

February 2009

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Scheduled Meeting Dates

- SHRA Conference-March 26, 2009

SHRM Links

National SHRM website

www.shrm.org

MN State SHRM website

www.mn-shrm.org

SHRA website

www.shra-mn.org

**Southwest Human
Resource Association
P.O. Box 776
Marshall, MN 56258**

A Word from the President

Happy New Year to All! My name is Sonya Kayser. I am your new SHRA President for 2009. I have served on the SHRA Board of Directors for approximately 9 years in many different capacities. I have lived in Marshall for 10 years and have worked at Western Community Action for the last 3 years as the Office/Human Resources Manager.

Your 2009 SHRA Board of Directors are:

Sonya Kayser - President

Kevin Honetschlager - Past President

Ken Wilson - President Elect

Bernice Oerter - Treasurer

Rachel Wolff - Secretary

Monica Derby - Membership Chair

Kay Lupkes - Professional Development Chair

Sonya Kayser - Website Development Liaison

The Board of Directors met earlier in January and is organizing the annual SHRA Conference. The date of the conference is March 26th and it will be held at the Marshall Golf Course. Speakers are being contacted and it looks like it will be a very informative day. Watch for more detailed information to be coming to you soon!

Kay Lupkes, Professional Development Chair has a lot of great ideas regarding programming for 2009. Should you have any topics that you would like to hear at a SHRA meeting please contact Kay or any other Board member.

On behalf of the Board of Directors, I would like to thank Ken Wilson for serving as President the last 2 years. I would also like to extend a thank you to Deb Boulton and Denise Vierstraete for serving on the SHRA Board of Directors for many years. Deb and Denise have truly been instrumental in the success of the SHRA chapter.

I look forward to serving as your President in 2009. Please let me know if you have any concerns, ideas or questions. I can be reached at 507-537-1416 or by e-mail at Sonya.kayser@wcainc.org.

Sonya Kayser
SHRA President

Contact Us

President

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Professional Development Chair

Kay Lupkes
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Calendar of Events

- Tuesday, February 10, 2009
Sarah Sladek—Reaching X, Y, & Z
11:30 am - 1:00 pm ~ Marshall Best Western
Individual Tickets are \$17.00 each
Tables of 8 are \$128.00
After February 6th Individual Tickets are \$20.00 each
For more information contact the Marshall Area Chamber of Commerce at (507) 532-4484 or chamber@starpoint.net
- Friday, April 17, 2009
Steve Gilliland—Adventures in Leadership—Management 2009, Managing Generations and Leading Change
9:00 am - 3:00 pm ~ Jackpot Junction Convention Center, Morton, MN
Registration Fee: \$89.00
- Thursday, March 26, 2009
SHRA Annual Conference -- FMLA - ADA Overview, Employee Free Choice Act, Wage & Hour "Hot Topics" & Discrimination "Hot Buttons" And Employee Misconduct (What constitutes it & How to manage it)
8:30 am - 4:00 pm ~ Marshall Country Club
Registration Fee: \$79.00 Full Day Conference, \$59.00 Morning or Afternoon Session

**If you know of an upcoming event you would like the membership to be made aware of please forward it on to Rachel Wolff at rwolff@good-sam.com and it will be put in the upcoming newsletter.



State and National Events

National Events

- **SHRM Employment Law & Legislative Conference**
March 9 - 11, 2009
Capital Hilton
Washington, D.C.
- **SHRM Global Conference & Exposition**
March 30 - April 1, 2009
The Fairmont Royal York Hotel
Toronto, Ontario, Canada
- **SHRM Staffing Management Conference & Exposition**
April 28 - April 30, 2009
Las Vegas Hilton
Las Vegas, Nevada
- **SHRM Annual Conference & Exposition**
June 28 - July 1, 2009
Morial Convention Center
New Orleans, Louisiana

State Events

- **SHRM Minnesota State Conference**
October 12 - 13, 2009
Mayo Convention Center
Rochester, Minnesota

Exam Eligibility to Change in 2011

The HR Certification Institute recently announced that they will be changing the eligibility requirements for the PHR & SPHR certification. Beginning with the May-June 2011 testing window the requirement to “sit” for the exam will be:

PHR Eligibility

- Four years of exempt-level HR experience with no bachelor’s degree
- Two years of exempt-level HR experience with a bachelor’s degree
- One year of exempt-level HR experience with a master’s degree

SPHR Eligibility

- Seven years of exempt-level HR experience with no bachelor’s degree
- Five years of exempt-level HR experience with a bachelor’s degree
- Four years of exempt-level HR experience with a master’s degree

Students will no longer be eligible to take an exam without the required work experience.



