

Winona SHRM Newsletter May 2015

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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



We all need a little sunshine some time!

Some exciting things have been happening. First thing is that The Society for Human Resource Management (SHRM) recently awarded The Winona Area SHRM its prestigious EXCEL GOLD Award for the Chapters accomplishments in 2014. The award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters and councils with SHRM's goals. The award recognizes accomplishments and strategic activities and initiatives that enhance the human resources profession. This is something that we need to be proud of as a Chapter!



Second thing, we had a very successful Leadership & Development Conference on April 14th. Kristy Walz, Barry Lane, and Al Seneczko all delivered excellent presentations. Jen Olson did a wonderful job as our 2015 Emcee. We had a total of 7 Sponsors; ABR, Cornerstone, Gundersen Health, Marsh & McLennan, Merchants Bank, Southeast Technical, and Winona Health. Many door prizes were given away from generous businesses. Janelle Larson was this year's BINGO winner; she won a free registration to our 2016 Leadership and Development conference. Alberta Rosburg was the winner of this year's referral

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drawing. There were 29 people represented from Merchants Bank at the conference. She won \$50 Winona Chamber Bucks. Congratulations to all the prize winners. I would also like to thank the Conference Committee and the other volunteers that had a part in this year's conference success.

Third and final thing, thank you to Carrie Kollasch-Roberts and Ann Nelson for hosting our SHRM booth at the Southeast Technical College Job Fair on April 15th. They put packets together that had helpful information on completing resumes and cover letters. It was a great way to introduce SHRM to college students and other booth sponsors. We did have some people that were interested in becoming SHRM Members.

Look forward to seeing everyone on May 12th at our monthly meeting "Hot Topic in Employment Law".

President Elect

By: Ashley Zweep

I want to thank everyone who attended our 2015 Leadership & Development Conference April 14th at Riverport Inn & Suites. The overall turnout was fantastic, the speakers were great and the food was good! Please complete the evaluation if you haven't already so we can learn what to do better next year!

May – Hot Topics in Employment Law



Event date: Tuesday, May 12, 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

Nancy Vollertsen provides counsel regarding employment-related claims and litigation, prevention and defense of discrimination claims, employee discipline and termination, FMLA, ADA, FLSA and more to employers and executive-level clients. She is an experienced

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practitioner in traditional labor law, handling labor contract negotiation, mediation and arbitration of labor disputes. Nancy also has authored many articles on employment law topics and co-authored *An Employer's Guide to Employment Law Issues in Minnesota*.

[Click here](#) to register by **May 9**. Hope to see you there!



No monthly meeting will be held during the summer months (June, July & August) but we will be hosting a Summer Social in July. More details to come!



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*

Union Organizing

President Vetoes Resolution to Nullify NLRB "Ambush" Rule

Work toward nullifying the National Labor Relations Board's representation election rule – known as the "ambush" election rule – was vetoed by President Obama on March 31, 2015.

At this point, the veto has not been overridden, but there may still be

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!

opportunities to block implementation on appropriations bills and the SHRM-filed lawsuit challenging the NLRB ambush election rulemaking is still pending.

Regulatory Activity

EEOC Issues Proposed Rule on ADA and Wellness Programs

On April 16, 2015, the U.S. Equal Employment Opportunity Commission (EEOC) released a long-awaited proposed rule providing much needed guidance for employers on how to structure employee wellness programs without violating the Americans with Disabilities Act (ADA).

The EEOC is seeking comments on the proposed rule and may make revisions to its guidance before it becomes final rule. Employers are not required to comply with the proposed rule until it becomes final, but those that do will likely be considered in compliance with the ADA's requirements for wellness programs.

The following resources will help you in understanding and complying with the proposed rulemaking:

- [Proposed Rule](#)
- [EEOC Fact Sheet](#)
- [EEOC Q&A](#)

OFCCP and EEOC Press Forward on Key Public Policy Issues

SHRM participated in two key agency activities recently – submitting [comments](#) to the Office of Federal Contract Compliance Programs (OFCCP) on their proposal to update 40-year old sex discrimination guidelines and testifying before the Equal Employment Opportunity Commission (EEOC) on the importance of diversity and inclusion in the modern workplace.

Sex Discrimination Guidelines – SHRM supports updating the guidelines to reflect statutory amendments to Title VII and binding judicial interpretations of the law. Unfortunately, the proposed OFCCP changes exceed this objective by including unsupported theories of discrimination and categorically labeling some conduct as unlawful without any legal basis or authority.

Diversity and Inclusion – At an April 15th meeting focused on identifying the obstacles that remain to combating racial and ethical discrimination 50 years after the passage of Title VII of the Civil Rights Act, [SHRM's testimony](#) focused on how modern concepts of diversity have evolved beyond affirmative action and how diversity and inclusion programs help organizations build a skill-based workforce.