

Winona Area SHRM Monthly Newsletter

February 2014

President's Notes By: Elizabeth Ruff

Wow, February already! 2014 seems to be off to a fast start. I am very much looking forward to what this year has in store for Winona Area SHRM!

The student SHRM chapter at Winona State has been working with Alberta Rosburg, student liaison, to coordinate our February meeting. Back by popular demand, Nancy Vollertson will be joining us for our February meeting and informing us about lawsuits being expensive and hot topics in employment law! Please join us on February 11th at the Winona Area Chamber of Commerce.

Save the date! Winona Area SHRM's Spring Conference will be held on April 8th at Riverport Inn & Suites. This year's conference is focused on Leadership & Development and we have a great lineup of sponsors and speakers for this event. The morning session will be conducted by Tracy Butz on "Embracing the Challenge of Change." Tom Thibodeau will be presenting on "Servant Leadership" in the afternoon. Dianne Amundson will also be our conference emcee. We will have additional information about our speakers, sponsors and the conference in upcoming

newsletters and emails. Register now to receive the early bird discount!

We had three members attend the MN SHRM State Council Leadership Conference held in St. Cloud this year. Deb McClellan, Rhonda Spece & Karissa Wirt all were in attendance and found the conference to be very valuable. We are looking forward to incorporating new ideas that they learned from the conference into our chapter!

I look forward to seeing all of you on February 11th for our monthly meeting!

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Upcoming Events:

Local

- **February 11:** Lawsuits are EXPENSIVE!
- **March 11:** Choosing Wisely
- **April 8:** Leadership and Development Conference (All day event)

Monthly Meeting Information

Lawsuits are EXPENSIVE!

Presented by: Nancy Vollertsen, Attorney with Lindquist & Vennum

Tuesday | February 11
11:30—Noon | Networking and Lunch
Noon—1:00 | Lawsuits are EXPENSIVE!
Winona Area Chamber of Commerce | 902 E 2nd | Suite 120 | Winona

Pending approval for 1 HRCI re-certification credit hour

Lunch: Build Your Own Taco Salad

Cost: \$10 for members | \$15 for Guests

You can now pay online ahead of time!

[Click here to register today!](#)

Washington Update

2014 Outlook Unclear, but Hopeful

As President Obama delivered his fifth State of the Union Address in late January, he outlined several policy priorities for this year – which are all too familiar to the HR profession. From immigration reform, raising the minimum wage, tax reform, pay equity and extending unemployment insurance for the long-term unemployed, the president made it clear that he is willing to use the executive order process, where possible, if Congress fails to act. That's why this year presents unique opportunities for us to engage in and shape future public policies that will be implemented in the workplace.

One bill that that was highlighted in the president's remarks and almost certain to get a vote in the Senate this year is an increase to the federal minimum wage to \$10.10 an hour. A similar bill is pending in the House. In addition, a proposed hike in the state minimum wage should see action in the Minnesota legislature in 2014.

SHRM and others in the business community are hopeful Washington will soon begin consideration of immigration reform legislation – but in what form remains to be seen. While it is doubtful it will consider the omnibus bill passed last summer by the Senate,

there have been rumblings within the House leadership that Speaker Boehner and House Judiciary Committee Chairman Bob Goodlatte will be announcing a set of GOP-embraced immigration reform standards soon.

The HR community is hopeful one of those reform standards will call for a fully enhanced and improved employment verification policy that will strengthen the E-Verify program to address the issue of identity theft in the employment process.

