

Winona, Minnesota

Winona Area SHRM Newsletter

July
2018



President's Notes

By: Rebecca Rowe



I hope you all have a relaxing and enjoyable 4th of July! First off – I hope many of you will be joining us on Tuesday, July 10th at Nate and Ally's for our first (of hopefully more) HR Roundtable. The idea is that we are going to discuss topics that you want another HR professional's opinion on. If you are an HR department of one or an HR Manager and want to know how another organization would handle a specific situation or pick member's brains on best practices, this is the meeting for you! Lunch and ice cream will be provided by the chapter. We ask that all attendees register by Friday, July 6th.

As a reminder, one of the many ways the SHRM Foundation supports its members is by providing a variety of scholarship opportunities throughout the year. Most recently, a Certification Scholarship opened on June 1st, 2018. The scholarship will provide \$750 for the SHRM Certification exam and/or preparation materials. There are over 200 scholarships available. The application period is June 1, 2018 – September 1, 2018. To be eligible to apply you must:

- ✓ Be a current National SHRM Member
- ✓ Meet the eligibility requirements for a SHRM Certification exam
- ✓ Took certification exam in 2018 or plan to sit for exam in the next 12 months

If you are interested in applying for this scholarship, click [here](#) for all of the details!

The Board of Directors elections will be coming up soon! The positions we are currently open and need to be filled include:

- President-Elect (2 yr. term) – [Job description](#)
- SHRM Foundation Advocate – [Job description](#)
- Certification Representative – [Job description](#)

If you are interested in any of our open Board of Directors position, please contact me to learn more!

Upcoming Events

By: Rebecca Rowe



Date	Speaker	Topic
July 10 th	HR Round Table-Nate & Ally's	Various HR topics
August 14 th	Aaron Tell – Communications/Outreach Specialist Cathy Peregrino – Outreach Specialist MN Department of Employment and Economic Development	Minnesota Unemployment Insurance Employer Discussion
September 11 th	Alec Beck – Ford Harrison Global HR Lawyers	Legal Update
October 23 rd	Winona Area SHRM Board of Directors & MN SHRM State Conference Attendees	HR Roundtable: MNSHRM State Conference Recap
November 13 th	Nicole Kauphusman – Express Employment Professionals	HR Analytics and Me: Why Can't We Be Friends?
December 11 th	Holiday social – Topic & Venue TBD	

July Monthly Meeting- Tuesday, July 10th from 12:00 p.m. – 1:00 p.m.

Join your fellow HR professionals for FREE lunch and ice cream at Nate & Ally's. Winona SHRM will be hosting our first (of hopefully more) HR roundtable. This will be your opportunity to ask questions, discuss other organization’s policies and procedures and/or receive another HR professional’s opinion.

We want you to be able to talk about your topics of interest, concerns and questions. To get a better understanding of what our members want to discuss, we ask that you provide us your question(s) or topic when you register. The day of the event tables will be broken down into smaller groups. **To register, click [here](#)!**



MN SHRM Events



10 Steps to Become a Workplace Investigation Pro... And 5 Mistakes to Avoid

Thursday, August 16, 2018

1:00 p.m. to 4:00 p.m.

Minnesota State Community and Technical College (MSCTC)
Oscar Bergos Center Northwest Room (A119)
1900 28th Avenue South
Moorhead, MN

Click [here](#) if you are interested in attending!

**Even though some people take HR
for "granite", we know how
important human resources is!**

Join us in Granite City (a.k.a. St. Cloud) to earn
your SHRM and HRCI credits!

**To register and learn
more, please visit:
www.mnshrm.com**

HR ROCKS

MN SHRM 2018 State Conference



**October 14-16, 2018
St Cloud, MN**



	Early Bird Registration by Jan 31, 2018	Regular Rate Registration between Feb 1- Sept 30, 2018	Late Registration between October 1-14, 2018
SHRM Member	\$397	\$448	\$567
Non-SHRM Member	\$443	\$494	\$613
Single Day - Monday	\$206	\$258	\$361
Student - Full Conference	\$103	\$129	\$155
Student Conference - Sunday Only	\$37	\$37	\$46



MNSHRM

MINNESOTA STATE COUNCIL

REGISTER NOW FOR FREE!

JOIN US FOR AN *Exclusive* HALF-DAY FIDUCIARY TRAINING PROGRAM

**Learn how to better manage & optimize
your company's retirement plan**

— No Cost To Attend —

Top industry professionals will be presenting a TPSU 401(k) live educational program in your area. The Mission of TPSU is to enable plan fiduciaries to improve their retirement plan through education and training. This half-day program covers essential topics pertaining to retirement plan leadership. TPSU welcomes HR professionals, benefit specialists, business owners and retirement plan committee members who serve in any of the following capacities for their company retirement plan — Plan Fiduciaries, Plan Trustees and Plan Administrators. After successfully completing this Program an attendee will improve their understanding of:

- Responsibilities of a Plan Fiduciary
- Effective retirement management strategies
- Plan improvements with a high impact on plan outcomes
- Behavioral finance solutions to improve retirement readiness
- Key regulations – including the new DOL Rule
- Structure and oversight of a retirement plan committee
- Internal communication strategies

401(k) and 403(b) Plans require special attention

What will you receive by attending?

