

Winona, Minnesota

# Winona Area SHRM Newsletter

August  
2018



## President's Notes

By: Rebecca Rowe, President

How is it August already?! I hope everyone is enjoying their Summer thus far. First off, thank you to the group of Winona Area SHRM members who attended last month's meeting. We hosted a HR Roundtable at Nate and Ally's. We discussed a variety of topics from wellness programs, onboarding and orientation to FMLA to ADA claims. It was a great discussion! Next month, representatives from the Minnesota Department of Employment and Economic Development (DEED) will be at the Greenmill to discuss Minnesota Unemployment Insurance.



One of the many ways the SHRM Foundation supports its members is by providing a variety of scholarship opportunities throughout the year. Most recently, a Certification Scholarship opened on June 1<sup>st</sup>, 2018. The scholarship will provide \$750 for the SHRM Certification exam and/or preparation materials. There are over 200 scholarships available. The application period is June 1, 2018 – September 1, 2018. To be eligible to apply you must:

- ✓ Be a current National SHRM Member
- ✓ Meet the eligibility requirements for a SHRM Certification exam
- ✓ Took certification exam in 2018 or plan to sit for exam in the next 12 months

If you are interested in applying for this scholarship, click [here](#) for all of the details!



As a reminder, the **Board of Directors elections** will be coming up soon! The positions currently open and need to be filled include:

- President-elect (2 yr. term)
- SHRM Foundation Advocate

If you are interested in any of our open Board of Directors position, please contact me to learn more!



Did you participate in the Western & Central Wisconsin Wage Survey? If so, below is a press release regarding the survey and its results. Survey results are available to employers for purchase. SHRM chapter members can receive a copy of the results at a reduced price. If you are interested in ordering a copy of the survey, click [here](#).

See full press release below.

#### Regional employer survey shows local wage growth accelerating

The recently completed the 2018 Western & Central Wisconsin Wage Survey has revealed a 3.70% overall increase in its group of 35 benchmark jobs, an acceleration of last year's increase of 2.99%.

The increase is an "indicator of positive wage growth and robust market conditions," notes Deborah Marshall, Senior Manager, HR Consulting, at Wipfli in Eau Claire, who serves as the lead technical advisor for the survey. "Although there are always variations in numbers reported due to different employers participating (or not participating) and individual job fluctuations, the 'overall' number is still a fairly reliable statistic. Accordingly, actual average pay increase percentages awarded were up from last year as well."

In its 19<sup>th</sup> year, the survey results were compiled from submissions by 151 companies in various industries, in an area encompassing the coverage area of the Chambers of Commerce in Chippewa Falls, Eau Claire, La Crosse, Marshfield, Menomonie, Portage County, Rice Lake, Wausau, and Wisconsin Rapids. Also involved were local chapters of the Society for Human Resource Management (SHRM) in the Chippewa Valley, La Crosse, Wausau and Winona, MN. The survey is administered by the Eau Claire Area Chamber of Commerce.

Employers in central Wisconsin were included for the first time this year, resulting in a 25% increase in the number of participating organizations. Base pay levels for over 18,000 employees were included in the survey, on 150 different job titles. Manufacturers represented 43% of the employers and 50% of the rates of pay in the survey, up significantly from last year. The survey also has industry breakouts for healthcare, financial institutions, non-profits, and a general category for all other types of organizations.

The full survey results are available to employers for purchase at the Eau Claire Chamber. A copy of the survey will be available at the Eau Claire Public Library. Participating members of the Chambers of Commerce and SHRM chapters receive a copy at a reduced price. The order form is available online at: <http://www.eauclairechamber.org/western-central-wisconsin-wage-survey.html> or contact Casey Schumacher at [schumacher@eauclairechamber.org](mailto:schumacher@eauclairechamber.org) or 715-834-0614.

