

# Winona SHRM Newsletter May 2013

AFFILIATE OF



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

Society for Human Resource Management



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## Scheduled Meeting Dates

- Tuesday, May 14, 2013
- Tuesday, June 11, 2013
- Tuesday, July 9, 2013

## SHRM Links

National SHRM website

[www.shrm.org](http://www.shrm.org)

MN State SHRM website

[www.mn-shrm.org](http://www.mn-shrm.org)

Winona Area SHRM website.

<http://winona.shrm.org>

Username: first initial, last name

Password: hr

JobDig

[www.jobdig.com](http://www.jobdig.com)

**Winona SHRM**

**PO Box 71**

**Winona, MN 55987**

## President's Notes

By: Lori O'Brien, President

All I can say is, what a strange world we live in. My heart goes out to all the lives lost and the brave men and women who ran into danger to help their fellow man the last two weeks. Which makes me think of our own catastrophe plans. What could we do as SHRM members, as a business, as a person in a situation? Do any of you have a plan in place of what to do, where to go or how to help with your business? Would we open our business doors to those needing a place of comfort? One of my plans will be to have a plan in place and not wait until it happens. Obtaining staff input on possibilities and strategies will be key in having a workable program.

On a lighter note, it sure is good to see sunshine again! Can we handle the 70's? A reminder that the Winona Area Chamber of Commerce will be hosting the Business Celebration Awards on May 21, 2013 and our Winona SHRM will be a contributor to the Sloan Awards also given out on May 21<sup>st</sup>.

## Contact Us

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## Monthly Meeting Information

By: Elizabeth Ruff, Winona Area SHRM Vice-President

### Hiring a Person with a Disability



**Tuesday, May 14, 2013**

11:30 - 1:00pm

11:30 – 12:00 p.m. – Lunch, Networking  
12:00 p.m. – 1:00 p.m. – Speakers: Hugh Severson, Vocational Rehabilitation Employment Coordinator, and Amy Sixty, Independent Living Coordinator

### Winona Area Chamber of Commerce

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

Pending Approval for 1 HRCI re-certification credit hour

Lunch: Catered by HyVee  
Herb Roasted Chicken, Tossed Salad, Roasted Potatoes & Dinner Roll

Cost: \$7.00 for members; Guests - \$15.00.  
You can now pay online ahead of time!

Please [click here](#) to register by **May 9th** and also indicate if you will be purchasing a lunch. Hope to see you there!!



## Member Feedback Wanted

*Cheri Gabbert – Web Coordinator/Marketing and PR Coordinator*

We need your help! We are taking a look at the way some things are done in our Chapter and we want to make sure any changes we make are for the best for you, our members, as well as the Chapter. With that said, we have created a short survey for you. Will you please take just a few minutes to answer our questions? Your feedback is most helpful! The survey can be found by clicking here. Thank you!

## HEADLINE NEWS

### **Generational Differences: New Way to Discriminate?**

There are now five generations in the workplace, and boy, don't we know it. Is there too much emphasis on these generations and, most often, their differences? Are we reaching—or have we already reached—the point where this focus is becoming offensive to some employees?

## Legislative Update

By: Beth Ede, Legislative Representative

### **Washington Update**

#### ***House Passes Bill to Halt NLRB Activity***

On April 12<sup>th</sup>, the House passed SHRM-supported H.R. 1120, the Preventing Greater Uncertainty in Labor-Management Relations Act, which now moves to the Senate.

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.

#### ***New Social Security Administration Resources Available to the Public and HR***

The Social Security Administration (SS) has created a new online Service, *my Social Security*, which allows individuals quick, secure access to their personal Social Security information such as earnings records and to see estimates of future benefits. It is now available to you and your employees and can be tried out at [www.socialsecurity.gov/myaccount](http://www.socialsecurity.gov/myaccount).

Another website created specifically for HR professionals is SSA's "Information for Human Resource Professionals" page. This site provides information geared to HR professionals regarding various Social Security and Medicare programs. Check this out as it may be a valuable resource in helping employees plan for retirement and other life events. You can find it at [www.socialsecurity.gov/hrm](http://www.socialsecurity.gov/hrm).

## HEADLINE NEWS (cont.)

### Issuing Final Payments to Departing Employees

HR professionals must execute many tasks when employees leave the company by choice or are terminated. One of the most important items to get right is final payments to departing employees.

### Employers Penalizing spouses For Health Insurance

Here's a dose of medicine women might not want to swallow: It's getting more expensive for a wife to get health insurance through her husband's plan.

### Workplace Violence Rates Higher for Public Employees

The average annual rate of workplace violence perpetrated against government (local, county, state and federal) employees in 2011 was three times greater than for workers in the private sector, according to a report recently released by the U.S. Bureau of Justice Statistics.

### *SHRM Testifies on Compensatory Time at U.S. House Hearing*

On April 11<sup>th</sup>, SHRM member representative Juanita Phillips testified before the House Subcommittee on Workforce Protections in support of H.R. 1406 – the Working Families Flexibility Act of 2013. Ms. Phillips stated that the proposed bill would promote workplace flexibility by allowing compensatory (comp) time in the private sector, an option widely available and utilized in the public sector.

The Working Families Flexibility Act would amend the Fair Labor Standards Act (FLSA) allowing private-sector employers to provide comp time to employees. Employees would have the choice of taking overtime in cash payment, as they do today, or in the form of paid time off from work at a rate of 1 ½ hours for each hour of overtime worked.

Supporters feel the increased diversity and complexity of the American workforce is driving the need for more flexible workplace solutions, like H.R. 1406. SHRM supports the bill and as communicated to our local membership, would appreciate your “call to action” by contacting your representatives to encourage their support. To date, Michele Bachmann (representing the Winona area) has signed on as a co-sponsor.

Stay tuned for further developments.

### *Reminder: 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