

*Winona, Minnesota*

# Winona Area SHRM Newsletter

April  
2018



## President's Notes

By: Rebecca Rowe, President

It's almost time for the Winona Area SHRM's annual Leadership & Development Conference on Tuesday, April 10<sup>th</sup> from 7:30am-4:45pm at the Tau Center on the Winona State University campus. Registration is open. The registration fee is \$129 per person. [Click here](#) to find all of the information on the conference including registration, the option to pay your registration fee via Paypal and the tentative agenda for the day. We would also like to thank our wonderful sponsors for this year's conference.



To learn more about the conference, visit <https://winona.shrm.org> and click on the tab **2018 L&D Conference** on the top of the website page. You will be able to complete the conference registration form, pay the conference fee via Paypal and view the tentative agenda for the day.

We have two phenomenal speakers: Neil Ihde who will discuss *Setting the Stage for Healthy Conflict* and Chris Heeter (and her dog Tuu Weh) will discuss *When the leader sees nothing but tails: Leadership skills from the back of a dogsled*. We will also have experts in Talent Acquisition and Employee Engagement from Kwik Trip, Organic Valley, Dynamic Recycling, Express Employment Professionals, Winona Chamber of Commerce, and the Workforce Center on a panel answering your questions. We will also have experts in Employment Law from the University of Wisconsin – La Crosse, Winona Agency, Ford Harrison Global HR Lawyers, Lindquist & Vennum LLP and Fastenal onsite to answer your employment law questions. A photographer will also be onsite taking business professional headshots sponsored by Winona National Bank as a fundraiser for the SHRM Foundation. [Click here](#) to register!



### **Do you have an HR job opening with your organization? Advertise with SHRM!**

If you click on the *Jobs* tab of our website, you'll see some new information. Below is a summary of the changes that went into effect late last year. If you have an HR position or HR internship you'd like to advertise on our website, newsletter and Winona SHRM's social media pages please email Rebecca Rowe at [rrowe@ci.winona.mn.us](mailto:rrowe@ci.winona.mn.us).

If you would like to post an HR related position with Winona Area SHRM and for it to be sent to all of our members, please email [Rebecca Rowe](#). All postings are 30 days and can be renewed. Job postings are included in the upcoming monthly newsletter and all social media outlets.

- ▶ HR internships for companies with a Winona Area SHRM member in good standing - **FREE**
- ▶ HR job postings for companies with a Winona Area SHRM member or other regional SHRM chapter member in good standing - **\$40.00**. *Proof of membership must accompany regional SHRM Chapter job submission.*
- ▶ HR internship and/or job postings for companies with no Winona Area SHRM or regional SHRM chapter membership - **\$60.00**.

<https://winona.shrm.org/job-opportunities>

## Upcoming Events

By: Rebecca Rowe, President



Date	Speaker	Topic
April 10 <sup>th</sup>	<b>Winona Area SHRM Leadership &amp; Development Conference</b>	
May 8 <sup>th</sup>	TBD	TBD
June 12 <sup>th</sup>	Barry Platt – Veteran's Employment Representative MN Department of Employment and Economic Development	Integrating & Engaging Veterans in the Workforce
July 10 <sup>th</sup>	Logan Joyce – Strengths Consultant Leadership Vision	Making Sense of the StrengthsFinder Assessment
August 14 <sup>th</sup>	Aaron Tell – Communications/Outreach Specialist Lynne Batzli – Outreach Specialist MN Department of Employment and Economic Development	Minnesota Unemployment Insurance Employer Discussion
September 11 <sup>th</sup>	Alec Beck – Ford Harrison Global HR Lawyers	Legal Update
October 23 <sup>rd</sup>	Winona Area SHRM Board of Directors & MN SHRM State Conference Attendees	HR Roundtable: MNSHRM State Conference Recap
November 13 <sup>th</sup>	Nicole Kauphusman – Express Employment Professionals	HR Analytics and Me: Why Can't We Be Friends?
December 11 <sup>th</sup>	Holiday social – Topic & Venue TBD	

Minnesota Business Tax Education Partnership is holding seminars in Maplewood and Plymouth, Minnesota for employers and their representatives who are interested in information on state and federal employment taxes and other employer responsibilities. These seminars will be presented by experts from the Minnesota Department of Revenue, Minnesota Unemployment Insurance Program, the United States Department of Labor, and Minnesota Workers' Compensation Insurers Association.

