



*Winona, Minnesota*

# Winona Area SHRM Newsletter

## May 2016



## President's Notes

by Ashley Zweep

Spring is here and I hope all of you are taking advantage of the sunshine and nice weather that is approaching!

I want to start by thanking everyone who attended the 2016 Winona SHRM Leadership & Development Conference April 19<sup>th</sup> at Riverport Inn and Suites. The conference was a great success and the presenters did an amazing job! Again, I want to give a special thank you to the planning committee, the Winona State University emcess, event sponsors and gift sponsors – the event wouldn't have been what it was without the help of each and every one of you!

I also want to remind everyone to join us at our Kick-Off Meeting coming up May 10<sup>th</sup> at 11:30am at Green Mill Restaurant. Whether you have been an active member or not, we value your input and want to see you there! In addition to a great way to voice your suggestions and network with other HR Professionals a pizza/salad lunch buffet is on us! We look forward to seeing you! Please [click here](#) to register!

My last reminder is there will be no monthly meeting in June or July but keep your eyes open for details on the Summer Social in August!



Brenda Hamilton – "Leading others through Organization Change"

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**YOU'RE INVITED**

**SHRM Kick-Off Meeting**  
 May 10th, 2016 at the Green Mill Restaurant  
 Free pizza buffet will be served @ 11:30am. Meeting starts @ noon. Bring your ideas and suggestions for future planning!

# College Relations

by Jennifer Davis

As the spring semester wraps up there is a lot of excitement in the air and not just because of the beautiful weather! Many of the SHRM students are applying for and accepting their first Human Resources positions! We wish them well as they venture out and begin their careers as HR professionals!



Graduating seniors

In the busy month of April the students completed their onsite working shadow days with their mentors. We're very happy to report that there was a lot of positive feedback from both mentors and mentees and we look forward to continuing the Mentorship Program next year.



SHRM Student Members



Scholarship Winner

The final spring semester meeting was held on April 26<sup>th</sup> where the students conducted elections for the following semester's board and celebrated the seniors who were graduating. During this meeting we were happy to present the spring Wolfmeyer Scholarship of \$600. We would like to thank all of the students who turned in applications for this scholarship! Congratulations once again to the 2016 Scholarship recipient Hannah Nagel. Collectively, we would like to say a special thank you and recognize the Wolfmeyer family for continuing to support students in

the human resource field; your generosity is greatly appreciated!

It has been a pleasure getting to know and work with the SHRM students the last two semesters and I look forward to working closely with the upcoming board members (see picture below) once again as we begin the new school year!



Future Student SHRM Board

## Open Board Positions

- **President Elect** (Assistant president in overseeing activities and schedule the monthly meetings.
- **Web Coordinator** (Create and/or maintain chapter website)
- **Marketing/PR** (Oversee and manage the marketing and public relation activities of the chapter)
- **Certification Rep** (Manage the chapter's certification study program. Encourage members to become certified and recertified. Give updates on the SHRM certification).
- **Foundation Advocate** (Educate, promote and represent the interest of the SHRM Foundation and its activities to the chapter.)
- **Membership Director** (Manage the membership function to successfully maintain and/or increase the chapter's members.)

To read more information on any of the board positions please visit

<http://winona.shrm.org/board-job-descriptions>.



## 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

by Beth Ede

## Regulatory Update

### *Last Stop on the Overtime Regulatory Railroad*

In early April, three SHRM members (representing non-profit, local government, and small business) joined SHRM's Government Affairs staff to the Office of Management and Budget (OMB) to discuss the impact of the highly anticipated overtime regulations on the workplace. Under the rules governing how federal regulations are created, OMB is required to review significant rules, such as this overtime revision, before they take effect.

At the OMB meeting, SHRM provided information on the number of employees that would have to be reclassified as nonexempt under the regs as currently drafted; the types of jobs and autonomy those employees currently enjoy and how that will change if they are reclassified; and the impact of the rule on their organizations' budgets. In addition, concerns surrounding the automatic annual increases to the salary threshold and implementation date of the rule were also discussed.

So when can we expect the final rule? It's expected to be released from OMB and published in spring or summer 2016.

**LET YOUR VOICE BE HEARD!** Most employers will be impacted by the changes as written, so if you haven't already, you are urged to contact your members of Congress TODAY, and ask them to co-sponsor the Protecting Workplace Advancement and Opportunities Act (S. 2707 / H.R. 4773). The more co-sponsors, the better the chances that Congress will take up this legislation this summer. This SHRM-sponsored legislation would nullify the soon to be announced FLSA overtime rule and require the Dept. of Labor to perform an economic analysis of how changes to the current overtime regs will impact nonprofits, small businesses, and employers in other industry sectors before issuing a new rule.

## Health Care

### *Employer-Sponsored Health Care Talks Take Center Stage on Capitol Hill*

Earlier this year, Speaker of the House Paul Ryan (R-WI) commissioned six committee-led task forces charged with developing a bold, pro-growth agenda to be presented to the country in the months ahead. Among the priorities – replacing the Affordable Care Act (ACA) and overhauling the tax code.....both of which are important to the HR profession and could potentially impact employer-sponsored benefits.

According to Speaker Ryan's press release and specific to health care reform, the goal is to repeal and replace the ACA. The four representatives charged with leading the health care reform task force are Tom Price (R-GA), John Kline (R-MN), Fred Upton (R-MI) and Kevin Brady (R-TX) – all members of committees that have jurisdiction over health care issues. They are tasked with collaborating to develop a white paper outlining health care reform legislation priorities for the next Congress and new administration. It is anticipated that any alternative health care proposal would likely include a provision to fully repeal, further delay or replace the ACA excise tax. In addition, **the tax treatment of employer-sponsored health care benefits could come under scrutiny as lawmakers look to find ways to reduce the federal deficit** – as one of the largest revenue losses for the federal government is due to the preferential tax treatment of employment-based health care coverage, according to a recent report from the Congressional Budget Office and the staff of the Joint Committee on Taxation.

In anticipation of the release of the whitepaper before the presidential conventions in July, SHRM sent a letter to the four representatives charged with leading the health care task force urging that any health care reform legislation must support employer flexibility and innovative strategies and preserve the favorable tax treatment of employer-sponsored coverage. In addition, SHRM will continue to advocate in support of proposals that will strengthen and improve the employer-based health care system.

## Winona Area SHRM Board of Directors

### President

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# 2016 Calendar of Events

## May 10

### Kick-Off Meeting at Green Mill – 11:30 am

Join us and bring any ideas and suggestions to our lunch meeting on May 10, 11:30 am at Green Mill Restaurant. Pizza/salad lunch buffet is on us!

## May 10-12

### Supervisor and Manager Boot Camp - La Crosse, WI

*Hosted by: Diane Amundson*

*Presented by: Diane Amundson and Nancy Noelke*

Due to popular demand Diane will be offering another boot camp opportunity this Spring. Diane's clients requested leadership development of their new and seasoned managers. Register today! Visit <http://winona.shrm.org> and scroll to the bottom of our website to view more information on this event.

## June 19-22

SHRM National Conference in Washington, D.C. Visit <https://annual.shrm.org/> for more information and to register.

## August - TBD

Summer Social

## September 13

### Legislative Update with Chatrane Birbal

SHRM's Senior Advisor of Government Relations. Webinar on "Washington Outlook".

## October 9-11

2016 MN SHRM State Conference, Bloomington, MN