

Winona, Minnesota

Winona Area SHRM Newsletter

June 2017



President's Notes

By: Kubilay Gok

Dear Colleagues of HR Community,

As the SHRM Winona Chapter, we hope that you all enjoyed our monthly speaker series as well as the professional development and leadership conference. Now that we are ready to embrace the summer months, we hope to have your visibility during our events. This month, June 9, 2017, our monthly speaker series, is devoted to FMLA issues. Registration link is available at our Winona SHRM website, please register to attend and to claim 1 credit towards your certification. More details will be announced soon about our Summer Social in August. So please be on the lookout for more information.

Please continue to part of our local chapter and support us. Thank you!



Upcoming Events

By: Rebecca Rowe

June Monthly Meeting

FMLA Leave Management



*Tuesday, June 13, 2017
Green Mill in Winona, MN*

Nancy Brostrom Vollertsen, a Lawyer with Lindquist & Vennum LLP, will be presenting on FMLA Leave Management. Nancy primarily represents employers and executive-level clients, providing counsel on employment-related claims and litigation, prevention and defense of discrimination claims, employee discipline and termination, FMLA, ADA, and FLSA issues.

Nancy will be sharing how to properly manage FMLA within your organization such as:

1. Employer Notices – Can you send by email and how do you verify receipt?
2. Employee Notice – Call-in and texting as proper notice? Can you discipline for failing to follow policy?
3. Medical Certification – incomplete or insufficient certifications, recertification and what an employer is entitled to know.
4. Fraudulent Use of Leave – proper investigation and appropriate employment actions.
5. Intermittent Leave – managing leave abuse and personal certification.
6. Privacy Concerns – know what you can say to managers, coworkers and other employers.

This is a can't miss meeting – RSVP today!!

You can register by visiting <http://winona.shrm.org/forms/monthly-meeting-registration>.

Approved for 1 SHRM Certification credit!

Upcoming Events

MN State SHRM Conference

Registration is now open for the 2017 MN State SHRM Conference. This year the conference will be held in Duluth, MN on October 8-10. Here is more information about this year's conference. You can also visit www.mnshrm.com for more information and to register!

Internationally recognized Keynote Speakers:



Sarita Maybin

Motivational Speaker, Author and Communication Expert



Steve Rizzo

World's Funniest Motivational Business Speaker

More than 30 targeted breakout sessions to choose from
Lunch on Monday and Tuesday
Exhibit Hall featuring over 100 organizations
A ticket to the Wellbeing Spotlight Recognition Dinner

Rate Type	Early Bird	Regular Rate	Late Rate
	Rate Registration By 6/16	Registration Between 6/16-9/29	Registration Between 9/30-10/8
<u>SHRM Member</u>	\$397*	\$448*	\$567*
<u>Non-SHRM Member</u>	\$443*	\$494*	\$613*
<u>Single Day - Monday</u>	\$206*	\$258*	\$361*
<u>Student - Full Conference</u>	\$103*	\$129*	\$155*



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 Relations

by Beth Eide

Washington Update

House Passes Act Allowing Compensatory Time Off

On May 2, 2017, the House of Representatives passed the Working Families Flexibility Act (H.R. 1180) which, if passed by the Senate and signed by the President, would authorize private employers to offer compensatory time instead of overtime pay for nonexempt employees who work more than 40 hours per week.

Compensatory time off is already a common practice for many federal and state employers, but not currently allowed by the Fair Labor Standards Act (FLSA) for private employers. If passed by the Senate and signed by the President, H.R. 1180 would amend the FLSA to allow comp time if certain conditions were met. Stay tuned!

SHRM Testifies Before Congress on EEOC and EEO-1 Report

Advocacy Team (A-Team) member Lisa Ponder, J.D., SHRM-SCP, testified on behalf of SHRM before the House Subcommittee on Workforce Protections at a hearing titled “The Need for More Responsible Regulatory and Enforcement Policies at the EEOC”. Ms. Ponder is the 5th SHRM A-Team member this year to appear as a witness before the 115th Congress.

In addition to applauding the EEOC on its mission to ensure that employees have equal opportunity to work in environments that free from discrimination, she encouraged the use of more mediation and nonbinding settlement conferences when issues do arise.

The bulk of Ms. Ponder’s testimony, however, focused on the concerns SHRM continues to raise on the revised EEO-1 report. She sited many concerns with the data collection tool, its privacy protections, and overall capability to determine pay discrimination. SHRM again requested that the EEOC not move forward with the implementation of the revised EEO-1 Report. Finally, Ms. Ponder asked that the EEOC reexamine the wellness rules to provide ultimate clarity on what is allowable for wellness plans under the Affordable Care Act (ACA).

SHRM Board Members

President

Kubilay Gok
kgok@winona.edu

President Elect

Rebecca Rowe
rowe@ci.winona.mn.us

Secretary

Melissa Shore
melissas@winonanationalbank.com

Treasurer

Linda Digby
507-452-1855 Ext. 108
ldigby@winonaorc.org

Legislative Representative

Beth Ede, SPHR
507-453-6347
bede@winonaagency.com

College Relations

Jennifer Davis
507-457-3311
Jennifer.Davis@ExpressPros.com

Marketing Director/Web Coordinator

Kelsey Volk
kelsey.v@anovafurnishings.com

Membership Director

Brandon McQuinn
bmcquinn@exchange.hbci.com

Past President

Ashley Zweep
507-457-8706
azweep@smumn.edu