

# Winona SHRM Newsletter February 2016

AFFILIATE OF



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

Society for Human Resource Management



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## *SHRM Links*

### **National SHRM website**

[www.shrm.org](http://www.shrm.org)

### **MN State SHRM website**

[www.mn-shrm.org](http://www.mn-shrm.org)

### **Winona Area SHRM website.**

<http://winona.shrm.org>

Username: first initial, last name

Password: hr

### **JobDig**

[www.jobdig.com](http://www.jobdig.com)

### **Winona SHRM**

PO Box 71, Winona, MN 55987

## *President's Notes*

By: *Ashley Zweep*



The SHRM Board of Directors have been busy finalizing the monthly meetings and are anxious to begin the succession planning process for the 2016 calendar year!

The Spring conference committee has also been busy finalizing presenters, marketing material, and the agenda. Mark your calendars for April 19<sup>th</sup>, 2016 at Riverport Inn & Suites and more details will be posted on the Winona SHRM website soon. With all that being said, you can say we have been busy!

Thank you Rhonda Spece (Past President) for submitting our 2015 chapter SHAPE year-end report. We will wait patiently for the results and share them with the chapter as soon as possible!

Heidi Viestenz (Secretary) and I also attended the MN State SHRM 2016 Leadership Conference in St Cloud January 17<sup>th</sup> and 18<sup>th</sup>. We are excited to share what we learned with the Board of Directors during the succession planning meeting scheduled on February 2<sup>nd</sup>, 2016. The succession plan for the year will be shared with the chapter and feedback on the plan will be appreciated.

## Contact Us

### President

Ashley Zweep

507-474-5174

[azweep@winonahealth.org](mailto:azweep@winonahealth.org)

### Secretary

Heidi Viestenz

507-494-0513

[hjviestenz@merchantsbank.com](mailto:hjviestenz@merchantsbank.com)

### Treasurer

Linda Digby

507-452-1855 Ext. 108

[ldigby@winonaorc.org](mailto:ldigby@winonaorc.org)

### Legislative Representative

Beth Ede, SPHR

507-453-6347

[bede@winonaagency.com](mailto:bede@winonaagency.com)

### Membership Director

Karissa Wirt

507-457-4448

[kwirt@winonahealth.org](mailto:kwirt@winonahealth.org)

### College Relations

Jennifer Davis

507-457-3311

[Jennifer.Davis@ExpressPros.com](mailto:Jennifer.Davis@ExpressPros.com)

### Past President

Rhonda Spece

507-864-7714

[rspece@goodshepherdushford.org](mailto:rspece@goodshepherdushford.org)

Lastly, I want to again remind everyone of the open board positions that need to be filled. If you would like to read more information on any of the board positions please visit <http://winona.shrm.org/board-job-descriptions>. If you have questions or would like to be considered for one of the following board positions please contact any of the board members or Ashley Zweep at [azweep@winonahealth.org](mailto:azweep@winonahealth.org). We would love to get you active!!

- **President Elect** (Assist president in overseeing activities and schedule the monthly meetings)
- **Web Coordinator** (Create and/or maintain chapter website).
- **Marketing/PR** (Oversee and manage the marketing and public relation activities of the chapter).
- **Certification Rep** (Manage the chapter's certification study program. Encourage members to become certified and recertified. Give updates on the SHRM certification).
- **Foundation Advocate** (Educate, promote and represent the interests of the SHRM Foundation and its activities to the chapter).

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## Upcoming Monthly Meetings:

*\* Reminder: Winona SHRM will continue to support and offer SHRM-CP and SHRM-SCP. We will no longer offer HRCI credits beginning January 2016.\**

