

Winona SHRM Newsletter November 2013

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Society for Human Resource Management



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Scheduled Meeting Dates

- Tuesday, November 12, 2013
- Tuesday, December 10, 2013 – Holiday Social

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



Hello Fall! My favorite time of year, like many of us. Take a look at the pictures of our new giveaways for our attendance drawing. We will either have the business card case or the zip drive, both of which have our Winona Area SHRM logo. They are both very nice and you won't want to miss out on these drawings!

I have also added our Winona Area SHRM Mission, Vision and Values for all of us to review on why we are here:

- **Mission – (Why we exist)**
- **The Winona SHRM Chapter is a professional organization that exists to:**
- **Build and sustain partnerships with human resource and business professionals, to address challenges that influence the effectiveness and sustainability of our organizations and communities.**
- **Provide a community for human resource and business professionals to share expertise and create innovative solutions on people management issues.**

Contact Us

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- Proactively provide education and research to human resource and business professionals to enhance our organizations and communities.
- Advance the HR profession through outreach, mentorship, and advocacy.
- Vision – (What we want to be)
- To be the leading resource and authority on people management issues.
- Values– (What we stand for)
- Knowledgeable - in people management
- Influential – in education and advancing the profession
- Strategic – in our thinking and planning
- Supportive – to our members, our organizations, and our communities
- People, It's our business!

I am still looking for volunteers to give an hour or two for the Career Fair on November 8th at the Armory for the high school students, and a few people to get our Lunchtime Learning Program together to present to Chamber members in February. A small committee to meet soon and finalize the presentation would be awesome. Remember why we are a part of Human Resource and that PEOPLE, IT'S OUR BUSINESS



Membership News!

Please welcome Amanda Schulte

Amanda recently joined Winona National Bank as the Human Resources Assistant. She currently lives in La Crescent, Amanda is originally from Northeast Iowa, and she attended the University of Northern Iowa in Cedar Falls Iowa.

Headline News...

Job Market Optimism Doesn't Lead to Greater Q4 Hiring

HR professionals have more faith in the U.S. labor market than they did six months ago, and more than half believe that the economy will add jobs in the fourth quarter of 2013, according to the newest Jobs Outlook Survey (JOS) by the Society for Human Resource Management (SHRM). But 66 percent of all organizations are still experiencing difficulty recruiting for specific vacancies, compared with 52 percent in 2012, according to industry-specific data from SHRM's Ongoing Impact of the Recession Poll.

Monthly Meeting Information

By: Elizabeth Ruff, Winona Area SHRM Vice-President

Healthcare Reform



Tuesday, November 12, 2013

11:30 -1:00pm

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

12:00 p.m. – 1:00 p.m. – Healthcare Reform

Presentation by Marsh & McLennan 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: Lasagna Lunch (lasagna, salad & breadsticks) – Steak Shop Catering

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

You can now pay online ahead of time!

Please [click here](#) to register by **November 8th** and also indicate if you will be purchasing a lunch. Hope to see you there!!

Save the Date *SHRM Holiday Social*

Tuesday, December 10th

Betty Jo's

5-7 PM

Attendees will be entered for a chance to win a free registration to our Annual Spring Conference!

Board Vacancies

Dear Winona Area SHRM Members,

As fall is approaching, the Winona SHRM group is planning for the upcoming 2014 year. The Winona SHRM Board, Executive Board and SHRM committee has 10 different leadership positions to help coordinate the planning of meetings, professional development activities, the holiday social, and the annual Winona SHRM conference, as well as different student events.

This letter is coming to you because of an upcoming crisis in our group. We are in desperate need of volunteers to take over the positions of Vice President, Secretary, Workforce Readiness, Certification Rep/Foundation Advocate and Student Chapter Liaison.

Legislative Update

By: Beth Ede, Legislative Representative

Supreme Court Action *SHRM Weighs in with Supreme Court on SOX Act's Scope*

On October 7th, the U.S. Supreme Court began its new term with several labor and employment-related cases on the docket. Included is the highly anticipated *Noel Canning* case in which the Court will decide whether the President properly appointed members of the National Labor Relations Board using the recess appointments power.

Also on the docket is a lesser-known, but equally significant case titled *Lawson v. FMR, LLC*. In the *Lawson* case, the Court is asked to decide whether the Sarbanes-Oxley Act's (SOX) whistleblower provision applies to employees of a publicly traded company's private contractors or subcontractors, or only to the public company's employees.

Section 806 of SOX prohibits public companies from retaliating against an employee who engages in protected activity by reporting suspected fraud. This case will be the first time the Supreme Court has reviewed SOX, which was enacted in 2002 in the wake of Enron Corporation's failure. In this case, the First Circuit ruled that although SOX protections would apply to publicly owned Fidelity mutual funds, they did not apply to employees of a separate advisory firm that manages the fund. The employees sought Supreme Court review of that decision.

SHRM's amicus brief argues that the legislative history clearly shows that Congress intended SOX to apply only to publicly traded companies. In addition, the brief warns that an explosion of litigation would likely result from expanding SOX coverage from 4,500 publicly traded companies to those employed by some 6 million private entities in the United States, especially in light of the federal courts and agency struggle to attend to the current backlog of whistleblower retaliation claims.

Without volunteers for these positions, we may have to dissolve the Winona Area SHRM group. This would be a terrible injustice to our community, HR professionals and ourselves.

Please look deep within yourself to determine if this is the final road or if you can make a commitment to Winona Area SHRM to make it thrive and grow and be the best resource for the HR community in the Winona Area.

Please contact any of the Board members as listed on our web page, winona.shrm.org, if you have any questions or concerns. The job descriptions are also listed, and are not as daunting a task as they may read.

Sincerely,

Winona Area SHRM
Board

Health Care Reform

State-Based Exchanges Open for Business

Whether you live in Minnesota where the state is running the health care marketplace, or in Wisconsin, which is a federally-run exchange – they are open for business, but not without some issues that continue to be worked through.

The Minnesota exchange market place, [MNSure](#), is a month into their first open enrollment period for individuals, families, and small employers. For individuals and families to be eligible for January 1, 2014 coverage on the exchange, application must be made and premiums paid by December 15, 2013. Small employer groups going to the exchange have different requirements – check out the website or work with your trusted advisor for more information.

As of mid-October, MNSure reported nearly 3,800 people enrolled in health insurance on the state-based exchange. This is a slow start as it's estimated that 300,000 Minnesotans are uninsured and several million are eligible to purchase coverage through the site.

The MNSure site has published a few tips for individuals and families using their online application process:

- Read and take your time – as you navigate through the application, take time to read the information and questions thoroughly in order to avoid error messages and having to go back to fix entries.
- Enter complete information, as though you were filling out a job application or filing a tax return.
- If you don't have the information needed to complete the application, save & exit. You can come back to the MNSure website, log into your account and resume your application.
- Call for assistance or contact one of the certified navigators/in-person assistors for more assistance.