

Winona SHRM Newsletter December 2015

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



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- Legislative Update

Upcoming Scheduled Meeting Dates

- **Being an Employer of Choice** –
Tuesday, December 8
- **Holiday Social** – Tuesday,
January 12

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 enjoyed Thanksgiving.

I would like to thank the Board and all members for supporting me over the last couple of years. It has been a blessing to have been able to serve as the President of this Chapter. For the next year I will be moving into the Past President role, so I will still be around. I know the Board will be in great hands with Ashley as the new President.

I would also like to extend my gratitude to Alberta Rosburg and Cheri Gabbert as they are stepping down from the Board. Both of these ladies have done a wonderful job over many years and will be missed. Thank you Alberta and Cheri!

Your 2016 Board Members will be:

President ~ Ashley Zweep

President Elect ~ Open

Secretary ~ Heidi Viestenz

Treasurer ~ Linda Digby

College Relations ~ Jennifer Davis

Workforce ~ Open

Membership ~ Karissa Wirt

Marketing/Web/PR ~ Open

Legislative ~ Beth Ede

Past President ~ Rhonda Spece

Certification Representative ~ Open

Foundation Advocate ~ Open

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. To the right of the text is a decorative holly leaf with three red berries.

Contact Us

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Membership Director

Karissa Wirt

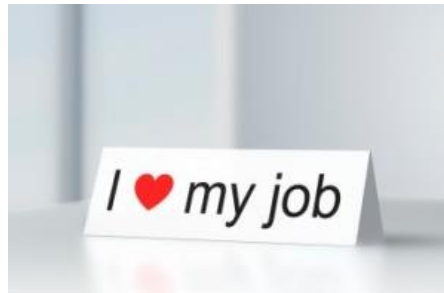
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President Elect

By: Ashley Zweep

December Meeting Being an Employer of Choice (Rescheduled date from October)



Event date: Tuesday, December 8,

2015 Networking: 11:30am – 12:00 pm

Legislative Update: 12:00pm – 1:00 pm

Winona Area Chamber of Commerce

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

Pending approval for 1 HRCI & SHRM-CP/SHRM-SCP re-certification credit hour.

Jen Tourville is an HR Consultant at Marsh & McLennan Agency and helps employers develop human resource programs that help reduce company risk and increase employee engagement. Jen will present how to be an employer of choice for applicants and current employees. She will speak on best practices, unique ways to attract and retain employees and total rewards.

Pending approval for 1 HRCI & SHRM-CP/SHRM-SCP re-certification credit hour.

Please [click here](#) to register!

College Relations

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Diversity & Workforce Readiness

Advocate

Carrie Kollasch-Roberts

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*January SHRM
Holiday Social*

Tuesday, January 12th, 2016
Subject to Change - notice will be given in advance!

More Details Coming Soon!!!

Recruiting: Planning Committee Members

*Contact Ashley Zweep if you are interested at
azweep@winonahealth.org*

Membership Director Update

By: Karissa Wirt

Winona Area SHRM chapter welcomes Dana Gostomczik, Knitcraft Corporation

To share a little bit about Dana:



My name is Dana Gostomczik and I'm the Director of Operations/HR at Knitcraft Corporation. In this position, I oversee all of operations and human resources. I've been in this position since July and absolutely LOVE IT! Before my role at Knitcraft, I was the HR Manager at RMD on MN in Dodge Center. RDM is a turnkey manufacturer, specializing in metal fabrication. Prior to RDM, I was a

Production Manager at Crenlo in Rochester, MN. Crenlo is a large manufacturer known for its world class metal fabrication. I earned my BS Degree in Accounting from the MN School of Business.

Currently, I live in Rochester with my beautiful wife and four children. Most of my free-time is spent and cherished with them. I enjoy many things but here's a list of the things I enjoy the most: family, friends, traveling, music, antiques, working-out, being active, and staying young! I also don't mind the occasional nap!

Looking forward to networking and building relationships in the Winona area! I love being around and working with people!

***Again, a warm welcome to Dana!
We look forward to meeting you and networking with you!***

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!

SHRM Certification – Chapter Incentive Program:

New in 2015: Chapters in good standing will earn \$20 for every **SHRM national member** in the chapter who is **SHRM certified** by December 31, 2015.

If you have earned your SHRM certification, please share your good news with us so we can update our records!

Member Retention:

Members are welcome to make suggestions regarding recruitment or member-retention ideas. If anyone is interested in assisting on the Membership Committee, please contact our Membership Director, Karissa.

New Membership:

All members are encouraged to invite fellow HR professionals to join the Winona Area SHRM chapter. A list of the membership benefits are available on our website, please visit <http://shrm.org> (Membership tab) to review the membership benefits and to sign up for a SHRM membership.

Legislative Update

By: Beth Ede

DOL Update

Late Release of Overtime Rule Could Mean Short Implementation

The Department of Labor (DOL) will not release its final rule revising which workers are and are not eligible for overtime until late 2016, Solicitor of Labor Patricia Smith told an American Bar Association conference Nov. 5. That suggests that the time between publication of the final rule and its effective date will be short, according to Paul DeCamp, an attorney with Jackson Lewis in its Washington, D.C., region office, and a former administrator of the Wage and Hour Division.

The Wall Street Journal reported Smith's assertion, which the newspaper article said "elicited 'gasps' from the audience at the American Bar Association's Labor and Employment Law conference in Philadelphia."

"The later the final rule is published, the smaller the window of time the department can allow before the new regulations become effective," DeCamp said.

“In 2004 [the last time the Fair Labor Standards Act (FLSA) overtime rules were overhauled], the department provided 120 days for employers to review the new regulations and to make the necessary changes in their practices,” he said. “In 2016, the department might find itself with a much shorter window, perhaps only 30 or 60 days, between when they publish the final rule and when the rule has to go into effect.”

The proposed rule was released on June 30 of this year and received more than 250,000 comments during the comment period this summer.

If employers really do have as little as 30 days to implement the final rule, they may prepare to reclassify workers by getting ready now for different possible scenarios under the final rule; do their best to reclassify after the final rule; or—on the riskier side—wait until after the presidential election in hopes that, should a Republican prevail, the rule might be revoked.

“I think the later the release, the better for employers,” said Jeffrey Ruzal, an attorney with Epstein Becker & Green in New York City. “A later release gives employers a longer runway to audit their workforce and address any potential misclassification issues.”

Ruzal added, “Employers can and should act now to make any adjustments necessary to avoid imminent noncompliance.”

“Frankly, having a final rule before late summer or early fall [of 2016] was probably an optimistic prediction, given the volume of comments filed and number of other U.S. DOL regulatory initiatives,” said Alfred Robinson Jr., an attorney with Ogletree Deakins in Washington, D.C., and a former acting administrator of the Wage and Hour Division.