1. Continuing Education Credits –
5 SHRM PDCs / 5.5 HRCI (General) Credits
2. Certificate of Attendance
3. Complimentary access to the TPSU Learning
Management System including the following topics:
 - ERISA
 - Fundamentals of 401(k) Plans
 - Understanding Participant Behavior
 - Retirement Plan Health
 - Retirement Readiness
4. Networking with colleagues responsible for retirement plans
5. Interaction with industry leaders
6. Breakfast and Lunch



TPSU
THE PLAN SPONSOR
UNIVERSITY

Wednesday, July 25, 2018
8:00 AM – 2:00 PM

University of Minnesota
Carlson School of Management
321 19th Avenue South
Minneapolis, MN 55455
Room 2-206

Adjunct Lecturer:
Joe Brummel, C(k)P®

Registration

Online: www.TPSUniversity.com,
and Proceed to the Program Schedule
TAB, and Select your Program.
Register with code "2018SP".

Call: 855-755-4015 and Select
Option 2. For more information
regarding the session go to
www.TPSUniversity.com or
contact Marc Lester at
marc@TPSUniversity.com.

Space is limited!

**To View All Programs
or Register Click Here**



The Plan Sponsor University
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The use of this seal confirms
that this activity has met HR
Certification Institute's®
(HRCI) criteria for recertifi-
cation credit pre-approval.

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Membership Update

Ashley Clark

NEW MEMBER WELCOME



Annie Ruppert
HR Director at Sauer Health Care

Annie has been in the Winona community since 1997, when she relocated from the Chicago area to attend WSU, earning her bachelor's in HR. She has held a variety of HR and operational leadership roles including Talent Acquisition, Retail, Non-Profit and Manufacturing organizations. Most recently, she joined the Sauer Health Care team as the HR Director. Outside of work, she enjoys time with family, coaching and spectating youth sports, and volunteer projects.

SHRM Private Email Group



Do you wish you could request feedback from your local HR colleagues on various topics? Well now you can!!! Winona SHRM offers a private email group to all of its members!

Visit <https://groups.yahoo.com/neo/groups/winonashrm/info> and you will have three options:

1. Login to your existing Yahoo account
2. If you don't already have a Yahoo account you can create an account
3. Or you may choose to use an existing email account

Once you complete this step you will be asked to enter the Account Key which is sent to your designated email. Lastly, you will click "Join Group" and request to become connected. Once you receive the approval email you are now enrolled in the group and you may begin participating in the conversation!



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!

Legislative Update

Beth Ede

Washington Update

DOL Finalizes Rule to Expand Association Health Plans

In response to an executive order from President Trump in October 2017, the Department of Labor (DOL) released a final rule on association health plans (AHPs) on June 19, 2018. The final rule was designed to give small businesses more freedom to join together as a single group to purchase health insurance in the large group market or to self-insure.

By forming AHPs, small employers can avoid certain Affordable Care Act (ACA) reforms, creating potentially more affordable health insurance options. However, in exchange for lower premiums, AHPs may cover fewer benefits as most AHPs will not be subject to ACA’s essential health benefits reform – putting at risk things like mental health care and maternity and newborn care. Note that AHPs are regulated at the federal and state level, so the availability of these plans and what these plans can look like will depend on each state’s regulatory approach.

For additional information, see the DOL site about AHPs [HERE](#).

Key HR Items Identified in the Spring Unified Agenda

Twice a year, agencies of the U.S. government provide the public with an agenda of rulemaking activities planned for the coming six months. Several of these items will impact the day-to-day of HR, so you may be interested in seeing what they are proposed to be.

- National Labor Relations Board (NLRB) – planning to propose a regulation on when one organization is jointly considered to be the employer of another organization’s employees (joint employer). SHRM will be commenting on the notice of proposed rulemaking when it is published.
- Department of Labor
 - Wage and Hour Administration
 - Overtime proposed regulation projected for January 2019 instead of October 2018
 - New proposed regulation under the FLSA expanding apprenticeship opportunities for 16 & 17-year-olds working in nonagricultural hazardous occupations – projected for October 2018
 - New proposed regulations clarifying, updating, and defining regular rate of pay that forms the basis for calculating overtime compensation – projected for September 2018
 - Office of Labor-Management Standards
 - Rescission of “persuader” rule under the Labor-Management Reporting and Disclosure Act – projected for May 2018
 - Employee Benefit Security Administration
 - Definition of an “employer” for Association Health Plans – analyze comments May 2018
 - Possible revision to “ambush” elections regulations – no projected date
 - Possible new proposed regulation redefining joint employer to restore standard in place before *Browning-Ferris, Inc.* decision – no projected date

Past President & Membership

Director

Ashley Clark
azweep@smumn.edu

President

Rebecca Rowe
rrowe@ci.winona.mn.us

President Elect

Open

Secretary

Melissa Shore
melissas@wnbfinancial.com

Treasurer

Linda Digby
ldigby@winonaorc.org

Legislative Representative

Beth Ede
bede@walivebig.com

College Relations Chair

Jennifer Davis
jdavis@walivebig.com

Marketing Director & Web

Coordinator

Brandon McQuinn
bmcquinn@schurz.com

Legislative Update Continued

Beth Ede

- Equal Employment Opportunity Commission
 - Amendments to Regulations Under the Americans with Disabilities Act – proposed notice of rulemaking January 2019
 - Amendments to Regulations Under the Genetic Information Nondiscrimination Act of 2008 – proposed notice of rulemaking January 2019
- Department of Homeland Security
 - Rescission of H-4 work authorization – proposed notice of rulemaking June 2018
 - Registration requirements for H-1Bs – proposed notice of rulemaking July 2018
 - Strengthen the H-1B Nonimmigrant Visa Classification Program – proposed notice of rulemaking January 2019
 - Practical Training Reform – proposed notice of rulemaking October 2018