

Winona Area SHRM Monthly Newsletter

April 2014

Presidents Notes By: Elizabeth Ruff

Well, it's officially spring and I know that I am very excited for some spring weather!

This is the final newsletter before Winona Area SHRM's Spring Conference. The planning committee has been working very hard to finalize all of the final details of the conference – it's sure to be a great event that we are all very excited about! The conference will be held on April 8th at Riverport

Inn & Suites. This year's conference is focused on Leadership & Development and we have two excellent keynote 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 be the conference emcee. Additional details about the event and registration can be

found on our website: Winona.shrm.org

In the last newsletter, I was seeking volunteers for the treasurer position. I'm happy to announce that Reva Witte from Winona Health has accepted the position!

I look forward to seeing all of you at the Spring Conference on April 8th!

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Monthly Meeting Information

Leadership and Development Conference

Tuesday | April 8

8:30 | Registration Open

9:00 | Conference Begins

Riverport Inn & Suites | 900 Bruski Drive | Winona, MN

Morning Program | Tracy Butz—"Embracing the Challenge of Change"

Afternoon Program | Tom Thibodeau—"Servant Leadership"

Emcee for the Day | Dianne Amundson

For more information and to register, visit winona.shrm.org

Hope to see you there!

Upcoming Events



- April 8: Leadership and Development Conference (All day event)
- May 13: FMLA Compliance

Legislative Update By: Beth Ede

President Obama Mandates Update of Fair Labor Standards Act (FLSA)

On March 13th, President Obama issued a memorandum for the Secretary of Labor directing revisions to modernize and streamline the existing overtime regulations under the FLSA.

As we are all aware, the FLSA provides basic rights and wage protections for American workers, including the Federal minimum wage and overtime requirements – including the requirement for most workers to receive overtime pay of at least 1.5 times their regular rate for hours worked in excess of 40 hours per week.

In the memorandum, the President specifically noted that the regulations regarding exemptions from the FLSA's overtime requirements, particularly for executive, administrative, and professional employees, have not kept up with the modern economy. *"Because these regulations are outdated, millions of Americans lack the protections of overtime and even the right to the minimum wage."*

Therefore, a directive was given to the Secretary of Labor to modernize and streamline the existing overtime regulations, taking into consideration how the regulations could be revised to update existing protections consistent with the intent of the FLSA. In addition, the revisions should address the changing nature of the workplace as well as simplifying the regulations to make them easier for workers and employers to understand and apply.

Because any changes to the FLSA could impact substantially most of our organizations, SHRM's Government Affairs Department will continue to monitor developments and provide analysis and communications once the proposed changes are formally released.

SHRM Testifies on NLRB's Notice of Proposed Rulemaking

In early March, SHRM's North Central Membership Advisory Council representative Steve Browne, SPHR, testified before the U.S. House Committee on Education and the Workforce on concerns with the National Labor Relations Board (NLRB) recent Notice of Proposed Rule Making governing representation elections.

At the oversight hearing titled "Culture of Union Favoritism: The Return of the NLRB's Ambush Election Rule," Browne (pictures with committee chairman John Kline (R-MN) testified that the proposed rule will fundamentally and needlessly alter the delicate balance under current law that provides employees an opportunity to make an educated and informed decision to form, join, or refrain from joining a labor organization.

The proposed regulation, as currently drafted, would also severely hamper an employer's right to



exercise free speech during union organizing campaigns and would cripple the ability of employees to learn the employer's perspective on the impact of collective bargaining on the workplace.

SHRM is supporting that the proposed rule be abandoned.

Comprehensive Tax Reform "Discussion Draft" Released

The long-awaited plan for reforming the U.S. Tax Code was released as a "discussion draft" of the Tax Reform Act of 2014. The reform measures focus both on personal and corporate tax reform and would have broad implications for employers and employees.

