

# Winona SHRM Newsletter July 2013

AFFILIATE OF



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

Society for Human Resource Management



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## Scheduled Meeting Dates

- Tuesday, July 9, 2013
- Tuesday, September 10, 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

Well HELLO SUMMER (at least calendar-wise). The summer months are slow for our local SHRM organization, but remember the social on July 9<sup>th</sup>.

Elections will be coming up in the fall, and we will need a Diversity and Workforce Readiness Advocate. We also are recruiting for a Vice President. The job descriptions for both may be found on our website, [winona.shrm.org](http://winona.shrm.org).

If you are a planner, The State SHRM Conference will be held in Duluth this year, October 13 and 14. Please watch for further information regarding this conference.

## Contact Us

### President

Lori O'Brien  
507-474-6900  
[lobrien@sportnspine.com](mailto:lobrien@sportnspine.com)

### Vice-President

Elizabeth Ruff  
507-457-9100  
[e.ruff@peerlesschain.com](mailto:e.ruff@peerlesschain.com)

### Secretary

Barb Ferguson  
507-457-3311  
[barbara.ferguson@expresspros.com](mailto:barbara.ferguson@expresspros.com)

### Treasurer

Deb McClellan  
507-457-3311  
[deb.mcclellan@expresspros.com](mailto:deb.mcclellan@expresspros.com)

### Diversity and Workforce Readiness Advocate

Jim Streiff  
507-453-4812  
[james.streiff@bench.com](mailto:james.streiff@bench.com)

### Web Coordinator/Marketing and PR

Cheri Gabbert  
507-454-4044  
[cherig@mnppwr.com](mailto:cherig@mnppwr.com)

### Legislative Representative

Beth Ede, SPHR  
507-453-6347  
[bede@winonaagency.com](mailto:bede@winonaagency.com)

### Certification Representative/Foundation Advocate

Meg Krinke, SPHR  
507-452-4854  
[megk@mwsco.com](mailto:megk@mwsco.com)

### Membership Chair

Karissa Wirt  
507-453-4996  
[karissa.wirt@bench.com](mailto:karissa.wirt@bench.com)

### Student Chapter Liaison/Education Advocate

Alberta Rosburg, PHR  
507-457-1193  
[aaarosburg@merchantsbank.com](mailto:aaarosburg@merchantsbank.com)

### Past President

Cheri Gabbert  
507-454-4044  
[cherig@mnppwr.com](mailto:cherig@mnppwr.com)

## Monthly Meeting Information

By: Elizabeth Ruff, Winona Area SHRM Vice-President

## Winona Area SHRM

# *SUMMER SOCIAL*

Tuesday, July 9<sup>th</sup> 4:30-6:30

### Betty Jo's

66 Center Street, Winona

Join us for a relaxing evening of networking and fun! No agenda, no speakers. Just some good fun and conversation!

Winona Area SHRM will provide appetizers.

Hope to see you see you there!



## Membership News:

By: Karissa Wirt

## Please Welcome:

Ashley Zweep & Dan Todryk

Ashley is the Human Resources Coordinator with ANOVA Furnishings located in Winona, MN. Last Fall she graduated from UW – La Crosse and was fortunate to stumble upon a temporary HR Coordinator position which recently has grown permanent. She enjoys juggling all aspects of HR as well as safety. Ashley is looking forward to becoming connected with the Winona HR community and gaining knowledge in various topics.

Dan was raised in Detroit Lakes, MN. He attended college at the University of North Dakota and earned a bachelor degree in Psychology.

He worked for a year as an Asst Mgr at a Burger King before attending the University of Minnesota where he earned a Master's degree in Industrial Relations/Human Resources. He went to work for Newell companies in Madison, WI – a non-union plastic injection molding division.

He then went to another division (now Newell/Rubbermaid) in Manitowoc, WI – a unionized cookware company. With impending closure of the facility he moved to the LaCrosse area and began working for an industrial products company that sold heaters and stainless steel bar equipment. From there he worked at Watkins in Winona, Mn and finally here at Watlow.

## Legislative Update

By: Beth Ede, Legislative Representative

### **CAPITAL HILL UPDATE**

#### ***No Senate Action on Comp Time Bill***

The Working Families Flexibility Act of 2013 (H.R. 1406) was passed by the House on May 8, 2013. SHRM was the principal employer association supporting the legislation and members experienced the power of advocacy as the Act passed in the House by a bipartisan vote of 223 to 204. H.R. 1406 moved to the Senate where it was sent to committee – and that is where it currently sits as no further action has been reported since May 8<sup>th</sup>.

To review the key provision of the current bill, see the June 2013 Winona Area SHRM Newsletter.

### **MINNESOTA LEGISLATIVE UPDATE**

#### ***Close of Legislative Sessions Brings Passage of New Bills***

At the end of May, the Minnesota legislative session came to a close with the passage of new bills that impact Minnesota businesses. These new laws include the expansion of sick leave usage, recognition of same sex marriage, expansion of unemployment benefits during a management lockout, and “ban the box” prohibition.

#### **Sick Leave Usage Expanded**

Effective August 1, 2013, employers in Minnesota with 21 or more employees who provide sick leave benefits must allow their employees to utilize sick leave to care for an adult child, spouse, sibling, parent, grandparent, or stepparent. Previously, the law only required employers that employees be allowed to use their sick leave benefits for the employee or his or her minor children. Note that there is still no Minnesota or federal requirement to offer sick leave benefits.

## HEADLINE NEWS:

### **For 2013, IRS Raises 401(k) and 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. Many plan limits on contributions and benefits will rise because increases in the cost-of-living index met the statutory thresholds that trigger their adjustment

### **Comply with PPACA, Employers Must Identify Full-Time**

With a substantial portion of the Patient Protection and Affordable Care Act (PPACA) set to go into effect in 2014, employers are working to determine how the law will impact them, their business and their employees. Because the law will require most employers to provide affordable minimum essential health insurance coverage to full-time employees or face financial penalties, employers must understand how the law defines full-time workers, as well as the penalties that businesses can face for failing to comply or choosing not to provide coverage.

### **Same-Sex Marriage Recognition**

Effective August 1, 2013, the definition of marriage in Minnesota will be defined as a “civil contract between two persons”. This removes the law’s previous requirement that marriage be between members of the opposite sex. This change will require employers to look at their employer-sponsored benefits to ensure compliance. Note that Minnesota’s same-sex marriage law will not impact the definition of “spouse” under the federal Family and Medical Leave Act (FMLA).

### **Unemployment Benefits during Management Lockout**

Effective immediately, employees locked out by management in connection with a labor dispute will be entitled to an additional 26 weeks of unemployment insurance benefits in addition to the 26 weeks tht the currently receive.

### **“Ban the Box” Criminal History Prohibition**

Effective January 1, 2014, employers will be prohibited from inquiring into or considering the criminal record or criminal history of an applicant until which time the applicant has been selected for an interview. If the employment process does not have an interview, then the prohibition is in place until which time a conditional job offer is made. Note that the law does contain an exception for employers who are required by law or statute to complete a criminal history check.

