

Winona SHRM Newsletter July 2014

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Society for Human Resource Management



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Upcoming Scheduled Meeting Dates

- August 14, 2014 – Summer Membership Social & Professional Development Seminar
- September 9, 2014 – Legislative Update

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 is enjoying their summer and had a fun & safe 4th of July! I am looking forward to my new role as the Winona Area SHRM President. It will be big shoes to fill. Elizabeth has done a wonderful job. I am looking forward to getting to know each of you more and being a part of some exciting events that we will be planning.

I would like to announce that Ashley Zweep from Anova Furnishings will be stepping into the Vice President role to finish out my previous VP role. Please welcome Ashley to the Winona Area SHRM Board. We are glad to have her be a part of the team.

There are some exciting things coming up, so please mark your calendars. Karissa has been working hard on our Summer Membership Social & Professional Development Seminar that will be held on August 14th at Elmaro Winery. Barb Larsen will be our guest speaker and will present on the 7 Habits of Highly Effective People.

September 9th will be the beginning of our new monthly meetings at the Winona Chamber. The September topic will be on Legislative Updates. Unfortunately, starting with the September meeting, we will no longer be offering lunch with the meeting. This was a hard decision to make, but it was not cost effective to continue to offer lunch. We will review this again in the future. Please feel free to bring in your own lunch to the monthly meetings. The meetings will still begin at 11:30 am. This will allow time for everyone to eat their lunch and network before the speaker begins. We are always open to your suggestions, so please let us know your thoughts.

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MNSHRM State Conference is scheduled for October 12th – 14th

Welcome to the Land of Oz!

2014 MNSHRM "Follow the Yellow Brick Road" State Conference

St. Cloud, MN - October 12th -14th
River's Edge Convention Center

Make sure you take advantage of the early bird registration for this event.

Lastly, there will be two levels to the new SHRM certification. SHRM-CP which is SHRM Certified Professional and SHRM-SCP which is SHRM Senior Certified Professional. Recertification and what counts toward recertification will remain the same through the end of 2014. SHRM chapters and state councils can offer recertification credits through 2015 for both the current certification and the new SHRM certification as part of their meetings and programming's. Please visit www.shrmcertification.org for more information.

Vice President Update

Ashley Zweep



Ashley is originally from Stoughton, WI (by Madison). Once she visited the La Crosse/Winona area she couldn't turn back! Ashley attended UW-La Crosse and received her undergrad in Business Administration with a concentration in Human Resources. She has been employed with ANOVA Furnishings for approximately a year and a half and continues to learn something new almost every day. In her free time she enjoys spending time with her family and friends, camping, and watching movies. She is excited to begin her new Vice President role and contribute as much as she can within the Winona SHRM organization!

Summer Membership Social & Professional Development Seminar



Featuring Barb Larsen presenting on the 7 Habits of Highly Effective People

Hosted at: Elmaro Winery

Located near Trempealeau, WI

Registration Fee: \$12 pre-registration or \$15 at the door.

<i>Event date:</i>	<i>Thursday, August 14, 2014</i>
<i>Event Check In:</i>	<i>4:00 p.m.</i>
<i>Seminar Begins:</i>	<i>4:15 p.m.</i>
<i>Social Hour:</i>	<i>5:15 p.m. – 6:00/6:30 p.m.</i>

Event Details:

The winery is generally open until 6:00 p.m., but our group may stay until 6:30 p.m., if needed. The session is scheduled to start promptly at 4:15 p.m. Concluding the professional development seminar, SHRM members and their guests are invited to stay for the social and networking hour. The winery offers a variety of wine and cheese trays for purchase and enjoyment!

***This event is open to Winona Area SHRM Members and
Guests of Members.***

Register by August 7th to receive the early bird discount rate of \$12 per registration. Registration at the door will be \$15. There will be an online registration link available on the Winona Area SHRM website (<http://winona.shrm.org/>) as of July 14, 2014.

For groups or businesses who would like to make payment for multiple people, please contact Karissa Wirt at Karissa.wirt@bench.com and she can email you an invoice for payment.

Legislative Update

By: Beth Ede

Washington Update *As Summer Heats Up, So Does Workforce Policy in Washington*

In early June, SHRM was invited to attend an exclusive policy forum featuring Vice President Joe Biden and U.S. Secretary of Labor Thomas E. Perez on the future of the American workforce.

The discussion centered on the importance of developing the American workforce to take on the challenges of the 21st century workplace. The vice president has been charged with identifying ways to modernize workforce development to ensure workers have the knowledge and skills necessary for the global economy. At this stage, the focus is on gathering ideas that will culminate in a report to the president.

In related workforce news, lawmakers announced that they have reached a deal to improve the nation's workforce development system through new legislation – the Workforce Innovation and Opportunity Act (WIOA). The bill simplifies training services to meet the needs of local employers, streamlines a complicated system through the creation of smaller workforce boards, and strengthens employment services for youth, people with disabilities and veterans. The bill passed the Senate and is headed to the House, but no further action will take place before the July recess.

SHRM sent a letter in support of WIOA to House and Senate leaders – encouraging the efforts to improve the workforce development system to help employers identify, train and retain skilled workers. .

Veterans Hiring *New Resource Available for Understanding OFCCP's Recent Regulation*

American Jobs for America's Heroes (AJAH) has released a summary guide of the recent Office of Federal Contract Compliance Programs (OFCCP) regulations that require federal contractors to set goals for hiring protected veterans. The guide, available at www.centerforamerica.org/ofccp.html, is geared to helping federal contractors better understand the requirements of

the regulations. AJAH is a nonprofit military hiring campaign that also offers employers a job posting service to help them find qualified veteran employees. Interested employers can register for free to post jobs at www.centerforamerica.org/register.html.

