

Winona SHRM Newsletter August 2014

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



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Upcoming Scheduled Meeting Dates

- August 14, 2014 – Summer Membership Social & Professional Development Seminar
- September 9, 2014 – Legislative Update

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: Rhonda Spece

Where oh where is the summer going? It is hard to believe that summer is winding down already. I hope everyone is enjoying it.

CALLING ALL VOLUNTEERS!

Have you ever wondered how the Winona SHRM operates? Who makes it possible to have informational meetings, social events, conferences, guest speakers, newsletters and much more? The answer is..... MEMBERS LIKE YOU! We currently have 10 volunteer Board Members that are devoting their time to make a difference. We are so blessed to have them on the Board. They make a difference for you and for Winona Area SHRM. Have you ever asked yourself how can you make a difference? The answer is..... VOLUNTEER! You can volunteer for any amount of time that you are willing to offer. If you have ideas that may benefit Winona Area SHRM, please consider joining the Board. If you ever have wondered what a Board position is all about or want to help out in a specific area, feel free to contact any Board member for information. Winona SHRM is always looking for volunteers, no matter how much time you have to devote to SHRM. Your thoughts and time make a difference. We are also looking for volunteers to be part of a planning committee. We need your help and support!

Current Board positions that need to be filled are:

Treasurer ~ Current position is held by Reva White. She has done a great job, but will not be able to continue after this term because she is expecting a baby in February. Congratulations Reva!

Vice President (President Elect) ~ Ashley Zweep is willing to continue in this position, but we do need to have an official vote for approval. We will vote at the October monthly meeting.

The terms for these positions run from January 1 ~ December 31 of each year.

Contact Us

President

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Vice-President (President Elect)

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Past President

Lori O'Brien
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We do have many other positions that can be filled, but we don't have enough volunteers to fill them. Examples are Communications Director, Workplace Readiness Advocate, Chapter Certification Representative, Chapter Foundation Advocate and others.

If you are interested in volunteering, there are plenty of opportunities to do so. Please contact me, Reva, or Ashley.

Let your voice be heard, volunteer today!

Call me or talk to another Board member.

You Can Make a difference

President Elect (Vice President)

By: Ashley Sweep

Monthly Meeting Information

September Legislative Update



Keynote Speaker: Larry Bourgerie, MN State SHRM Legislative Director

Larry earned his B.A. in Business and his Master of Arts in Industrial Relations from the University of Minnesota Carlson School of Management. He has a SPHR certification from the Society for Human Resource Management (SHRM), is active at the state and national levels of SHRM and is a past president of the Twin Cities Human Resource Association.

He currently consults in leadership, organizational and employee development and career coaching. His client list includes Park Nicollet, Medica, Children's Museum of Minnesota, University of St. Thomas, State of Minnesota, City of Minneapolis and Hennepin County.

Senator Jeremy Miller and Representative Gene Pelowski have accepted our invitation to attend the meeting and will provide an update on HR-related Minnesota legislation and will be available for questions barring any special sessions or issues they would be called away for.

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 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, organizations, and our communities

People, It's our business!

Event date: **Tuesday, September 9, 2014**
Networking: 11:30am – 12:00 pm
Legislative Update: 12:00pm – 1:00 pm
Winona Area Chamber of Commerce
902 E. Second St - Suite 120 | Winona, MN 55987
Pending Approval for 1 HRCI re-certification credit hour

As a reminder; we will no longer be offering lunch but you can look forward to baked cookies at the September meeting! Feel free to bring your lunch to the monthly meetings. [Click here](#) to register by **September 2nd**. Hope to see you there!

Due to the MNSHRM State Conference scheduled October 12th – 14th the October meeting will be postponed to October 21st.

Summer Membership Social & Professional Development Seminar



**Featuring Barb Larsen presenting on the
7 Habits of Highly Effective People**

Hosted at: Elmaro Winery

Located near Trempealeau, WI

Registration Fee: \$12 pre-registration or \$15 at the door

Event Date: Thursday, August 14, 2014
Event Check In: 4:00 p.m.
Seminar Begins: 4:15 p.m.
Social Hour: 5:15 – 6:00/6:30 p.m.

Event Details:

The session is scheduled to start promptly at 4:15pm. Concluding the professional development seminar, SHRM members and their guest are invited to stay for the social and networking hour. The winery offers a variety of wine and cheese trays for purchase and enjoyment!

The event is open to Winona Area SHRM Members and Guest of Members.

Register at <http://winona.shrm.org> by August 13th to receive the early bird discount rate of \$12 per registration. Registration at the door will be \$15.

For groups or businesses who would like to make payment for multiple people, please contact Karissa Wirt at Karissa.wirt@bench.com and she can email you an invoice for payment.

This session has been approved for HRCI credit.

MN State SHRM Conference

Welcome to the Land of Oz!

**2014 MNSHRM "Follow the Yellow Brick Road" State
Conference**

**St. Cloud, MN - October 12th -14th
River's Edge Convention Center**

MN SHRM's annual conference draws over 500 HR professionals, over 40 speakers, 60+ Sponsor/Exhibitors for two and half days of knowledge, networking and fun.

Make sure to take advantage of the early bird registration for this event and register by August 15th!

Visit <http://www.mnshrm.com/?page=2014ConfInfo> to register.

Legislative Update

By: Beth Ede

Pregnancy Discrimination EEOC Issues New Enforcement Guidance – Giving Rise to More Questions??

Last month you received information on [Minnesota's Women's Economic Security Act of 2014 \(WESA\)](#). One of the major provisions was pregnancy accommodation. In a nutshell and effective immediately, Minnesota employers with at least 21 employees must provide reasonable accommodations to an employee for health conditions related to pregnancy or childbirth. The employee does not need to obtain certification from her health care provider if asking for any of the following accommodations:

- more frequent restroom, food, and water breaks
- seating
- limits on lifting over 20 pounds

Now in June, the Equal Employment Opportunity Commission (EEOC) issued [new enforcement guidance](#) on pregnancy discrimination and related issues.

The guidance includes a new interpretation of the Pregnancy Discrimination Act (PDA) that would require employers to provide “reasonable accommodation,” as defined by the Americans with Disabilities Act (ADA), to pregnant employees.

In addition to the new enforcement guidance, the EEOC has released a [fact sheet](#) for small businesses and a [Q&A](#) which contains additional information.

The release of this new guidance has given rise to more questions and confusion – which is playing out for us HR practitioners as well as in the U.S. Supreme Court.

Employers must become familiar and compliant with all current guidance impacting them. For Minnesota employers, that includes WESA and the new EEOC enforcement guidance.

Capitol Hill Update

Job training Reform Bill Signed into Law

President Obama recently signed the Workforce Innovation and Opportunity Act (WIOA) into law. WIOA is the first significant legislative reform of the nation’s job-training system in quite a few years – bringing job-training programs into the 21st century. For an abbreviated summary of WIOA, click [HERE](#).

Minnesota

Final Reminder on Minnesota Minimum Wage Increase

Minnesota’s minimum wage rates increase effective August 1, 2014.

Remember – a significant amount of Minnesota employers are also covered by the Fair Labor Standards Act (FLSA). The FLSA covers the federal minimum wage requirements. For those employers, they must follow the law that provides the greater employee benefit or protection.

Resource information can be found below:

- [Minimum Wage Rates](#)
- [Business Size and Minimum Wage](#)
- [Coverage Under the FLSA](#)