Changes to FMLA and ADA

For more information on the changes made to Family and Medical Leave Act and Americans with Disabilities Act please check out the following links:

U.S. Department of Labor—FMLA Page
<http://www.dol.gov/esa/whd/fmla/>

U.S. Department of Labor—ADA Page
<http://www.dol.gov/dol/topic/disability/ADA.htm#doltopic>

Official ADA Home Page
<http://www.ada.gov/>

Headlines

New Link Connection: To read these and other headlines, go to http://www.shrm.org/hrnews_published/. Some articles require a national SHRM membership. Articles created by other news sources are accessible to all.

DOL Posts New FMLA Poster, Certification Forms

The U.S. Department of Labor (DOL) posts the revised Family and Medical Leave Act (FMLA) poster and FMLA certification forms to its website. The new poster and forms reflect the revised FMLA rule, which took effect on Jan. 16, 2009.

E-Verify Requirement for Federal Contractors Postponed Further

The federal government has pushed back the effective date for regulations which would require federal contractors and subcontractors to use E-Verify by 90 days.

Diversity at Work: Right Motives and Methods Are Key

Companies truly committed to building a healthy, diverse office culture know that real change requires more effort than simply holding one or two workshops on diversity and calling it a day.

Federal Subsidy for COBRA Coverage Proposed

The recently unemployed could receive a partial subsidy for COBRA continuation coverage if proposed legislation intended to stimulate the U.S. economy passes.

New I-9 Form Coming Soon

As previously reported by SHRM, the U.S. Citizenship and Immigration Services (USCIS) recently revised the Form I-9 used to verify employment eligibility. All employers are required to use the new I-9 beginning February 2, 2009.

The revised I-9 form will include three important changes:

- Requires that all documents presented for verification be current (unexpired).
- Eliminates Form I-688, I-688A and I-688B from List A (documents that establish both identity and employment authorization) because these documents are no longer issued and have now expired.
- Expands *List A* by adding two documents: 1) a **Temporary I-551** printed notation on a machine-readable immigrant visa reflects the fact that the State Department has used machine-readable immigrant visas for several years, and 2) a **Passport from the Federated States of Micronesia (FSM) and the Republic of the Marshall Islands (RMI) with a valid Form I-94 or I-94A** reflects an agreement under the Compact of Free Association between the US and FSM or RMI.

Beginning February 2, 2009, employers may only accept *unexpired* documents and may only accept those listed on the revised Form I-9. In addition, when an employee's work authorization requires re-verification, employers should use the revised I-9 form with its new list of acceptable documents. Failure to do so exposes the employer to civil money penalties.

HR professionals can familiarize themselves with the new form by viewing the informational copy printed in the [Federal Register](#). USCIS has also prepared a "[Questions and Answers](#)" document about the impending I-9 changes.

The final revised form and the updated Employer Handbook will be available on the USCIS website, www.uscis.gov, on February 2, 2009.

HR Humor

12 explanations that employees might say when they're caught sleeping at their desks

1. "They told me at the blood bank this might happen."
2. "This is just a 15-minute power nap like they raved about in that time management course you sent me to."
3. "Whew! Guess I left the top off the liquid paper. You probably got here just in time."
4. "This is in exchange for the six hours last night when I dreamed about work."
5. "It's okay ... I'm still billing the client."
6. "I wasn't sleeping! I was meditating on the mission statement."
7. "I was testing my keyboard for drool resistance."
8. "I was doing a yoga exercise to relieve work-related stress."
9. "Rats! Why did you interrupt me? I almost had figured out a solution to our biggest company problem."
10. "The coffee machine's broken."
11. "Someone must have put decaf in the wrong pot."
12. "Amen."

Reminder

Please remember to check the SHRA website for updates on upcoming meetings and information.

www.shra-mn.org

Welcome New Members



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