

Winona, Minnesota

Winona Area SHRM Newsletter

October 2017



President's Notes

By: Ashley Zweep

Happy Fall! I hope everyone is enjoying the nice crisp cooler weather! Enjoy it now because before we know it snow will begin to accumulate. Speaking of the Fall season – lots of fun things are around the corner for our SHRM Chapter.

October 8th – 10th MN State SHRM Conference. You have until October 8th to late register for the event!

October 17th – *ADA and MN Human Rights Act Obligation for Employers* with David Fenley from the MN State Council on Disability. This Winona Area SHRM event will be co-sponsored by the Winona Area Chamber of Commerce and will be held at 902 E 2nd St #120. Please bring your own lunch.

November 14th – *Great Workplace Culture* with John McHugh from Kwik Trip
Annual Elections (see page 2)

*Keep Winona Area SHRM in Mind for our
Holiday Social Middle of December!!!*

Stay tuned for more details!



December

January 9th – *Drug Testing and Medical Marijuana* with Attorney, Stephanie Willing

February 13th – *Attitude of Gratitude in the Workplace* with Ann MacDonald from Winona Health

It's getting to be that time of year again! Annual Elections on November 14th



Each November Winona Area SHRM hosts their annual elections for board positions. Those who are currently elected as board members and are interested in continuing will be inserted on the ballot. For those who are not currently board members and would like to be this is a great time for you to become more involved and to get your name on the ballot!! We invite you to visit the Winona Area SHRM website to learn more about each board position.

If you are interested please send your picture and a short biography on why you think you should be elected no later than October 27th to Ashley Zweep (azweep@smumn.edu). The above information will be inserted into the November newsletter for all candidates. The ballot will be handed out and collected at the beginning of the November monthly meeting. Newly elected board members will begin their role as of January 1, 2018 for the calendar year.

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!

Upcoming Events

By: Rebecca Row

SHRM Monthly Meeting October 17th



Your Policy, Training and Technical Resource

David Fenley, ADA/Access Coordinator, will present *ADA and MN Human Rights Act Obligation for Employers*.

There has been a recent surge in lawsuits around the state of Minnesota targeting businesses for not removing physical access barriers as determined by the Americans with Disabilities Act (ADA). In response to this surge, the Minnesota Council on Disability (MCD) had dedicated staff and resources to aid business owners in their efforts to meet ADA obligations. Part of this involves meeting with local businesses to raise awareness about what must be done to avoid lawsuits. By attending this presentation you will gain the tools and knowledge you need to meet all of your obligations under the ADA. MCD will present the ADA basics, the most common fixes and technical guidelines, and all the resources you will need to avoid lawsuits.

Please note this meeting will be held at the Winona Chamber of Commerce!

Click [here](#) to register!

Women's Career Symposium Dream Big and Explore the Possibilities | Oct 4, 2017



WINONA STATE UNIVERSITY
WOMEN'S CAREER
Symposium

Pathways into Business and Science & Engineering Careers

Please visit <http://www.winona.edu/career/symposium.asp>
for more information and to register

Upcoming Events - Final reminder

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!

Job Opportunities Update on Website

By: Rebecca Rowe

The Winona Area SHRM Board of Directors has been hard at work looking at ways to advance our chapter and provide great learning opportunities for our members. We are also looking for ways to continue to promote career advancement opportunities for our members. The Winona Area SHRM Chapter has made a change to our *Job Opportunities* section of our website.

If you click on the *Jobs* tab of our website you'll see some new information. Below is a summary of the changes that have been made.

If you would like to post an HR related position with Winona Area SHRM and for it to be sent to all of our members, please email [Rebecca Rowe](mailto:Rebecca.Rowe@ci.winona.mn.us), President-elect. All postings are 30 days and can be renewed. Job postings are included in the upcoming monthly newsletter and all social media outlets.

- ▶ HR internships for companies with a Winona Area SHRM member in good standing - **FREE**
- ▶ HR job postings for companies with a Winona Area SHRM member or other regional SHRM chapter member in good standing - **\$40.00**. *Proof of membership must accompany regional SHRM Chapter job submission.*
- ▶ HR internship and/or job postings for companies with no Winona Area SHRM or regional SHRM chapter membership - **\$60.00**.

When applicable, payment must be recieved prior to posting

If you have an HR position or internships you'd like to advertise on our website, newsletters and on our social media pages, please email Rebecca Rowe at rowe@ci.winona.mn.us.

