



Winona, Minnesota

Winona Area SHRM Newsletter

August 2016



President's Notes

by Ashley Zweep

The Summer has flown by and August is already here! As Summer seems to be closing in on us this also means our monthly meetings are resuming! We are very excited for all of the upcoming events the remainder of the year holds for us. Please don't forget to register and insert a reminder on your calendars for the following upcoming events:

Summer Social at Elmaro Vineyard
on August 18th

Legislative Update on September 13th at the
Green Mill



MN State Conference – "Elevating the HR Game"

October 9th – 11th

DoubleTree Hotel in Bloomington, MN

Click the link below for more information:

<http://www.mnshrm.com/page/2016ConfAttendees>

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FLSA & FMLA Update

Only a few weeks left to register!!!

- What:** Winona Area SHRM's Summer Social
- When:** Thursday, August 18th from 4:30 – 6:00pm
- Where:** Elmaro Vineyard in Trempealeau
- Topics:** **FLSA & FMLA** by James Sherman with Wessels Sherman Law Firm
Following the presentation please (another) glass of wine on Elmaro's large patio.

Everyone who attends will receive a \$5 voucher to use on their purchase valid the night of the event only. A wine basket will be given away at the event; tickets will be on sale for \$1 each. The proceeds will go towards the SHRM Foundation. Members who bring a non-member friend will receive a free ticket for the wine basket give away!

Pending approval for 2 SHRM-CP/SHRM-SCP credits.

Please [click here](#) to register!

Monthly meeting are resuming in September!



When: September 13th
 11:30am - 11:55am (lunch buffet is available for purchase)
 12:00pm - 1:00pm (webinar)

Where: Green Mill
 *Pizza/salad buffet is available for purchase. Please arrive early to order and serve your food from the buffet prior to the webinar. The webinar will begin promptly at 12:00pm.

Topic: Legislative Update

Ms. Coulombe from National SHRM will be presenting a 60 minutes legislative update titled Washington Outlook via webinar. In addition, Senator Jeremy Miller and Gene Pelowski may also be present to speak on state and national legislative updates. The 114th Congress and the Obama Administration have propelled important HR public policy issues to the forefront of activity in Washington. Many issues of importance to the HR profession are at the forefront of consideration of Congress and by the federal agencies. Key issues include updates to the Affordable Care Act, changes to the collective bargaining process, new workplace flexibility options, and proposed changes to the Fair Labor Standards Act overtime regulations. This presentation will focus on the HR legislative issues expected to be considered, as well as provide an up-to-date discussion on current federal regulatory activity.

Legislative Update

by Beth Ede

Advocacy Update
SHRM Represents HR Profession at National Conventions

As part of SHRM's "Year of Advocacy", staff members of SHRM and the Council for Global Immigration (CGI) attended the Democratic and Republican National Conventions. SHRM was the only human resources organization attending these events and represented our 285,000 SHRM members.

Throughout the conventions, SHRM and CGI highlighted their recently released guiding principles for a [21st Century Workplace](#) - which conveys the importance of public policy principles that create workplaces that are innovative, fair, and competitive. These same principles will be shared with all members of Congress, as well as with both presidential campaigns in the months ahead.

Throughout the remainder of the year, you are encouraged to get involved in the policy process through [SHRM's Policy Action Center](#) which provides resources regarding voting information, presidential candidate platforms, and SHRM's position on a variety of workplace issues.

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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

FLSA Overtime Rule Update - More Legislative Efforts See Movement

As a growing indication of bipartisan concern for the Department of Labor's (DOL) overtime rule, the Overtime Reform and Enhancement Act was introduced mid-July to gradually phase-in the DOL's new salary threshold over 3 years - starting with a substantial salary threshold increase to approximately \$35,984 on December 1, 2016. Additional increases would occur in December 2017, 2018 and 2019. Importantly, if enacted, the legislation would also prohibit the final rule's automatic increases to the salary threshold.

SHRM supports this legislation to address the overtime rule as they believe it would be beneficial to both employers and employees.

SHRM members are encouraged to contact our members of Congress and ask that they co-sponsor this legislation and the SHRM-supported Protecting Workplace Advancement and Opportunity Act.

No Action on New Health Care Legislation Introduced in May

In late May, a new health care legislative proposal was introduced. The "World's Greatest Health Care Plan of 2016" (H.R. 5284) would add an entirely new system on top of the Affordable Care Act's underlying infrastructure. Not surprising, given the current political climate and the upcoming Presidential and Congressional elections, we have seen no action on this.

As a reminder, the bill proposes to eliminate the individual and employer mandates, including their related reporting requirements, and would provide tax credits to Americans to purchase health insurance on the private market or to deposit into a health-savings account.

OSHA Final Rule on Electronic Reporting to Impact Many Employers

In mid-May, the Occupational Safety and Health Administration (OSHA) issued a final rule requiring certain employers to electronically submit data from their work-related injury records to OSHA. In addition, the final rule solidifies employee anti-retaliation protections for reporting work-related injuries and illnesses.

This final rule becomes effective on January 1, 2017, but compliance with the anti-retaliation provisions and reporting deadlines will be phased in through 2019.

In a nutshell, the final rule does not create additional recordkeeping requirements for employer - however, employers with 250 or more employees must submit data from their OSHA 300, 300A and 301 forms. Employers between 20 and 249 employees will only be required to submit data from their forms if they are part of an identified high-risk industry.

You are highly encouraged to consider the following action steps as a result of the final rule:

- Become familiar with the requirements of the final rule
- Review your recordkeeping, anti-retaliation, and drug testing policies and procedures to ensure compliance with the new OSHA requirements
- Consider transitioning your OSHA recordkeeping practices to an electronic format once details are released on how and where to submit electronic information if you are an impacted employer group

The following resources links will assist in your compliance efforts with the new OSHA final rule:

- [Final Rule](#)
- [Wessels Sherman Article](#) on impact to drug testing in the workplace in Minnesota
- [OSHA webpage](#) on final rule

Minnesota Update

Minnesota Minimum Wage Increases August 1, 2016

Reminder that the Minnesota minimum wage increases by \$0.50 effective August 1st. Employers subject to both state and federal minimum wage law must provide the greater benefit for their employees.

See the following resources for more information:

- [Employer Fact Sheet - Employer Size and Minimum Wage](#)
- [Employer Fact Sheet - Minimum Wage Rates](#)
- [Minimum Wage Rate Workplace Poster](#)

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