February 9, 2016	<b>Shifting Paradigms in Today's Workforce</b> <ul style="list-style-type: none"><li>• Improving recruitment and increasing retention</li><li>• Presenter: Mike Kreiling</li><li>• REGISTRATION IS OPEN NOW!</li></ul>
March 8, 2016	<b>Effective Feedback for Leadership Success</b> <ul style="list-style-type: none"><li>• Feedback, discussion planning and coaching</li><li>• Presenter: Sarah Huerta</li></ul>
April 19, 2016	<b>Spring SHRM Conference</b> <ul style="list-style-type: none"><li>• Riverport Inn &amp; Suites</li><li>• 8:00am – 4:00pm</li><li>• Presenter #1: Brenda Clark Hamilton on "Leading Others Through Organizational Change"</li><li>• Presenter #2: Erik Therwanger on "The Leadership Connection"</li></ul>
May 10, 2016	<b>Winona State Chapter</b> (more details to come)
June	<b>No meeting - summer break ☺</b>
July	<b>No meeting - summer break ☺</b>

## *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!**

August

**Summer Social (TBD)**

Sept 13, 2016

SHRM State Council  
• Legislative Update

Visit the <http://winona.shrm.org/> website to register!

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## *Legislative Update*

*By: Beth Ede*

### **Capitol Hill Update**

*HR Issues Front and Center in President Obama's Final State of the Union Address*

In his final State of the Union address, specific to HR, the President's remarks advocated in advancing key workplace initiatives including reforming the immigration system, requiring equal pay for equal work, mandating paid leave, raising the minimum wage, promoting retirement security and providing affordable health care coverage for all Americans. One issue the President failed to mention was his proposal to drastically increase the salary threshold under the Fair Labor Standards Act (FLSA) overtime regulations.

During the hour-long speech in the House chamber, the President called for strengthening health care and retirement benefits, along with entitlement programs such as Social Security and Medicare. Additionally, the President emphasized the importance of education and training for Americans so that they can attain "good-paying jobs" and cited recent education reforms designed to boost the number of graduates in fields like engineering.

In concluding his remarks, the President noted that he's well aware that it's an election season and therefore expectations for what is achievable on Capitol Hill this year are low. He urged Congress to work together in 2016 on some bipartisan priorities to surprise cynics.

In the meantime, while legislative expectations on workplace issues are low in 2016, we can certainly expect to see more regulatory action (in addition to the issuance of a final rule likely this summer amending the FLSA's overtime requirements) as the President looks to solidify his legacy during his final 11 months in office.

### **Health Care Reform Update**

*IRS Extends Due Dates for ACA Information Reporting*

On December 28, 2015, the Internal Revenue Service (IRS) issued Notice 2016-4 extending the due dates for filing and furnishing forms under Section 6055 and Section 6056.

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The due date for furnishing forms to individuals has been extended from February 1, 2016, to March 31, 2016. The due date for filing forms with the IRS has been extended from February 29, 2016, to May 31, 2016 – or from March 31, 2016, to June 30, 2016, if filing electronically.

Even with the extensions, the IRS encourages employers and other coverage providers to furnish statements and file information returns as soon as they are ready.

#### *“Play or Pay” Affordability Percentage Adjusted*

On December 18, 2015, the IRS issued Notice 2015-87 providing further guidance on the application of group health plan market reform provisions of the Affordable Care Act to employer-provided health coverage. Through the notice, the IRS adjusted the safe harbor percentage that ALEs can use to calculate the affordability of the health plan offered to a full time employee.

For all groups, regardless of size, the adjusted percentages can be used to determine affordability for completion of the Notice of Exchange. Employers with group health plans can use 9.56% for coverage offered in 2015 and 9.66% for coverage offered in 2016.

#### **Department of Labor Update**

##### *DOL Focus on Joint Employment*

On January 20, 2016, the Department of Labor’s Wage & Hour Division issued an Administrator’s Interpretation (AI) establishing new standards for determining joint employment under the federal Fair Labor Standards Act (FLSA) and the Migrant and Seasonal Agricultural Worker Protection Act (MSPA). The AI identifies common scenarios in which two or more employers jointly employ an employee and are thus jointly liable for compliance.

The new guidance make clear that DOL intends to interpret broadly who is a “joint employer” for the purposed of compliance with the FLA and MSPA. The AI specifically target the construction, ag, janitorial, warehouse and logistics, staffing and hospitality industries and include examples of joint employment from the health care, restaurant, and security industries.

You are encouraged to review the supporting documents on the DOL website.