

Winona SHRM Newsletter February 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

I don't know about you but it seems like 2015 is off to a fast start. The bright side is that it means we are one day closer to Spring.

Save the dates! There are some exciting events coming up in 2015 that I don't want you to miss. The first one is the Winona Area SHRM Leadership and Development Spring Conference which will be held on April 14th at Riverport Inn & Suites.

8:00 – 8:30 am - Breakfast & Check-In

8:30 am - "A Crash Course in Coaching" ~ Kristy Watz

1:30 pm - "Conflict & Critical Feedback" ~ Barry Lane

3:30 pm - "Common Sense Employment Law" ~ Al Seneczko

This year's Emcee will be ~ Jen Olson

More information regarding this event will be sent out soon. You can visit the Winona SHRM website to register. We are looking for volunteers to assist the day of the conference, so if you are interested in helping out with any amount of time please let me or a board member know.

The second exciting event is the 2015 MN State Conference. This event will be held in Rochester, instead of previously announced Mankato. This event will be October 11th ~ 13th. With the conference so close, I have volunteered our Chapter to help out with this event. More details on this event and volunteering will be coming in the near future.

We had three Board members attend the MN SHRM Leadership Conference January 18-19 at the Arrowwood Resort and Conference Center in Alexandria. Ashely Zweep, Linda Digby and I were in attendance and look forward to sharing what we have learned.

Thank you for being part of the Winona Area SHRM!

Contact Us

President

Rhonda Spece

507-864-7714

rspece@goodshepherdushford.org

President Elect

Ashley Zweep

507-452-1112

Ashley.z@anovafurnishings.com

Secretary

Heidi Viestenz

507-494-0513

hjviestenz@merchantsbank.com

Treasurer

Linda Digby

507-523-5550

ldigby@rellew.com

Web Coordinator/Marketing and PR

Cheri Gabbert

507-454-4044

cherig@mnppwr.com

Legislative Representative

Beth Ede, SPHR

507-453-6347

bede@winonaagency.com

Membership Director

Karissa Wirt

507-453-4996

Karissa.wirt@bench.com

President Elect

By: Ashley Zweep

February – Trends in the Labor Market & MN Law Updates



Event date: Tuesday, February 10, 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

Minnesota Department of Employment and Economic Development (DEED) programs promote business recruitment, expansion, and retention international trade; workforce development; and community development. Vicky Koehn, PHR, is the business service specialists with DEED and is going to speak on the current job market in Winona and surrounding areas, helpful tools and resources on the DEED website, new OSHA laws, how to find inexpensive federal poster requirements, work opportunity tax credits and much more!

[Click here](#) to register by **February 6**. Hope to see you there!

March – Generational Differences



Event date: Tuesday, March 10, 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

College Relations

Alberta Rosburg, PHR

507-457-1193

aaosburg@merchantsbank.com

Diversity & Workforce Readiness

Advocate

Carrie Kollasch-Roberts

507-474-2832

C.Kollasch-Roberts@peerlesschain.com

Miranda Eisermann has a Masters of Education and Professional Development from UWL, Bachelor's in Business Management, minor in HR and accounting and marketing diplomas. She currently works at Inland Label as their Training & Development Manager and serves as the LASHRM Past President. Previously she worked at Mayo Clinic Health System in Safety and HR for 3 years and Trane for 7 years in Finance, Marketing and 4 years in Training & Development. Miranda enjoys helping people grow and develop into the best version of themselves. Miranda is originally from a small town in Iowa and has lived in the La Crosse area for 10 years married with two little boys ages 7 & 5.

Generational Differences

What drives each of the generations; recruiting each of the generations; managing each of the generations; training each of the generations; and retaining each of the generations.

Registration will open after the February 10th meeting.

Membership Director Update

By: Karissa Wirt

Membership Spotlight:

Karla Larson, Fastenal Company

Cassy Messner, Riverside Electronics

Winona Area SHRM chapter welcomes **Karla Larson & Cassy Messner!**

To share a little bit about Karla:

"My name is Karla Larson; I grew up in Red Wing and I currently live in Winona. I graduated from Winona State University in 2011 with degrees in Human Resources Management and Business Administration. I work at Fastenal in the Diversity & Compliance department of Human Resources. I love spending lots of time with family and friends. I enjoy CrossFit, cooking, baking, and spending time outside. I look forward to getting involved with SHRM and getting to know other members."