Other issues that SHRM and its strategic partner, the Council for Global Immigration, are advocating for in the immigration debate include:

- New robust green card levels in The Border Security, Economic Opportunity & Immigration Modernization Act (S. 744) that addresses backlogs and future flows
- Expansion of the STEM definition in S. 744 and the SKILLS Visa Act (H.R. 2131) to provide critical access to cap exempt professionals in biological and biomedical science
- H-1B cap increases in S. 744 and H.R. 2131, providing employers with more predictability to plan for today's rapidly changing workforce needs

- The omission of H-1B and L-1 outplacement restrictions and additional recruitment requirements in H.R. 2131
- The creation of a Trusted Employer program in H.R. 2131

We remain hopeful that Congress can agree on some form of immigration reform legislation in 2014. SHRM advocacy efforts in the House will continue to focus on expanding employer access to talent, providing employers with the tools they need to hire a legal workforce and creating critical immigration pro-



New Member Spotlight

Laura Witte

My name is Laura Witte and I live in Arcadia, WI. I graduated in May from the University of Minnesota Duluth with a BBA in Human Resources Management as well as minors in Organizational Management and Sociology. I am currently working at J.R. Watkins Inc. as a HR Representative. I enjoy reading, traveling, going for walks, and kayaking. I look forward to getting more involved in the Winona community and getting to know my fellow SHRM members.

Eldridge McClatchey

For those of you who do not know me, here is a little summary of myself and personality. My name is Eldridge McClatchey and I have my undergraduate degree in Business Management/Human Resources from Saint Mary's University of MN here in Winona. I will be finishing up my Master's program in Organizational Leadership in February of 2014 from Colorado State University – GC. Although commuting would be worth the travel and scenery, online offers a better and more flexible schedule for me. I have worked various jobs since high school and looking back they all had one thing in common, interacting with people. I have worked or volunteered as an usher, church receptionist, landscaper (yes, I even planted flowers), retail, to the food and beverage industry and even worked in a chicken plant where I never thought I would eat chicken again. Throughout my work history, I have valued a sense of care for the positions I've held and do not regret my short experiences with the companies I've worked for.

What my work history cannot illustrate to others is the idea of building longevity with one organization that I can share my leadership abilities with while also illustrating my accountability and dedication that I value deeply upon and within myself to lead by example in and outside the workplace in a professional manner. I communicate very well within an environment that is in need of problem solving or great leadership to motivate people. Though my interpersonal skills are sharp and recognized instantly by others (even my children), it is mostly my respect and non-judgmental attitude that gains the influence of others. I'm not a preacher by all means, but I can definitely inspire and build confidence in others so that they believe anything is possible and achievable.

I am a highly motivated and enthused individual when placed in a position that demands leadership abilities that I can say I have exemplified throughout my work experience as a subordinate and as a supervisor. I love to learn from others so that I can continue to be the well rounded, non-judgmental individual everyone loves to know. I am here to network and continue my growth and knowledge of HR while also seeking opportunity with a promising organization.

It is nice to meet you all and I look forward to sharing HR concepts and ideas with you!

Welcome to Winona Area SHRM Laura and Eldridge!

Winona Area SHRM

P.O. Box 71
Winona, MN 55987

E-mail: winonashrm@yahoo.com
www.facebook.com/WinonaAreaSHRM

We're on the web!
winona.shrm.org

People, It's Our Business!



SHRM Links

National SHRM website

www.shrm.org

MN State SHRM website

www.mn-shrm.org

Contact Us

President

Elizabeth Ruff
507.457.9100
e.ruff@peerlesschain.com

Vice-President

Rhonda Spece
507.864.7714
rspece@goodshepherdushford.org

Secretary

Heidi Viestenz
507.457.1100
hjviestenz@merchantsbank.com

Treasurer

Deb McClellan
507.457.3311
deb.mcclellan@expresspros.com

Diversity & Workforce Readiness Advocate

Heather Wangen
507.457.4562
hwangen@winonahealth.org

Web Coordinator/Marketing/PR

Cheri Gabbert
507.454.4044
cherig@mnprwr.com

Legislative Representative

Beth Ede, SPHR
507.453.6347
bede@winonaagency.com

Membership Chair

Karissa Wirt
507.453.4996
karissa.wirt@bench.com

Student Chapter Liaison/ Education Advocate

Alberta Rosburg, PHR
507.457.1193
aarosburg@merchantsbank.com

Past President

Lori O'Brien
507.474.6900
lobrien@sportnspine.com