The proposal contains many provisions fundamental to an organization's recruitment and retention strategies. These include:

- Repealing the SHRM-supported Section 127, Employer Provided Education Assistance
- Repealing fringe benefit exemptions, including adoption, housing and moving expenses
- Modifying retirement plans, including lowering the tax-deferred amount allowed to traditional retirement accounts (401(k), 403(b) and 457(b)) from \$17,500 to

\$8,750 per year

- Freezing inflation indexing on all retirement plans for 10 years, effectively reducing amounts that can be contributed to retirement accounts
- Repealing the employer-provided child care credit
- Repealing the credit for employee health insurance expenses for small employers
- Repealing the Work Opportunity Tax Credit
- Modifying executive compensation provisions

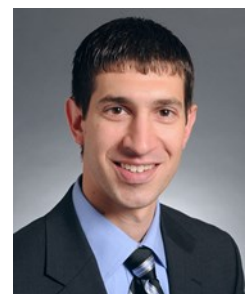
Legislative stakeholder reaction has been mixed so far with House and Senate leadership indicating they have no desire to take up the bill (or comprehensive tax reform) this year. Stay tuned.

Minnesota Update

Senator Miller Introduces Income Tax Reciprocity Bill

Local Senator Jeremy Miller (R-Winona) introduced legislation to address the issue of income tax reciprocity between Minnesota and Wisconsin. His bill (Senate File 2798) will require the Commissioner of the MN Department of Revenue to begin negotiations for a new reciprocity agreement between Minnesota and Wisconsin.

"Tax reciprocity continues to be a significant issue in southeastern Minnesota and other border communities where thousands of residents live in Minnesota and commute to Wisconsin for work," said Senator Miller. We have gone too long without one and my hope is this legislation will help restart this conversation."



The next time you see or are in contact with Senator Miller, please thank him for his work on this reciprocity legislation.

Thank You Senator Jeremy Miller

Dear Business Professional;

We are pleased to announce a NO COST **workplace wellness collaborative** in Winona County to help employers develop or improve upon an existing employee/workplace wellness initiative. Employers will learn how to better engage employees in their own health through a 'culture of health' that supports healthy behaviors. This project is funded by the Statewide Health Improvement Program (SHIP).

As you know, investing in the health of employees by creating a workplace wellness initiative is an

important step you can take to increase productivity, improve morale and better manage health care costs. Plus, most of the best practice recommendations take little or no financial resources on the part of your organization - just staff time to plan and implement.

Participating employers will receive free consultations along with tools and templates to ensure success. Any size employer is welcome!!

If you are interested in learning more, please contact:

Deb McClellan

deb.mcclellan@livewellwinona.org (474.9825)

Or

Andrea Gierok

AGierok@co.winona.mn.us

Winona Area SHRM Mentorship Program

SHRM Mentorship Program for 2014 officially starts!

I would like to thank the 6) panelists and 4) WSU HR students that participated in the HR panel on March 18.

Our HR panel consisted of Beth Ede, Mike Kreiling, Cari McCann, Reva Witte, Ann Nelson and Cathy Espy. Thank you for taking the time to participate. The students learned a lot and the time you donated was so valuable to them.

It is not too late to participate in the next session of the SHRM Mentorship Program scheduled for April 10th at 4:30 at Merchants Bank. Please contact me at aaeros-burg@merchantsbank.com if you want to participate. Happy Spring!



New Member Spotlight

Brittany Little

I graduated from Viterbo University in December of 2006 with a Bachelor of Arts in Spanish and minor in Sociology.

I started working at Ashley Furniture in Arcadia, WI on January 22, 2007 in the Training and Development Department as a second shift Trainer/Translator/Interpreter. I was in that role for one year and then moved into the Short Term Disability Coordinator position working with all types of company and federal/state medical leaves. I've been in my current role as the HR Generalist for the CaseGoods division since August of 2012. Having worked in three different areas of HR has given me the opportunity to see HR from several sides and really learn as I go.

Away from work, I enjoy playing softball in the summertime, watching Minnesota Twins baseball games and spending time with my husband and two year-old son. We will be a family of four in early May.

WELCOME

April 2014

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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.mnshrm.com

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Leadership & Development Conference

Tuesday | April 8th | 2014

**Riverport Inn | 900 Bruski
Drive | Winona, MN**

Morning Program:

"Embracing the Challenge of
Change" - Tracy Butz

Afternoon Program:

"Servant Leadership"
- Tom Thibodeau

Emcee for the day: Diane
Amundson

Registration: 8:30 am
Conference begins at 9:00

Register early to save money!

Cost (before March 10):

-\$89 for SHRM Members

-\$99 for non-members

Cost (after March 10):

-\$125 per person

For more information and to
register, visit:

winona.shrm.org