



November Newsletter 2018

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WE'RE MOVING!

If you haven't heard yet - starting with our January, 2019 chapter meeting we'll be at FVTC's Bordini Center. We can't wait to see you there!





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2019 CHAPTER MEETING CALENDAR

Our Mission: Inspire, Engage, and Advance the Human Resources Profession in the Fox Valley

All events held @FVTC D.J. Bordini Center		
January 15, 2019	Change Your Perspective on Change	Russell Salzer 3YG
February 12, 2019	Employment and Labor Law Update	Bob Simandl vonBriesen & Roper, S.C.
March 12, 2019	HR: Moving from Transactional to Strategic	Dale Feinauer UW-Oshkosh
April 9, 2019	Gender Boundaries and the Changing LGBTQ Landscape	Bernadette Smith The Equality Institute
May 10, 2019	 	
August 13, 2019	Generations Colliding	Chad Kopitzke NextGen
September 10, 2019	Drugs Invading the Workplace	Anthony Steffek Davis and Kuelthau
November 12, 2019	TBD	Matt Shefchik QTI Group
December 10, 2019	Hiring 4 Performance	Jonathan Reynolds Titus Talent

NEW LOCATION FOR 2019



FVTC | D.J. Bordini Center
5 N. Systems Dr.
Appleton, WI 54914



Register today at www.FVSHRM.org

FOX VALLEY SHRM INVITES YOU TO OUR FIRST PROFESSIONAL & STUDENT MEMBER NETWORKING EVENT!

Pair up with a student or professional member within Fox Valley SHRM for coffee!

Fox Valley SHRM have over 400 professionals ready to share career guidance, industry insight, internship leads, and a way to build a connection!



SO HOW DOES IT WORK?

1. Student Members click this survey link (<https://www.surveymonkey.com/r/Z6LGDD2>) to let us know you are interested by December 6!
2. At the December 11th Fox Valley SHRM Meeting, each Student Member that has signed up will be matched with a Professional Member who is interested in participating. Student Members do not need to be in attendance to be matched.
3. The Professional Member will be responsible for reaching out to you to set up a time to meet and have coffee on Fox Valley SHRM (or the beverage of your choice).

We understand the holidays are right around the corner so the ask is for the two of you to pick a time before mid-February to meet up at least once. It is up to you if you would like to meet again in the future... no strings attached!

Professional Members: Are you interested in participating? Attend the December 11th Meeting and select a student member to pair up with. Not able to attend the December meeting but you are interested in participating? Please email Michelle Farr; VP – College Relations at foxvalleyshrm@gmail.com by December 11th.

We hope you take advantage of the opportunity to build your network and connect with a HR professional in the Fox Valley area!

UWO SHRM Resume Book

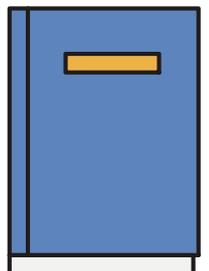
Submitted by Michelle Farr, VP of College Relations

Check out UWO SHRM's resume book filled with active UWO SHRM members looking for internship, volunteer and full time opportunities.

Click here: [UWO SHRM Resume Book](#)

Also, if you know of any HR internship or entry level full-time opportunities please pass the job description and application link to Michelle Farr; VP of College Relations at michelle.farr@plexus.com.

All opportunities will be sent to UWO SHRM Members.



And that's a wrap! The last study group session was held November 13th as a test prep and review. I hope those attended found it valuable! A big shout out to all of our facilitators!

Best of luck all of who are testing this season!!

As I embark on my journey of the new VP of Professional Development, one of my responsibilities will be to coordinate this study group for the next testing window. I am very interested in feedback both from participants and facilitators - how can we make this process better? How can we deliver greater value to you?

So please stay tuned for an "event" announcement in the coming weeks, as I plan to how best gather feedback and proceed.

Please don't hesitate to reach out to me privately (ldix@thehsgroup.com) in the meantime to share some thoughts.

Also stay tuned for details for the next testing window for 2019!

Canned Food Drive -December Chapter Meeting

Help Fox Valley SHRM give back this holiday season by bringing a Canned food donation to the December Chapter meeting on December 11, 2018 for Freedom from Hunger Organization and be entered in to a drawing to win a prize! The more canned goods that you bring the more tickets you receive.



WELCOME NEW MEMBERS!

