

Winona SHRM Newsletter August 2015

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



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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*



Hope everyone has been out enjoying the summer!

CALLING ALL VOULENTEERS

Have you ever wondered how Winona SHRM is run? 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 9 volunteer Board Members that are devoting their time to make a difference. We are so blessed to have the Board Members that we do. They make a difference for you and for Winona Area SHRM.

How can you make help make difference? The answer is..... VOLUNTEER! You can decide on the amount of time you wish to volunteer. If you have ideas that might benefit Winona Area SHRM, if you are curious what is involved with a certain Board position, or want to just help out in a certain area we also have that available. Winona SHRM is always looking for volunteers no matter how much time you have to devote. Your thoughts and time make a difference. We also have opportunities for volunteers to help on our planning committees. We need your help and support!

Contact Us

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Current Board positions that need to be filled are:

President Elect ~ Current position is held by Ashley Zweep who is moving up to the President position. I will be moving to the Past President position

Marketing/Web/PR ~ Cheri is currently working for a company in Lacrosse so this position will be open

College Relations ~ Jennifer Davis has been working with Alberta over these last months and is willing to take this position as of January 1st. We will be voting for this approval at the October monthly meeting.

Legislative Representative ~ Beth has blessed us since 2009 in this position. She is willing to train someone else in this position.

Certification Representative ~ This has been open for a long time.

Foundation Advocate ~ This has been open for a long time.

The terms for these positions run from January 1 ~ December 31 of each year. Current job descriptions are posted on our website or you can let me or another Board Member know if you are interested in more information.

***Let your voice be heard, volunteer today!
Call me or talk to another Board member.***

You Can Make a difference



**2015 MN SHRM State Conference
"Navigating the Rivers of Change"**



Rochester, MN - October 11 - 13, 2015

MN SHRM's annual conference draws over 500 HR professionals, over 50 speakers, and 60+ Sponsors / Exhibitors for two in a half days of knowledge, networking, and fun. Be sure to come to Rochester and join us for this year's largest Human Resources event in Minnesota.

We are excited to include our Conference Mobile App again this year. It will allow registered attendees access to speaker presentations prior to

College Relations

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Diversity & Workforce Readiness

Advocate

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the event, vendor hall map, and the full conference schedule. Details to follow soon.

This year we are again offering a \$50.00 discount for National SHRM members. If you are not currently a SHRM member and would like to be - [click here](#)

President Elect

By: Ashley Zweep

2015 SHRM Summer Social



We asked, you answered, and we listened!

We are excited to return to Elmaro Winery in Trempealeau, WI for our 2015 SHRM Summer Social. A presenter from Winona Health will be joining us to speak on Health & Wellness.

Where: Elmaro Winery (N14756 Delaney Rd, Trempealeau, WI)

When: Thursday, August 6th

Time: 5:00pm (Everyone is welcome to come early to socialize and/or enjoy a glass of wine prior to the event)

Cost: \$12

After the presentation join us for a social hour on Elmaro's large outdoor patio!

Approved for 1 HRCI re-certification and SHRM – CP/SHRM – SCP credit hour.

[Click here to register](#) by **August 3rd**. Hope to see you there!

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!

September Legislative Update



More information coming soon!

Event date: Tuesday, September 15, 2015

Networking: 11:30am – 12:00 pm

Meeting: 12:00pm – 1:00 pm

Winona Area Chamber of Commerce

902 E. Second St - Ste 120 | Winona, MN 55987

Pending approval for 1 HRCI re-certification credit hour

Legislative Update

By: Beth Ede

FLSA Update DOL Issues Long-Awaited Overtime Proposal

On July 6, 2015, the Department of Labor (DOL) Notice of Proposed Rulemaking (NPRM) was published in the Federal register. The NPRM proposes changes to the Fair Labor Standards Act (FLSA) regulations governing overtime determination and coverage and asks for public comment to be submitted on or before September 4, 2015.

Under the NPRM, the salary level would be set equal to the 40th percentile of earnings for full-time salaried employees – this is estimated to be \$970 per week in 2016. Currently, the minimum salary level is at \$455 per week. In addition, the NPRM also raises the highly compensated salary to the 90th percentile of earnings for full-time salaried employees, or \$122,148 annually.