<https://winona.shrm.org/job-opportunities>

Seeking an HR Intern Fall 2017?

If your HR department is looking for a Fall 2017 intern please notify Jennifer Davis, College Relations Chair. She will inform students who are still looking for internships from Winona State University. Once classes resume this Fall for their Student SHRM Chapter we would like these companies to attend and advertise the internship. Jennifer will provide more detail as once they determine the date of their first meeting.

Legislative Relations

by Beth Ede

Washington Update

Immediate Efforts to Repeal and Replace Affordable Care Act End

It has been announced that the Senate will not vote on the latest health care bill known as the Graham-Cassidy-Heller-Johnson (GCHJ) proposal. This ends the immediate efforts to repeal and replace the Affordable Care Act (ACA). The GCHJ was introduced as a substitute to the House-passed American Health Care Act that was created under the budget reconciliation process.

So, what's next for health care? It is likely the House and Senate will hold public hearings and make bipartisan modifications to the ACA. More immediately, bipartisan talks to stabilize the marketplace are likely to resume. Congress may also focus on more targeted modifications to address affordability, coverage and quality of care, thereby delivering on one of the Republican Party's key campaign promises.

Department of Labor Ponders Taking a Mulligan on Overtime

The Department of Labor (DOL) is seeking to revise the 2016 final rule which would require employers to pay overtime to most workers who earn less than \$47,476 annually – a figure that more than doubles the current annual salary threshold of \$23,660.

The proposed changes to the 2016 final rule were nullified when a federal court in Texas ruled that the DOL exceeded its regulatory authorization by setting the salary threshold so high that it effectively eliminated any analysis of what job duties employees perform.

The recent DOL Request for Information (RFI) on its potential re-write of the overtime regulation yielded 160,923 comments – including SHRM submitted comments.

It is anticipated that the DOL will take a mulligan and try again, issuing a revised proposed rule with revised salary threshold for additional public comment.

Compliance Update

OSHA Electronic Reporting Requirement Proposed Delay

In mid-May, the Occupational Safety and Health Administration (OSHA) issued its final rule requiring certain establishments to report information electronically from their OSHA Forms 300, 300A and 301. As part of the final rule, OSHA has created a website to be used to submit the required information.

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SHRM Board Member

Interim President

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

President Elect

Rebecca Rowe
rrowe@ci.winona.mn.us

Secretary

Melissa Shore
melissas@winonanationalbank.com

Treasurer

Linda Digby
ldigby@winonaorc.org

Legislative Representative

Beth Ede
bede@winonaagency.com

College Relations Chair

Jennifer Davis
Jennifer.davis@expresspros.com

Marketing Director/Web Coordinator

Kelsey Franzen
Kelsey.v@anovafurnishings.com

Membership Director

Brandon McQuinn
bmcquinn@exchange.hbci.com

The Injury Tracking Application (ITA) website is now available and ready to receive electronic workplace and illness reports from 2016 OSHA Form 300A information. Affected organizations should continue to record and report workplace injuries/illnesses as required by law, and review the OSHA website to learn more about the implementation requirements and timelines. Additional information can be found on these two webpages:

<https://www.osha.gov/recordkeeping/index.html>

<https://www.osha.gov/recordkeeping/finalrule/index.html>

Minnesota employers should note that Minnesota OSHA (MNOSHA) has not yet adopted the final rule on electronic reporting requirements. MNOSHA will announce the rule adoption prominently on their webpage (<http://www.dli.mn.gov/OSHA/Recordkeeping.asp>) when it is adopted – until then, there is no change to MNOSHA recordkeeping rules.

Revised EEO-1 Report Requiring Wage Data Delayed Indefinitely

On August 29, 2017, the Equal Employment Opportunity Commission (EEOC) announced the revised EEO-1 report requiring additional wage data is delayed indefinitely as a review is conducted on the effectiveness of the new requirements.

With the indefinite delay in place, applicable organizations must plan to comply with the previously approved EEO-1 Form and reporting requirements until the EEOC releases further guidance.

For additional information on what organizations must comply and file the EEO-1 annually, click [HERE](#).

Minnesota Minimum Wage to Increase in 2018

Minnesota's minimum wage rates will be adjusted for inflation beginning January 1, 2018, to \$9.65 an hour for large employers and \$7.87 an hour for other state minimum wages. For additional information, click [HERE](#).