

Winona SHRM Newsletter September 2013

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Society for Human Resource Management



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Scheduled Meeting Dates

- Tuesday, September 10, 2013
- Tuesday, October 8, 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

Summer has just flown by! I can't believe our sessions are starting up again already. If you know of anyone that is interested in SHRM please bring them as a guest to one of our luncheons.

Some exciting news, we have been awarded the Silver Award from the National SHRM. Congratulations to everyone for another job well done!

In accordance with earning our Silver status, we must meet certain criteria. One way for us to do this will be the upcoming Career Exploration Expo to be held on Friday, November 8th, from 10 am to 4 pm hosted by the Winona Area Chamber of Commerce. Winona Area SHRM would like to have a booth at this event and will need 4-6 volunteers. One hour at a time would be a wonderful way to be involved and not be too time consuming for one or two individuals. If interested in helping, please contact me at 474-6900, I appreciate your help.

Another opportunity for us to have community involvement is through one of the Lunchtime Learning opportunities through the Chamber. A focus group will be forming and I could use your help on this committee to formalize the presentation. When the Board met we thought a good issue to address with employers would deal with the enrollment periods of health care and savings plans. How do we deliver the proper information to our employees so that they can make decisions on health care, 401k/Roth plans, deferred compensation, etc. What is going on in their lives that we can help give suggestions for to accomplish saving? I would like to have a meeting in September with a focus group. Please contact me by email to volunteer: lobrien@sportnspine.com

Contact Us

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Monthly Meeting Information

By: Elizabeth Ruff, Winona Area SHRM Vice-President

Legislative Update



Tuesday, September 10, 2013

11:30 - 1:00pm

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

12:00 p.m. – 1:00 p.m. – Legislative Update –
More info to follow!

Winona Area Chamber of Commerce

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

Pending Approval for 1 HRCI re-certification credit hour

Lunch: Erb's & Gerb's sandwich platter

Cost: \$10.00 for members; Guests - \$15.00.

You can now pay online ahead of time!

Please [click here](#) to register by **September 6th** and also indicate if you will be purchasing a lunch. Hope to see you there!!

Membership News:

By: Karissa Wirt

Please Welcome....

Lisa Lorsch

I am from Chicago originally and came to Winona to go to college – like many others, I chose to stay and have not left. I am a proud WSU alumnus with my BA in Mass Communications, Public Relations. I love our community. I started this summer at Mississippi Welders Supply as their HR Manager. I have 12 years of management experience, with 6 of those years as an HR Manager. I was able to live in Scottsdale, AZ for 3 years before starting a family and that was an amazing experience. I am the proud mother of Ben, 6 and Beth 4. They keep me very busy. I find that it is hard to have a hobby when you are a working mom!

Luncheon Costs:

It has been several years since the price of the luncheons has been addressed. Due to the fact that our menu items are a higher cost than our luncheon fee, we feel we need to raise the luncheon fee to \$10 effective with the September luncheon. Our conference is our biggest fundraising effort and with that we do purchase our door prize gifts and speaker incentives, along with the summer social and December dinner. As with anyone, we cannot stay solvent by charging less than we are paying out. The Board will review this issue again in a few months. If you have any suggestions/ideas, please forward them on to one of us.

Legislative Update

By: Beth Ede, Legislative Representative

Family and Medical Leave Act Department of Labor (DOL) Clarifies FMLA Rights for Same-Sex Spouses

As we are aware, the Family and Medical Leave Act (FMLA) entitles employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons, with group health insurance coverage under the same terms and conditions as if the employee had not taken leave.

On August 9th, the DOL issued clarification on the scope of an employer's obligation to make FMLA available to same-sex spouses. Fact Sheet #28F confirms that, for purposes of the FMLA, the term "spouse" includes a same-sex spouse if the marriage is recognized under the laws of the state in which the employee resides.

As a result of the new guidance, legally married same-sex spouses living in a state that recognizes marriage will be entitled to FMLA leave on the same terms as opposite-sex spouses. However, until further guidance is issued extending FMLA rights to legally married same-sex spouses (regardless of residence), employers will not be required to make FMLA leave available to a same-sex spouse who resides in a state that does not recognize same-sex marriage.

Effective August 1, 2013, Minnesota recognizes same-sex marriage, therefore married same-sex couples residing in Minnesota now must be afforded FMLA rights on the same basis as opposite-sex married couples.

Refer to [Fact Sheet #28F](#) for additional information – including an updated definition of "spouse". Also, ensure your FMLA policy and/or any internal documents are updated to reflect this change, as applicable.

Washington Update Congress Quiet in August

Congress was on recess for the month of August, so nothing new announced that is HR-related.