Surprisingly, the DOL did not suggest specific modifications to the FLSA duties test. Instead, the NPRM asks a series of questions seeking input on whether changes are needed to the duties test and if so, what changes should be made. The DOL also seeks input on what types of examples to provide in the final regulations to illustrate how the exemptions may apply to specific jobs.

SHRM has created a special section in its [HR Policy Action Center](#) dedicated to content and advocacy efforts surrounding these changes to overtime regulations.

To be proactive, you are encourage to review your organization's current classification of exempt employees to make sure that they receive a minimum annual salary of \$50,440 (\$970 per week). Additionally, determine whether any employees in the highly compensated category meet the proposed new minimum salary of \$122,148. If there are any exempt employee that do not meet these proposed new salaries, you may want to start creating a plan to reclassify these folks to non-exempt status and educate them on timekeeping and overtime requirements.

Minnesota Update

Reminder on Law Changes Impacting Minnesota Employers

Minnesota Medical Cannabis Act (MCA)

Medical marijuana registration began July 1, 2015 under the MCA. This brings with it considerable protections for employees and applicants who successfully enroll and become registered medical marijuana patients.....and the need for additional guidance with unanswered questions.

The MCA includes specific employment protections for qualified medical marijuana patients. Specifically, the law states that an employer may not discriminate against a person in hiring, termination, or any term or condition of employment, or otherwise penalize a person, on the basis of a person's status as a qualified medical marijuana patient or a qualified patient's positive result for marijuana.

However, the MCA has a number of exceptions that employers should be aware of. Individuals who use, possess, or are impaired by medical marijuana at work are not protected by the MCA and can face negative employment actions.

Additionally, the protections provided under the MCA do not apply where an employer's failure to discriminate against a medical marijuana patient would violate federal law or regulations or cause the employer to lose a monetary or licensing-related benefit under federal law.

Minnesota Minimum Wage

Employers with any employees in Minnesota are reminded that Minnesota's minimum wage law passed in 2014 includes an automatic incremental increase for subsequent years.

Effective August 1, 2015, large employers (those with \$500,000 or more in annual gross sales or business) will see the minimum wage increase to \$9.00 per hour. Small employers (those with under \$500,000 in annual gross sales or business) will see the minimum wage increase to \$7.25 per hour.

U.S. Supreme Court

Same-Sex Couples have Constitutional Right to Marry in the U.S.

The U.S. Supreme Court issued a ruling in late June that the U.S. Constitution guarantees same-sex couples the right to marry. The Supreme Court's ruling means that same-sex couples have a constitutional right to be married in their own states and have their marriages recognized as valid in every other state in the United States.

The Supreme Court's ruling is effective immediately, which means all states must start (or continue) issuing marriage licenses to same-sex couples on the same terms as opposite-sex couples.

By ruling that state laws prohibiting same-sex marriage are unconstitutional, the Supreme Court has effectively legalized same-sex marriage in all 50 states. Same-sex couples are now allowed to marry in any state, and are entitled to all the rights, benefits and obligations given to opposite-sex spouses under both federal and state law.

Due to the Supreme Court's ruling, employers are required to treat employees in same-sex marriages the same as employees in opposite-sex marriages for many federal and state law purposes. Employers should keep any applicable laws in mind when providing any rights or benefits to employees.

Many federal laws have already been interpreted to include both same-sex and opposite-sex marriages due to the Supreme Court's decision on DOMA. The Supreme Court's most recent ruling will expand these legal rights and protections to additional couples. The same is true for most states (including Minnesota and Wisconsin) who passed their own legislation on the legalization of same-sex marriage.

Department of Labor

Updated FMLA Forms Released

The Department of Labor (DOL) released updated model Family and Medical Leave Act (FMLA) forms with a new expiration date of May 31, 2018.

Employers that must be FMLA compliant are encouraged to begin using the updated model FMLA forms immediately. They can be downloaded [HERE](#).

As a reminder, FMLA applies to all public agencies, including State, local and Federal employers, local education agencies (schools), and private sector employers who employ 50 or more employees for at least 20 weeks in the current or preceding calendar year – including joint employers and successors of covered employers.