

Winona, Minnesota

Winona Area SHRM Newsletter

January
2018



President's Notes

By: Ashley Zweep



Happy New Year! I hope everyone enjoyed their holiday season with their friends and family. I'm thankful I had the opportunity to continue as (interim) President for 2017 and will continue to be active on the Winona Area SHRM board as Membership Director for 2018. With my departure I am delighted to be able to welcome Rebecca Rowe to her new presidential role. Rebecca has lots of enthusiasm and great ideas she wants to bring forward to our chapter. As a result of our annual election we are fortunate to retain our current board members and shuffled some of the positions to utilize everyone to their full potential!

Your 2018 Winona Area SHRM Board of Directors are:

President - Rebecca Rowe
President-Elect - Kelsey Franzen
Secretary - Melissa Shore
Treasurer - Linda Digby
Legislative Representative - Beth Ede
College Relations Chair - Jennifer Davis
Marketing Director & Web Coordinator - Brandon McQuinn
Membership Director (& Past President) - Ashley Zweep

I can't believe I'm saying this but 2018 is here and we have some exciting meetings scheduled already. The majority of our monthly meetings are planned and we are in the midst of planning for the annual Spring Leadership & Development Conference on April 10th. We are still looking for topics and presenters for June, July, and November 2018. If you have a topic you'd like to hear more about, please contact Rebecca Rowe at rowe@ci.winona.mn.us.

Upcoming Events

By: Rebecca Rowe



Date	Topic	Presenter
January 9 th	Dealing with Drugs (Legal & Illegal) in the Workplace	Stephanie Willing
February 13 th	Three Good Things	Ann MacDonald
March 13 th	Stop the- Now You See Me, Now You Don't – Through Beneficial Engagement	Donna Ploof
April 10 th	Leadership & Development Conference	Keynote Speakers: Neil Ihde & Chris Heeter
May 8 th	MN DEED - TBD	Mark Schultz
June 12 th	TBD	
July 10 th	TBD	
August 14 th	Minnesota Unemployment Insurance Employer Discussion	Aaron Tell & Lynn Batzli
September 11 th	TBD	Alec Beck
October 16 th	MNSHRM State Conference Recap	
November 13 th	TBD	
December 11 th	Holiday Social Luncheon	TBD

SHRM Monthly Meeting January 9, 2018

Dealing with Drugs (Legal & Illegal) in the Workplace

Stephanie Willing, from Ogletree Deakin's, will discuss when, why and how to legally drug test employees in Minnesota (with a brief overview of Wisconsin and Iowa as well), the implications of medical marijuana in the workplace (especially when it comes to drug testing), and ADA implications of drug testing and medical marijuana. The presentation will go over the substantive law, and offer practical advice for administering drug testing programs and how to address employee drug use.



SHRM Website – Career Opportunity and Private Email

By: Rebecca Rowe

Job Opportunities

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 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 rrowe@ci.winona.mn.us.

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 received prior to posting

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

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!



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 Ede

Health Care Reform Update

Deadline for Furnishing Individual Statements Delayed for 2017 ACA Reporting
On December 22, 2017, the Internal Revenue Service (IRS) issued [Notice 2018-06](#) that extends the due date for furnishing individual statements under Section 6055 and 6056 for 30 days – from January 31, 2018, to March 2, 2018. However, the IRS is encouraging those responsible for furnishing statements to do so as soon as they are able.

In addition, the IRS extended the good-faith transition relief for penalties related to 2017 information reporting under Sections 6055 and 6056. The Notice extends transition relief from penalties for providing incorrect or incomplete information to reporting entities that can show they made good-faith efforts to comply with the Sections 6055 and 6056 reporting requirements for 2017 (both for furnishing to individuals and for filing with the IRS). No relief is provided for reporting entities that do not make a good-faith effort to comply with the regulations, fail to file an information return, or fail to furnish statements by the due date (as extended).

It's important to note that this **does not** extend the due date for filing forms with the IRS for 2017 – the due date for filing with the IRS under Sections 6055 and 6056 remains February 28, 2018 (April 2, 2018, if filing electronically).

ACA Individual Mandate Penalty to be Eliminated in 2019

As part of the [Tax Cuts and Job Act](#) signed into law by President Trump on December 22, 2017, the ACA's individual shared responsibility mandate (individual coverage mandate) penalty will be eliminated in 2019. Because the repeal does not take place until 2019, individuals will continue to be required to comply with the mandate (or pay a penalty) for 2017 and 2018.

Washington Update

Tax Cuts and Job Act Signed Into Law

On December 22, 2017, President Trump signed the [Tax Cuts and Jobs Act](#) into law. This tax reform bill makes significant changes to the federal tax code and will have substantial impact on businesses and many individuals. It is highly recommended that organizations consult with their tax advisors for information on the impact to their particular operations. As well, individuals should speak with their personal tax advisors as well. Here are just a few things that the new law will do:

- Lowers the corporate tax rate
- Creates a new tax deduction for small businesses
- Allows "expensing" of capital investments for at least 5 years
- Repeals or restricts many exiting business deductions and credits – eliminated the existing domestic production (Section 199) deduction, impacts employer provided transportation and commuting benefits, but preserves education assistance programs
- Ends "offshoring" incentives
- Form W-4 expected to be revised
- Change withholding rates – but still unclear as new tax tables have not been released
- Moves the standard deduction to \$24,000 for married couple who file jointly and \$12,000 for singles

Stay tuned as more detailed information on impact to individuals and businesses is released and clarified. In the meantime, you are urged to speak with your applicable tax advisors.

SHRM Board Members

President

Rebecca Rowe
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Kelsey.v@anovafurnishings.com

Secretary

Melissa Shore
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