Seminar content will include information on:

- Worker status (independent contractor vs employee)
- Employment Tax basics (withholding, depositing and reporting)
- Unemployment Insurance (tax rates, wage reporting, benefit account issues)
- Federal Labor Standards (wage and hour)
- Workers' Compensation Insurance (requirements)

### Seminar Date and Location:

Date: Thursday, April 19, 2018

Time: 8:30 a.m. to 3:30 p.m.

Location: Ramsey: Graham Park 4H Building, 1407 3rd Ave. SE, Rochester, MN 55904

Fee: No fee

Register: Advanced registration is required.

<http://www.uimn.org/employers/help-and-support/educational-seminars/seminar-schedule.jsp>



## SHRM Private Email Group



Do you wish you could request feedback from your local HR colleagues on various topics? Well now you can!!! Winona SHRM offers a private email group to all of its members!

Visit <https://groups.yahoo.com/neo/groups/winonashrm/info> and you will have three options:

1. Login to your existing Yahoo account
2. If you don't already have a Yahoo account you can create an account
3. Or you may choose to use an existing email account

Once you complete this step you will be asked to enter the Account Key which is sent to your designated email. Lastly, you will click "Join Group" and request to become connected. Once you receive the approval email you are now enrolled in the group and you may begin participating in the conversation!



### Winona Area SHRM's Mission, Vision & Values

#### 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.
- 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 on people management skills.

#### Values – (What we stand for)

- Strategic – in our thinking and planning
- Honorable – to our members, our organizations, and our communities
- Respectful – to the SHRM bylaws and legislative guidelines
- Mentorship – guidance and partnering with HR professionals

**People, it's our business!**

## Marketing Update

By: Brandon McQuinn, Marketing Director and Web Coordinator

### The Importance of Social Media

Winona SHRM is active on social media and we want you to follow us!

Facebook is one of the key places we look to promote our events, recruit new members, and recruit speakers for our monthly meeting. Believe it or not, our social media presence says a lot about our group!

Studies have shown that 58% of American Adults are active on Facebook, including 87% of those ages 18-29. Of those users 64% visit the site at least daily.

What does that mean for us? Facebook allows us to have organic, direct communication with people and allows our members to share things we are doing with their peers. This helps us increase our digital footprint and keeps you in touch with the events we are hosting in a more convenient way.

The social networking site also shows people “similar page suggestions” which means that if someone you are friends with “likes” a page you do, Facebook will recommend other pages they may also like, and the more people we have that “like” our page, the more often we will show up as an option.

The nice thing is that our page is not soliciting or regurgitating content that you see anywhere else. We use the site to promote our local events, give thanks to organizations the help us, post HR jobs in the community, and post pictures of other HR events that our members attend or patriciate in.

So please, the next time you are online like and follow Winona SHRM and help us grow, or simply click one of the links below to be taken directly to our page. See convenient!!



## Legislative Relations

By: Beth Ede, Legislative Representative

### Washington Update

#### ***DOL Announces Pilot Program to Voluntarily Correct FLSA Errors***

On March 6, the U.S. Department of Labor (DOL) announced a new pilot program aimed at providing employers with an opportunity to voluntarily correct errors they discover that violate the Fair Labor Standards Act's (FLSA's) overtime and minimum wage requirements. The DOL recognizes that employers sometimes discover errors in failure to pay overtime, misclassification of employees or other FLSA violations but are hesitant to take corrective action because of potentially expansive liability exposure.

