium

On May 16, LASHRM will be hosting a Professional Development Symposium entitled Value-Added HR – An Integrated Approach. This symposium, presented by Sara Christiansen – VP of Client Service at Ideation Consulting. This half-day workshop will help strategic human resource professionals develop and implement innovative human capital practices that:

- Maximize cost savings
- Generate revenue
- Improve organizational, team, and individual performance

For more information visit, [click here](#) to visit their website.

What Would You Think of Comp Time?

Republican Martha Roby plans to introduce a comp time bill in April. The bill would amend the Fair Labor Standards Act to allow private-sector employers to provide comp time – giving employers the option of offering hourly employees the choice of compensatory time off or pay for overtime hours worked.

As with overtime pay, which is payable at a rate of 1 ½ times an employee's regular rate of pay, compensatory time accrues at a rate of 1 ½ times the hours worked over 40 within a seven-day day period.

SHRM believes that private-sector employers should be afforded the same opportunity to offer comp time as the public-sector currently does.

You are encouraged to be in contact with your representative and express your opinion on the comp time bill that will be introduced in April. Let your voice be heard!

Form I-9 Revised and Required by May 8, 2013

Remember that a revised Form I-9, Employment Eligibility Verification has been released and employers will be required to use it by May 8, 2013.

You are encouraged to go the U.S. Citizenship and Immigration Services [I-9 Central Home webpage](#). There you can access the revised form as well as other resources such as Form I-9 training and the Handbook for Employers which provides guidance for completing the Form I-9.