Presented by:



Upcoming Events

By: Rebecca Rowe, President



Date	Speaker	Topic
August 14 <sup>th</sup>	Aaron Tell – Communications/Outreach Specialist Cathy Peregrino – 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
September 14 <sup>th</sup>	A Workforce Shortage Solution: Employing Past Offenders Who are Looking for Re-Entry	
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	

August Monthly Meeting

Tuesday, August 14<sup>th</sup> from 11:30 a.m. – 1:00 p.m.

Join us to learn about best practices to manage unemployment insurance (UI) issues in the workplace and gain the knowledge about employer rights and responsibilities under UI law. The session is appropriate for business professionals who are new to UI issues as well as those who'd like to discuss specific UI topics in more detail.

The session will cover:

- ✓ How Unemployment Insurance (UI) tax rates are determined
- ✓ How an applicant's benefits eligibility can affect UI tax rates for their former employers
- ✓ What employers can do to prevent unnecessary charges to their UI account
- ✓ Tips to avoid the most common UI mistakes
- ✓ Information on properly classifying a worker as an independent contractor vs. an employees
- ✓ Tips on wage detail reporting

In addition to providing information, the speakers really want to get feedback from attendees and hear what issues and concerns they have regarding the UI program.

Click [here](#) to register!  
\*Approved for 1 SHRM PDC\*





# MN State SHRM Events



## *10 Steps to Become a Workplace Investigation Pro. . . And 5 Mistakes to Avoid*

Thursday, August 16, 2018

1:00 p.m. to 4:00 p.m.

Minnesota State Community and Technical College (MSCTC)

Oscar Bergos Center Northwest Room (A119)

1900 28th Avenue South

Moorhead, MN

Click [here](#) if you are interested in attending!

**Even though some people take HR  
for "granite", we know how  
important human resources is!**

Join us in Granite City (a.k.a. St. Cloud) to earn  
your SHRM and HRCI credits!

**To register and learn  
more, please visit:  
[www.mnshrm.com](http://www.mnshrm.com)**

# HR ROCKS

**MN SHRM 2018 State Conference**



**October 14-16, 2018  
St Cloud, MN**



Early Bird  
Registration by  
Jan 31, 2018

Regular Rate  
Registration  
between Feb  
1- Sept 30,  
2018

Late Registration  
between  
October 1-14,  
2018

SHRM Member	\$397	\$448	\$567
Non-SHRM Member	\$443	\$494	\$613
Single Day - Monday	\$206	\$258	\$361
Student - Full Conference	\$103	\$129	\$155
Student Conference - Sunday Only	\$37	\$37	\$46



Go to <https://mnshrm.com/Attendee-Information-and-Registration>



## Growing Your Workforce

**Success Stories: Staffing Solutions that Meet Business Needs**

Wednesday, August 15<sup>th</sup> from 8:30 a.m. – 10:30 a.m.

Wood Lake Meeting Center

210 Woodlake Drive

Rochester, MN 55904

The August Southern Minnesota Disability Employment Network (SMDEN) presentation is a celebration of success stories highlighting how companies are working differently to create staffing solutions. One company will share how creating flexible training methods and removing expected limitations can increase productivity for all employees. Another company will highlight how a universal system can accommodate your workforce. Sharing best practices from a variety of industries can help us all discover ways to build an inclusive culture at work. Join SMDEN for this exciting panel discussion.

Click [here](#) to register!



LAKES AREA HUMAN RESOURCE ASSOCIATION



## 2018 LEADERSHIP CONFERENCE

**Inclusion and Diversity:** Strategies and Actions  
to Make Organizations Successful

SEPTEMBER 19, 2018 // 11497 East Gull Lake Drive // Brainerd, Minnesota // Legacy Clubhouse

For more information go to [lahra.org](http://lahra.org)

You are invited!

