

Winona SHRM Newsletter December 2014

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



In This Issue

- President's Notes
- President Elect's Notes
- Membership Director Update
- Legislative Update

Upcoming Scheduled Meeting Dates

- December 9, 2014 – Holiday Social
- January 13, 2015 – Strategic HR

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

I would like to thank the Board and all members for supporting me this past year. It has been an amazing year. Your 2015 Board Members will be:

President - Rhonda Spece
President Elect - Ashley Zweep
Secretary - Heidi Viestenz
Treasurer - Linda Digby
College Relations - Alberta Rosburg
Workforce - Carrie Kollasch-Roberts
Membership - Karissa Wirt
Marketing/Web/PR - Cheri Gabbert
Legislative - Beth Ede

We still have Certification Representative and Foundation Advocate positions open if you are interested.

SHRM Certification is a big change for 2015. More information on certification can be found at <http://www.shrm.org/certification/>. As of January 5, 2015 you can log on and take the pathway if you are currently certified. More information regarding certification will be posted soon.

I am looking forward to another rewarding year as the President of The Winona Area SHRM. The Board will be meeting to plan some fun and exciting things for this coming new year. I am always open to any suggestion or comments. Remember as a paid member, this is your Chapter too, so be proud of it and be part of it.

I would like to wish you a Merry Christmas and a Happy New Year. I hope you get to create some great memories.

Merry
Christmas

A graphic featuring the words 'Merry Christmas' in a handwritten-style font. The word 'Merry' is on the top line and 'Christmas' is on the bottom line. A holly leaf with red berries is positioned over the 'y' in 'Merry' and the 'i' in 'Christmas'.

Contact Us

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President Elect

By: Ashley Zweep

SHRM Holiday Social

Tuesday, December 9, 2014 | 5:00 - 7:00 p.m.

Place: Betty Jo's Restaurant (side room)

Cost: \$10 pre-registration (\$13.00 at the door)

Registration Includes:

Event Activities:

5:00 p.m. Social Hour

5:30 p.m. Holiday Activity (Optional)

6:00 p.m. Pasta & Salad Dinner

6:30 p.m. Prize Drawing & Silent Auction Results

~ Holiday Attire Encouraged

~ \$5 Raffle tickets -Keurig 2.0!!!

-Pasta & Salad Dinner

-Complimentary Drink Ticket

-One Free Raffle Ticket(\$20 gift card)

-Free non-alcoholic beverages

-Free Wine Tasting



Over \$350 (retail value) in silent auction and prize drawing items! Hope to see you there!

January – Strategic HR



Event date: Tuesday, January 13, 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

For over 20 years, Diane Amundson has been working with hundreds of organizations to improve communication, reduce conflict, and improve workplace efficiency. Diane is a graduate of the Carlson School of Management at the University of Minnesota, and a former Adjunct Professor of Organizational Behavior for Winona State University. Her passion resides in observing and communicating the talent and skills necessary to become a great leader.

[Click here](#) to register by **January 9th**. 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 and authority on people management issues.

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!

Committees

All members are welcome to join!!! **The next Leadership and Development Conference committee meeting is scheduled for December 15th at 4:45pm at the Green Mill.** If you have any questions please contact myself, Rhonda or any of the board members.

Membership Director Update

By: Karissa Wirt

100% National Membership Chapter | January 2015

Effective January 1, 2015, the Winona Area SHRM chapter will transition to a "100% National Membership" chapter. Previous information was released regarding the details of the change. Please see the September 2014 Membership Update in the September newsletter or contact the membership director directly with your question.

In November, the Board recommended, and then the chapter membership voted to approve the revised Winona Area SHRM bylaws to reflect this membership update.

In 2015, individuals who are interested in becoming affiliated with the Winona chapter should obtain a SHRM membership from SHRM (www.SHRM.org), or may be eligible to attend Winona chapter events as a guest. Please see the January newsletter for more details regarding the event fees for future guests.

Membership Roster

- Winona Area SHRM has a total of **72** members.
- The annual membership roster audit was submitted to National in November.
- ***Are you new to the Winona community or just looking to get more involved?!*** If you would like to become affiliated with our local chapter, please contact our membership director and send your National SHRM ID to Karissa.Wirt@gmail.com.

Your Contact Information:

Have you changed positions? Or want to update your contact information?

Members may keep their contact information updated both with our local chapter **and** through the SHRM organization.

Locally: Visit <http://winona.shrm.org/>, and log in and click "Your Member Account" (Click "Edit" and then "Personal Information". Be sure to "Save" when finished.)

Nationally: Visit www.shrm.org to sign in and click “Edit Profile” link at the top. (Members may sign in using your Membership ID and last name.)

- Also, members may also click to “**Print Membership Card.**”

Legislative Update

By: Beth Ede

Washington Update

2014 Lame-Duck Session & Post-Election Overview

Congress returned to Washington on November 12 for its “lame-duck” session – where over 50 of the 535 returning senators and representatives were not re-elected or have announced their plans to retire or leave at the end of the year. With that said, the outlook for the session (like most lame-duck sessions) is uncertain.

At a minimum, here is a list of must pass issues requiring attention during the session:

- Approval of a stopgap funding bill for the federal government – necessary because the current funding expires on December 11th
- Action on renewing a vast array of tax breaks and benefits that have either already expired or are set to expire on December 31st – including the child tax credit and other treasured tax breaks
- Action on the National Defense Authorization Act for 2015

For more information on anticipated workplace-related efforts in 2015 by the incoming 114th Congress and Obama administration, SHRM has developed the [Post-Election Overview](#). This online guide offers insights on the outcome of the midterm elections and what it means to the HR profession.

Immigration Reform Update

On November 20th, President Obama announced the long-awaited executive action on immigration reform. SHRM and their strategic affiliate partner, the Council for Global Immigration (CFG I) responded by releasing a press statement calling for the president and Congress to work together on reforming our nation’s immigration laws. Stay tuned for more information as it becomes available.

Office of Federal Contract Compliance Programs

Wage Data Collection Proposal Comment Period Extended

The OFCCP extended the date to January 2015 for stakeholder input on its proposed rule requiring federal contractors to submit an annual “Equal Pay Report” to the agency containing data on total number of workers, wages paid, and hours worked by EEO-1 category.



As background, President Obama signed a presidential memorandum on April 8th instructing the Dept. of Labor to propose a rule to collect summary compensation data from federal contractors and subcontractors. The OFCCP would then use this information to direct its enforcement resources toward entities whose data suggest potential pay violations and to identify and analyze industry trends.