Abigail Norton

Alysha Grunske

Amber Ruleau

Angelina Lor

April Sundby

Ashley Schlosser

Balie Harris

Bo Schinke

Brianna Alberts

Brooke Radtke

Diane MacDonald

Elicia Spears

Emily Koerner

James Eckstein

Jason Finn

Jennifer Kettner

Jesse Rohloff

Jessica Fonseca

Jodi Fabbri

Jon Eiden

Mary Felton

Melanie Higgins

Michael Goodman

Nicole Simonis

Rachel Audette

Shawn Waldoch

Sondra Gorham

Susan Brown

Travis Polinske

Yulissa Vang

Yvette Woerishofer



Some members of the Workforce Readiness team and the Chapter assisted with mock interviews at Menasha High School on Thursday November 15. The junior class was well-prepared and received some excellent advice from our members. We will be helping with mock interviews at Freedom High School in February, with more details to come.

In the spirit of Thanksgiving, I would like to offer my sincere and heartfelt thanks to the members of our Chapter who gladly give of their time to advance our profession. Thank you Wayne LaMont, Jennifer Marconi, Bobbi Miller, Jason Koepsell, Andrea Mirabelli, Amanda Patoka, Ellen Klug, Gregg McCarthy, Vicki Strean, Kendl Behling, Kevin Virobik, Kyle Halida, and Jeannette Mueller for your dedication to the Workforce Readiness team.

If you would like to help with mock interviews or would like to join the Workforce Readiness crew, please email me – jkanable@networkhealth.com.

November Chapter Meeting- E-book

Submitted by Christine Olson, VP of Programming

Did you miss the November Chapter Meeting?

Click Here: ([https://www.dropbox.com/s/prxv9rct183rmz8/Youre Not the Person I hired.pdf](https://www.dropbox.com/s/prxv9rct183rmz8/Youre%20Not%20the%20Person%20I%20hired.pdf)) for a link to the e-book provided by Barry: You're Not the Person I Hired!

This book, as well as the information presented during the November chapter meeting, provide both recruitment professionals and leaders insight on evaluating commons mistakes made during the hiring process. The materials also explore how to avoid mishaps and ensure a great fit in the long term.

Please be sure to review our upcoming chapter events for applicable program to assist you and your organization. Register here today: <https://fvshrm.org/events>

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Advocating for HR

It was a cold, blustery day in the Nation's Capital when 400 SHRM volunteers ascended upon Capitol Hill. Chapter Presidents, President Elects, and State Council Members from SHRM's Volunteer Leader Summit met with their Senators and Representatives to advocate on behalf of the HR profession – where work, workers, and workplace intersect. Two issues were on tap this year:

Section 127 Educational Assistance

Section 127 of the Internal Revenue Code allows employers to reimburse employees up to \$5,250/year tax-free for educational assistance. The limit of \$5,250 was originally created in 1978 and has not been increased since. Two bills would help increase the ability of employers to offer tax-free education assistance. More specifically, the Upward Mobility Enhancement Act (H.R. 4135/S.2007) would increase the amount under Section 127 to \$11,500 per calendar year. On the other hand, the Employer Participation in Repayment Act of 2017 (H.R. 795/ S. 796) would expand Section 127 to include student loan repayment tax-free.

Workplace Flexibility

While many of us benefit from Wisconsin's law that prevents municipalities from creating their own paid sick leave mandates, outside of Wisconsin this is a larger issue. For those with facilities in other states, you may be in one of the 40 municipalities or state that have mandated paid sick leave. SHRM worked to co-draft legislation that was introduced last year – the Workflex in the 21st Century Act (H.R. 4219). The bill amends ERISA, meaning that anyone complying with the law would benefit from ERISA preemption and avoid the patchwork of state and local laws. Employers could choose to “opt in” and by doing so, would agree to offer some amount of paid leave (depending on size of organization, tenure of employee, and number of hours they work) and some type of flexible work arrangement option. Those that choose not to opt in would continue to follow state or local law regarding any mandatory paid leave.

What's Next?

The bills to amend Section 127 have a good chance of being voted on yet this year if made part of any additional tax reform measures. Workflex in the 21st Century Act was introduced by Representative Mimi Walters (R-CA), who lost her election this year. While the bill made it to committee and SHRM's CEO attended a hearing on the matter, it's unlikely to move forward in the 115th Congress. Given Ms. Walters will not be part of the 116th Congress, additional support is necessary to get the bill introduced and moved forward.

How would either of these issues impact your workplace? We'd love to hear from you! Even better – tell your legislator. You can find contact information through the SHRM A-team's website: <http://www.advocacy.shrm.org>.