

Winona SHRM Newsletter June 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

Hope everyone had a fun & safe Memorial Day. Let the summer begin. SHRM Foundation is offering more than 100 scholarships totaling \$122,500 to SHRM members in 2015! The awards program is designed to support HR professionals working towards a college degree or SHRM certification. Individuals may apply for a \$2,000 education scholarship and/or a \$750 certification scholarship. Application deadline is July 15, 2015. Visit www.SHRMFoundation.org and click on "Scholarships & Awards" to learn more about the program.

MNSHRM State Council is looking for volunteers for the 2015 State Conference, Navigating the Rivers of Change. This year's event is taking place at the Mayo Civic Center in Rochester on October 11, 12, and 13th. Volunteers are needed in:

- Sponsorship - Contact vendors to obtain sponsorship and/or registration for the exhibitor hall <http://www.mnshrm.com/?page=2015ConfSpon> (Sponsorship registration is open)
- Breakout Session speaker introductions (will have the agenda out within the next few weeks)
- Conference bag stuffers (to be done Saturday October 10 or Sunday October 11)

We will be looking for some new Board members soon. The current positions that will be open are: President Elect, Foundation Advocate, and Certification Chair. If you are interested or know of someone, please contact myself or Ashely Zweep. President Elect position is required to be filled in order to have a chapter, so it is important that we focus on the area.

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



No monthly meeting will be held during the summer months (June, July & August) but we will be hosting a Summer Social. Please keep your eye open for emails and the July newsletter for more details! I hope you all have a great summer and we look forward to resuming in September.



Are you one of the many interested in the new SHRM-CP and SHRM-SCP certification? If so, let's begin a certification study group! This would be an informal study group that would begin meeting in August to discuss what we learned, ask questions, share stories and hopefully increase our chances of passing the exam with flying colors!

If you are interested in learning more or would like to be involved in the SHRM Certification Study Group please email Ashley Zweep at Ashley.z@anovafurnishings.com. The more the merrier so please spread the word!

Legislative Update

By: Beth Ede

Regulatory Update **Comprehensive Changes to Overtime White-Collar Exemptions Imminent**

The Office of Management and Budget (OMB) has been reviewing the U.S. Department of Labor's (DOL's) proposed changes to the Fair

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

Labor Standards Act's (FLSA's) overtime regulations since May 5, 2015. Once OMB finalizes its review, which could happen at any time, a proposed rule will be made public and available for review and comment.

While the details of the FLSA proposal are not public, the Obama administration is expected to make changes to the salary basis level. Currently set at \$455 per week, the salary level under the proposed rule is likely to be raised substantially, possibly to between \$655 and \$1,000 a week according to recent news reports. In addition, the rule is expected to change the duties test, possibly implementing a California-style requirement that otherwise exempt employees may spend no more than 50 percent of their time performing non-exempt work or run the risk of being reclassified as non-exempt – thus making them eligible for overtime.

We need to be very concerned about the impact that changes to the overtime regulations will have on our organizations and employees. It is clear that any new rules in this area will result in dramatic changes for workplace and compensation structures.

Your HR voice will be needed to effectively communicate the HR profession's concerns to DOL. SHRM is planning a robust advocacy strategy during the comment phase of this effort, providing SHRM state councils and chapters with the opportunity to sign onto its comments and providing sample language to individual SHRM members to submit comments to the agency.

When DOL last updated the overtime regulations in 2004, the agency received over 75,000 comments to the proposed regulations and spent 13 months reviewing them before publishing the final rule. It will be important to provide DOL with robust input on this proposal so that the agency fully understands the impact on our organizations and employees.

SHRM Comments to IRS on ACA's Cadillac Tax

Beginning in 2018, "excess" health care coverage (defined as any coverage that exceeds a statutory dollar limit that is revised annually) will be subject to a 40% excise tax known as the Cadillac Tax under health care reform.

On May 15th, SHRM submitted comments addressing specific methods suggested by the IRS to calculate costs and focused on maintaining maximum flexibility in determining the best way to value coverage. SHRM also suggested that certain types of coverage not be included in the calculation – such as retiree-only plans, as they tend to have higher costs.

SHRM will have additional opportunities to weigh in on the excise tax as the agencies plan to issue an additional notice focused on calculation and assessment of the excise tax and later will issue a comprehensive

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!

proposed rule for public comment.

Also note that there are currently legislative proposals to repeal ACA's Cadillac Tax.

Capitol Hill Update House Rejects Troublesome Federal Contractor Amendment

Great news in the U. S. House of Representatives, by a vote of 186 of 237, blocked an amendment strongly opposed by SHRM that could have resulted in the debarment and blacklisting of federal contractors found to have violated the Fair Labor Standards Act (FLSA). This amendment would have impacted companies of SHRM members doing business with the federal government if they had been found to have violated any provision of the FLSA – regardless of whether it was intentional or not.

Thanks for your HR voice – we were heard!

Membership Director Update

By: Karissa Wirt



SHRM Certification – Chapter Incentive Program:

New in 2015: Chapters in good standing will earn \$20 for every **SHRM national member** in the chapter who is **SHRM certified** by December 31, 2015.

Winona Area SHRM chapter members: If anyone earns their SHRM certification, please share your good news with us so we can update our records!

Mid-year Chapter Membership Update:

- Winona Area SHRM Chapter is 100% National Membership.
- YTD our chapter has 73 members.
- To date in 2015, four new members have joined our chapter!
- Our chapter is growing! Below is the historical trending (year-end) data.

2011: 65 National Members
2012: 61 National Members
2013: 72 National Members
2014: 72 National Members

*Membership Renewal: A reminder that members can renew their

membership online at SHRM.org

Member Retention:

Members are welcome to make suggestions regarding recruitment or member-retention ideas. If anyone is interested in assisting on the Membership Committee, please contact our Membership Director.

New Membership:

All members are encouraged to invite fellow HR professionals to join the Winona Area SHRM chapter. A list of the membership benefits are available on our website, please visit <http://shrm.org> (Membership tab) to review the membership benefits and to sign up for a SHRM membership. For any local chapter questions, please contact Karissa, our chapter's membership director.

National SHRM Promotion:

Please visit SHRM.org/Membership to watch for promotional incentives and to join SHRM.

