

Winona SHRM Newsletter January 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



Happy New Year! It is hard to believe 2015 is here. I hope everyone had a wonderful holiday season. I would like to thank everyone who attended the Winter Social at Betty Jo's on December 9th. It was a fun event and we had a lot of great prizes and silent auction items that were donated from our area community. Thank you to Ashley Zweep, Reva Witte and Karissa Wirt for organizing this event.

Just a reminder that you can find all your SHRM certification questions on-line at <http://www.shrm.org/certification/>. For this year only, 2015, Winona Area SHRM will offer both HRCI credits and SHRM credits. Starting in 2016 we will only offer SHRM credits.

The Board of Director meeting in February will be devoted to strategic planning for 2015. I look forward to seeing what 2015 has in store for us. I know that 2014 was a rewarding year. If you have any suggestions for this next year, please let me know. Remember this is your chapter too!

I wish you the best in 2015!

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President Elect

By: Ashley Zweep

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!

Holiday Social

I want to send a thank you to all who were able to attend the Holiday Social earlier this month; we had a great turnout! The salad and pasta buffet was delicious, the holiday jeopardy game was entertaining and we raised more than \$300 from our silent auction items (\$250 will be donated to the SHRM Foundation). The night was a great success and I hope everyone had as good of a time as I did!

College Relations

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Leadership & Development Conference Committee

All members are welcome to join!!! The next Leadership and Development Conference committee meeting is scheduled for January 5th 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

Membership Spotlight:

Jessica Niesing, WS Packaging

Winona Area SHRM chapter welcomes **Jessica Niesing!** To share a little bit about Jessica:

"I grew up near Sheboygan, WI, but I attended college at UW-Eau Claire, where I studied Human Resources Management. After graduation I started my career doing human resources for a small wood manufacturer near Eau Claire. I spent some time in benefits at a local insurance agency, and most recently worked in the human resources department at UW-Eau Claire. I am definitely a "Wisconsin girl," so I have much to learn about Minnesota in my new position with WS Packaging Group here in Winona. (I still chose to live across the river to maintain my Wisconsin residency though!) In my free time I enjoy hiking, biking, baking, and American Sign Language."

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

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.)

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!

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."

Membership Roster

Winona Area SHRM has a total of **72** members.

New Membership:

Are you new to the Winona community or surroundings area? Or are you just looking to get more involved with an HR Professionals group?!

The Winona Area SHRM chapter is accepting new members for the upcoming 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.

College Relations News

By: Alberta Rosburg

The SHRM scholarship recipient is Allison Duax. Allison was the previous President of the HR SHRM Group at WSU and just graduated in December, 2014 with an HR Degree. We had 4 applications for this scholarship. The Winona SHRM scholarship is \$500 paid annually.

Congratulations Allison!



Allison Duax

Marketing/Web/Public Relations: Idea Sharing - Winona Area SHRM List Server

By: Cheri Gabbert

What is a list server? Dictionary.com's definition is "a software program that distributes messages to an online mailing system". Sounds like a great way to bounce ideas and get suggestions from Winona Area SHRM members! Guess what? Winona Area SHRM already has an established list server. Once added to the list server, you can send just one e-mail out to all members of this mailing system to get feedback, suggestions, and helpful information from those dealing with the same or similar situations. All they have to do is hit reply on their e-mail to send their response. It's that easy!

If you would like to be added to this wonderful idea sharing tool, please send an e-mail to Cheri Gabbert at cherig@mnpr.com from the e-mail address you want registered. You will receive a follow up e-mail when registration is set up!

Happy New Year!

Legislative Update

By: Beth Ede

Regulatory Developments

Recent NLRB Policy Decisions Impact Employers

The National Labor Relations Board (NLRB or board) issued two key policy decisions designed to further ease the way for unions to organize the workplace – the "quickie" or "ambush" election rule and the decision in the case *Purple Communications*.

The quickie or ambush election rule makes several changes to union election procedures designed to simplify and speed up the union election process. SHRM supports the fundamental right (guaranteed by the National Labor Relations Act) of every employee to make an informed, private choice about whether or not to join a union. This

choice should be an informed process that is free from coercion, threats or intimidation from employers or unions and must be conducted in a voluntary manner. SHRM is concerned that the new rule unfairly alters the elections rules to prevent employers from communicating their views to employees.

Under the final rule effective April 14, 2015, a union election could occur within 15 days from the date the petition was filed. Currently, the average time from petition to election is 31 days, with 95 percent of elections occurring within 56 days.

The final rule also requires that all pre-election hearings be set to begin within eight days after a hearing notice is issued and mandates that employers file a “Statement of Position” by noon on the day before the hearing begins. This newly required statement must include a list of prospective voters and those employees’ names, job classifications, work shifts and work locations. In addition, employers must provide, within two business days of the election, employees’ personal telephone numbers and personal e-mail addresses. SHRM is concerned that this requirement violates employee privacy, as well as presents an improper data collection burden on employers.

SHRM opposes the rule and filed regulatory comments outlining concerns in response to both the proposed rules. In addition, on December 17, SHRM announced that it will join in a lawsuit against the NLRB challenging the legality of the Ambush Election Rule. SHRM is joining the Coalition for a Democratic Workforce (a coalition of 600 associations and individual businesses), National Retail Federation, National Association of Manufacturers, and the US Chamber of Commerce in the litigation.

In a related development, the board ruled in *Purple Communications* that employers who allow employees to use company e-mail for non-work purposes must allow employees to use employer e-mail systems on their own time for Section 7 union organizing purposes (protected concerted activity). This ruling reverses the long-held NLRB opinion that employers could control the use of employer-owned e-mail systems.

During the process of these rulings facing appeal, organizations must review electronic communication policies and practices to ensure they do not prohibit non-work use of company email. In addition, planning preparation must take place for potential union organization efforts and elections – as being proactive is crucial. This should include the training of supervisory staff and managers to recognize and report the early warning signs of union activity – as well as training these individuals to understand what they can and cannot do during a union campaign.

The labor laws governing this process are complex and timeframes for education and training are limited. Therefore, it is recommended to work with an experienced legal advisor who can help with preparing and implementing a plan for your organization to account for the new NLRB rules, as well as the anticipated increased union organization activity that is likely to follow.

Final Rule Issued on Nondiscrimination for Federal Contractors

On December 5, the Office of Federal Contract Compliance Programs (OFCCP) published their final ruling prohibiting federal contractors from discriminating on the basis of sexual orientation and gender identity. This final ruling implements President Obama's Executive Order that was announced this past July.

In summary, the rule requires federal contractors covered under existing Executive Order 11246 to include an equal opportunity clause, updated to include sexual orientation and gender identity, in all contracts that are new or modified after April 8, 2015. In addition, the rule requires that contractors include updated equal opportunity language in job postings and advertisements, and display an updated poster that the OFCCP is currently creating.

Note that this rule does not set any hiring goals or require any self-identification for these new protected groups – nor does it contain a requirement for data collection or analysis.

Organizations that will have new or modified government contracts after April 8, 2015 will need to ensure compliance with these new requirements.