# A Workforce Shortage Solution:

## Employing Past Offenders Who are Looking for Re-Entry

Friday, September 14, 2018

8:30 AM – 3:00 PM

MSC Southeast Tandeski Center, 1200 Storrs Pond Rd, Winona, MN 55987

### *Who should attend?*

Any employer - HR, business owner, manager - interested in addressing the workforce shortage with an untapped applicant pool and learning more about hiring past offenders.

### *What will I learn?*

Learn about the statistics, myths, and legalities around hiring individuals with criminal backgrounds, hear from employers about their experiences, challenges, and successes, hear from those affiliated in the criminal justice system about their experiences returning to employment, and learn about the various resources available to employers and past offenders to aid in successful employment.

**TO REGISTER:** Registration is required as space is limited

Contact Kate Sattler at [ksattler@co.winona.mn.us](mailto:ksattler@co.winona.mn.us) or (507) 457-6310 no later than September 6, 2018.

*Provide full name, job title, employer name, phone number, and e-mail*

**FREE ADMISSION with lunch provided**

6.5 SHRM-CP/SCP CEU credits available

Led by the Winona WorkForce Center in partnership and collaboration with the following organizations:





# 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!

Society for Human Resource Management  
**SHRM**  
WINONA AREA

## 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!**

## Legislative Update

Beth Ede, Legislative Representative

### Washington Update

#### *House Ways and Means Committee Passes 11 Health Care Bills*

In mid-July, the House Ways and Means Committee passed 11 health care bills that if enacted, will affect future employer-sponsored benefit offerings. SHRM supports most of these bills – specifically those related to consumer-directed health plans, a delay to the ACA’s “Cadillac tax”, and a moratorium on the employer mandate penalty. The bills will be packaged and will go before the full House of Representatives for a vote before the House goes on August recess.

Bills of primary interest to employer-sponsored benefits and the HR profession include:

- H.R. 6301 – Promoting High-Value Health Care Through Flexibility for High-Deductible Health Plans Act
  - Expands access and enhances the utility of health savings accounts (HSAs) by allowing for first-dollar coverage of services for chronic care and disease management programs
- H.R. 6305 – Bipartisan HSA Improvement Act
  - Allows onsite employee clinics and retail clinics to provide “qualified items and services” without disqualifying an otherwise eligible individual from making HSA contributions; states that an individual will be eligible to contribute to an HSA if the individual’s spouse has a flexible spending arrangement (FSA), only if the spouse’s FSA cannot reimburse that individual’s medical expenses; and allows FSAs and HRAs to fund an individual’s HSA under certain situations
- H.R. 6199 – Restoring Access to Medication Act
  - Allows FSAs, HRAs, and HSAs to reimburse for over-the-counter drugs and adds feminine products to the list of qualified medical expenses for the purposes of these tax-favored health accounts
- H.R. 6312 – Personal Health Investment Today (PHIT) Act
  - Allows consumers to use up to \$1,000 in pretax health accounts to purchase gym memberships, fitness classes, or exercise safety equipment
- H.R. 4616 – Employer Relief Act
  - This would retroactively repeal the employer mandate penalty associated with the “play or pay” requirement for 2015 through 2018 and delay the “Cadillac tax” until 2023

Stay tuned for future developments.

## SHRM Board of Directors

### President

Rebecca Rowe  
(507) 457-8291  
rrowe@ci.winona.mn.us

### President Elect

Open

### Past President & Membership Director

Ashley Clark  
(507) 457-8706  
azweep@smumn.edu

### Secretary

Melissa Shore  
(507) 494-3018  
melissas@WNBFinancial.com

### Treasurer

Linda Digby  
(507) 452-1855 Ext. 108  
ldigby@winonaorc.org

### Legislative Representative

Beth Ede  
(507) 452-6347  
bede@WALiveBig.com

### College Relations Chair

Jennifer Davis  
jdavis@WALiveBig.com

### Marketing Director & Web Coordinator

Brandon McQuinn  
(507) 474-5837  
bmcquinn@schurz.com