

Winona SHRM Newsletter January 2014

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Society for Human Resource Management



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Scheduled Meeting Dates

- Tuesday, January 14
- Tuesday, February 11

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

As this is my last newsletter contribution, I would like to thank all the Board members in putting forth their efforts to make Winona Area SHRM a great organization in 2013. Membership has increased and we have attained Silver status again for 2012. With this great collaboration, I would expect another Silver award for 2013!

Plans are well under way for a great spring conference, please join us in April. Remember that this is our only fundraiser for Winona Area SHRM.

Again, please consider volunteering to help the Board with small items. Even an hour or two is greatly appreciated. There will be several opportunities in the coming months to volunteer.

Thank you for a great year!



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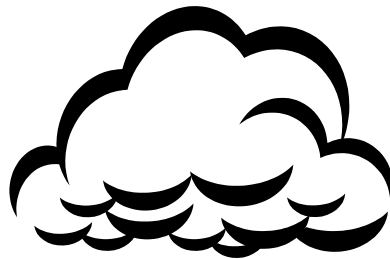
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Monthly Meeting Information

By: Rhonda Spece, Winona Area SHRM Vice-President

The Cloud's Business Impact on HR



Tuesday, January 14, 2014

11:30 -1:00pm

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

**12:00 p.m. – 1:00 p.m. – The Cloud's Business
Impact on HR**

**Presentation by Larissa
Fleming, HR Cloud**

**Winona Area Chamber of Commerce
902 E. Second St - Ste 120 | Winona, MN 55987**

**Pending Approval for 1 HRCI re-certification
credit hour**

Lunch: Subs and Chips – Erbert & Gerberts

**Cost: \$10.00 for members; Guests - \$15.00.
You can now pay online ahead of time!**

**Please [click here](#) to register by January 10th
and also indicate if you will be purchasing a
lunch. Hope to see you there!!**

Headline News...

Employees Will Pay More

for Health Care in

2014 If you're one of the 150 million Americans who get health insurance through your job, prepare to pay more. The new year will likely bring higher deductibles and copayments, penalties for not joining wellness programs and smaller employer contributions toward family coverage.

New Guidance Issued on 401(k) Roth Conversions

The Internal Revenue Service, in Notice 2013-74, is providing guidance on a change in law that permits sponsors of 401(k) and other defined contribution retirement plans to allow in-plan Roth conversions, meaning participants may roll over pretax funds from a traditional 401(k) to a Roth 401(k) by paying income taxes on the converted amount.

New Years Blessing....

Much joy to you in the upcoming year. May the warmest wishes, happy thoughts and friendly greetings come at New Year and stay with you all the year through.

Legislative Update

By: Beth Ede, Legislative Representative

Minnesota Law Change

"Ban-the-Box" Takes Effect January 1st

Just another reminder that 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. For more information, see the [toolkit](#) available through the Minnesota Department of Human Rights.

Capitol Hill Update

Budget Compromise Passed

The budget compromise deal lays out a two-year framework for funding the federal government, setting discretionary spending at \$1.012 trillion for 2014 and \$1.014 trillion for 2015 for all federal agencies. In addition, the deal provides some relief from the automatic sequestration cuts and gives federal agencies an extra \$63 billion over two years.

In order to offset these automatic sequestration cuts, revenue was raised by:

- Increasing the premiums paid by corporations to the Pension Benefit Guarantee Corporation (PBGC), which guarantees pension benefits
- Increasing airline security fees starting July 2014
- Increasing federal pension contributions paid by federal civilian workers
- Reducing the retirement benefits for military retirees who are under the age of 62
- Extending Bureau of Customs and Border Protection user fees
- Capping annual salaries for government contractors at \$487,000 (indexed to inflation)

Of the revenue raising provisions in the bill, the most problematic for employers will be the increase in premiums to be paid to the PBGC. Currently, employers who sponsor a defined benefit plan are paying increased premiums through 2014. The new budget bill will continue to raise premiums through 2016. After that, premiums will then be indexed for inflation.

For a summary of the Bipartisan Budget Act, please click [here](#).