The new program, known as the Payroll Audit Independent Determination (PAID) program, encourages employers to conduct audits and self-report any violations. Employers that do so may work with the DOL's Wage and Hour Division (WHD) to correct these mistakes and provide compensation to affected employees under the supervision of the WHD. The program seeks to incentivize both employers and employees to enter into voluntary settlements by offering employers the ability to avoid liquidated damages and employees the ability to receive 100 percent of back wages quickly, avoiding the expense and significant delay incurred by litigation.

The PAID program is not available to settle ongoing litigation and is not accessible to employers with recurring violations. In addition, employees will not be required to accept settlements they disagree with. However, employees who do agree to proceed with a settlement will grant a specific release tailored to the identified violations and time period for which the employer is paying the back wages.

The DOL has not announced when the program will begin but is encouraging employers to consider the program's benefits. The WHD plans to implement the PAID pilot program nationwide for six months, then evaluate the results. Check in at the website link above for more information on the upcoming pilot program launch and additional information.

#### ***Congress Approves and President Signs Appropriations Bill to Avert Government Shutdown***

Congress passed the FY2018 omnibus appropriations bill (H.R. 1625) – a \$1.3 trillion spending package to fund the federal government through September 30, 2018. Although President Trump said he had concerns with the funding bill, he signed the bill into law. The measure increases fiscal 2018 appropriations by \$143 billion over and above previous fund levels.

## SHRM Board Members

### Past President & Membership

#### Director

Ashley Zweep  
azweep@smumn.edu  
507-457-8706

#### President

Rebecca Rowe  
rrowe@ci.winona.mn.us

#### President Elect

Kelsey Franzen  
Kelsey.v@anovafurnishings.com

#### Secretary

Melissa Shore  
melissas@winonanationalbank.com

#### Treasurer

Linda Digby  
ldigby@winonaorc.org

#### Legislative Representative

Beth Ede  
bede@winonaagency.com

#### College Relations Chair

Jennifer Davis  
Jennifer.davis@expresspros.com

#### Marketing Director & Web

Coordinator  
Brandon McQuinn  
bmcquinn@exchange.hbci.com

The bill includes some important immigration provisions that are of interest to HR and employers using nonimmigrant and/or E-Verify programs:

- **Extends four expiring immigration programs until September 30, 2018:** E-Verify, the Conrad 30 waiver program, EB-5 and the special immigrant non-minister religious worker program.
- **Provides J-1 Educational and Cultural Exchange Program funding and protection**
- **Provides funding for Department of Homeland Security programs**
- **Extends DHS and DOL Authority to Issue H-2B visa relief**

SHRM and CFGI were advocating for Congress to act on the Deferred Action for Childhood Arrivals program. However, a solution was not included in the final passed omnibus bill.

Similarly, SHRM and employer groups were advocating for the inclusion of health care modifications in the omnibus bill, specifically two bipartisan proposals: the Bipartisan HSA Improvement Act (to expand benefit flexibility under health savings accounts), and a proposal to simplify ACA reporting requirements, the Commonsense Reporting Act. Negotiators were unable to solidify an agreement, and these health care provisions were ultimately left out of the passed omnibus bill.

In addition, lawmakers were unsuccessful in attaching a stabilization package for the ACA insurance market, including cost-sharing reduction payments (payments made to insurers by the federal government to lower the premium cost to individuals enrolled in the health care exchanges).

Finally, there was also an effort by SHRM and the employer community to include the Retirement Enhancement and Savings Act, a bipartisan, bicameral proposal to encourage small-employer retirement plan coverage, increase retirement savings, enhance worker participation and education, and facilitate retirement income security. Ultimately, the proposal was not included in the final bill.

SHRM continues to advocate for workplace-related proposals that did not make it into the final omnibus bill.