To share a little bit about Cassy:

"I currently work as a Human Resource Generalist and Marketing Development Assistant at RiverSide Electronics. I was hired full time at RiverSide in May of 2014 after I completed a two year Co-op program through Winona State; therefore I have been working with RiverSide for a total of two and a half years. I graduated from Winona State in May of 2014 majoring in Business Administration and Human Resource Management. I also double minored in Marketing and Management."

Again, a warm welcome to Karla & Cassy! We look forward to meeting 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 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!

New Membership:

Are you new to the Winona community or surroundings area? Or are you just looking to get more involved with a Human Resource Professionals group?! The Winona Area SHRM chapter is accepting new members for the 2015 year. Please visit www.SHRM.org to obtain your SHRM membership and then be sure to designate our Winona Area SHRM chapter as your local designation. For any questions, you may contact our chapter's Membership Director at Karissa.Wirt@bench.com.

Member Engagement:

It has been said, "What you put in is what you will get back." Winona Area SHRM members are invited to take an active role with our organization. Join us for chapter meetings/guest speakers, the upcoming 2015 Leadership & Development Conference, or become a volunteer in our group. Our chapter has ongoing opportunities to join a committee or taskforce, to plan an event, or to become a board member. For anyone interested in becoming more involved, just let one of your SHRM leaders know what areas spark your interest.

Legislative Update

By: Beth Ede

Regulatory Developments

SHRM Files Suit Challenging NLRB "Ambush" Rule

On January 5th, SHRM filed a lawsuit challenging the National Labor Relations Board's (NLRB) rulemaking which would change union representation election procedures at the expense of employees and employers.

The lawsuit asks the court to deem the rule unlawful and set it aside because it violates the National Labor Relations Act (NLRA), the Administrative Procedures Act, as well as the First and Fifth amendments of the Constitution of the United States. SHRM is joined in the suit by the U.S. Chamber of Commerce, the Coalition for a Democratic Workplace, the National Association of Manufacturers, and the National Retail Federation.

SHRM has long supported the fundamental right, guaranteed by the NLRA, of every employee to make an informed, private choice about whether or not to join a union. The new procedures would hinder this fundamental right. Further, SHRM is particularly concerned about the rule's mandate that employers provide their employees' personal phone numbers and email addresses to labor organizations. Although the NLRB acknowledges that this provision raises privacy, identity theft, and other risks, SHRM does not agree with their position that these "risks are worth taking".

This litigation effort represents the final opportunity to attempt to prevent the NLRB rule from going into effect on April 14, 2015 – and is only the third time that SHRM has historically challenged a federal regulation in court.

To view SHRM's complaint, click [HERE](#).

Capitol Hill

114th Congress Begins Work

The new Republican-controlled 114th Congress convened in Washington, D.C., in early January. Lawmakers in the House of Representatives set the tone for a busy legislative session by taking immediate action on a variety of bills relevant to the HR profession. Most notably, on January 8th, the House passed the SHRM-supported “Save American Workers Act of 2015” (H.R. 30). H.R. 30 would amend the Internal Revenue Code to redefine the term “full-time employee” as an employee who is employed, on average, for at least 40 hour of service per week.

Under the Affordable Care Act (ACA), employer with 50 or more full-time equivalent employees are required to provide affordable minimum essential coverage to their full-time employees or face a penalty. The ACA defines a full-time employee as one that works at least 30 hours of service per week.

The Act has moved to the Senate for consideration. The Senate has also introduced a similar proposal titled the “Forty Hours if Full Time Act” (S. 30) to amend the ACA's definition of full-time to 40 hours of service.

2015 SHRM Employment Law & Legislative Conference

A New Congress Means a New Policy Agenda for America's Workplaces

SHRM's Employment Law & Legislative Conference will be held March 23 – 25, 2015 in Washington, D.C. The conference is slated to provide the information needed to understand the complex landscape that affects our businesses.

Conference sessions will focus on the new employment realities we all need to be aware of to prepare for the future – such as the legal landscape for workplace flexibility, Supreme Court decisions, hiring talent in the United States and abroad, the Workforce Innovation and Opportunity Act, the impact of changes to the FLSA, and state law trends relevant to HR.

More information can be found [HERE](#).