Are you a financial institution? If so, you may well be required to follow OFCCP standards for government contractors, which includes a mandate for hiring veterans. See DOL FAQ [here](#).

Minnesota

Will Medical Marijuana Law Put Employer Drug-Free Workplace Efforts Up in Smoke?

On May 29, 2014, Governor Dayton signed legislation making Minnesota the 23rd state/district to adopt a law authorizing the use of medical marijuana in limited circumstances.

Unfortunately, the new Minnesota medical marijuana law (MML) clouds and adds complexity to the administration of Minnesota employers' drug-free workplace programs and compliance with and rights under the Minnesota Drug and Alcohol Testing in the Workplace Act (DATWA).

At question is whether Minnesota employers have to accommodate an employee with a verified marijuana positive test result because that employee consumed marijuana in accordance with the MML. The answer right now is – maybe.

While the supreme courts in four states and one federal appeals court have answered “no” to that question, those states' medical marijuana laws do not include employee protections like those provided in the MML. As of today, MML employment protections go beyond those adopted by any other state. So stay tuned for more developments. For more information on the Minnesota MML, click [here](#).

Law Changes for Minnesota Employers – Action Required

Passage of the Minnesota Women's Economic Security Act of 2014 (WESA) brings with it a variety of new employee protections as well as new requirements for Minnesota employers. Minnesota employers need to become familiar with the [full text](#) of the changes made by WESA and expedite planning and implementation as applicable.

Key Provisions

- **Equal Pay Certification** – effective August 1, 2014

Businesses with more than 40 full-time employees who seek Minnesota governmental contracts worth more than \$500,000 must certify their compliance with equal pay laws. This includes payment of a \$150 certification fee and is valid for four years. Details can be found in the full text of WESA.

- **Expansion of Minnesota’s Parental Leave Law –**
effective July 1, 2014 and applies to Minnesota employers with at least 21 employees
Minnesota’s Parental Leave Law has been expanded to include leave for pregnancy-related needs. In addition, it doubles the allowable unpaid leave under the Minnesota Parental Leave Act from 6 weeks to 12 weeks.

- **Expansion of Minnesota’s Sick Leave Benefit –**
effective July 1, 2014 and applies to Minnesota employers with at least 21 employees
As of August 2013, Minnesota employers who offered sick leave benefits to their employees were required to allow use of these benefits to care for not only themselves and their minor children, but other family members. This included care for an adult child, spouse, sibling, parent, grandparent, or stepparent. The Women’s Economic Security Act expands this yet again to include the use of sick leave to care for a grandchild, mother-in-law, or father-in-law that is injured or ill. In addition, sick leave is also allowed to be used for “safety leave”. Safety leave is defined as leave for the purpose of providing or receiving assistance because of sexual assault, domestic abuse, or stalking.

- **Pregnancy Accommodation & Nursing Mother Accommodation**
Pregnancy Accommodation – effective immediately and applies to Minnesota employers with at least 21 employees
Upon request, employers must provide reasonable accommodations to an employee for health conditions related to pregnancy or childbirth. The employee does not need to obtain certification from her health care provider if asking for any of the following accommodations:
 - more frequent restroom, food, and water breaks
 - seating
 - limits on lifting over 20 poundsNursing Mothers – effective July 1, 2014 and applies to all Minnesota employers

In addition to the current requirements, employers must provide a room or location where the employee can express breast milk in privacy (not a bathroom or toilet stall). This room or location must be shielded from view and free from intrusion from coworkers and the public and that includes access to an electrical outlet.

- **“Familial Status” Added as Protected Class** – effective immediately and applies to all Minnesota employers
The Women’s Economic Security Act expands the list of protected classes (protected from discrimination in hiring and employment) under the Minnesota Human Rights Act to include “familial status”. “Familial status” is defined as “the condition of one or more minors being domiciled with (1) their parent or parents or the minor’s legal guardian or (2) the designee of the parent or parents or guardian with the written permission of the parent or parents or guardian. The term also includes any person who is pregnant or in the process of securing legal custody of a minor. Except when based on a bona fide occupational qualification, employers may not refuse to hire, terminate, or otherwise discriminate against a person with respect to the terms and conditions of employment based on that person’s familial status.
- **Employee Wage Disclosure Protection** – effective July 1, 2014 and applies to all Minnesota employers
Employers are not allowed to require non-disclosure by an employee of his or her wages as a condition of employment. In addition, employers may not take adverse employment action against an employee for disclosing or discussing their own wages or another employee’s wages, which have been disclosed voluntarily. Employers with an employee handbook must include a notice to employees regarding their rights and remedies under this new protection.

Minnesota Minimum Wage Increase – August 1st

Minnesota’s minimum wage rates increase effective August 1, 2014. To help employers understand the new requirements, the Minnesota Dept. of Labor and Industry has created two fact sheets.

It’s important to note that a significant amount of Minnesota employers are also covered by the Fair Labor Standards Act (FLSA). The FLSA covers the federal minimum wage

requirements. For those employers, they must follow the law that provides the greater employee benefit or protection.

Fact Sheets:

- [Minimum Wage Rates](#)
- [Business Size and Minimum Wage](#)
- [Coverage Under the FLSA](#)