

President's Message

Submitted By: Kelly Janssen

Hope all of you are enjoying the beautiful weather that we have been having this summer and hope to see all of you at the upcoming Timber Rattler game on August 7th.

Are you looking to get more involved in FVSHRM? Here is your chance!

Our current VP of College Relations is relocating at the beginning of August which opens up a spot on the Board of Directors. This position acts as liaison between the Professional Chapter and student chapter affiliates in the Fox Valley. Acts as a resource to the student chapter(s) and educates chapter members on activities that the student chapters are working on.

Some of the benefits of joining the board are:

1. Networking
2. Resume builder
3. WISHRM Leadership conference (August) FREE
4. SHRM Volunteer Leadership conference (November) FREE
5. Attendance at all chapter meetings is FREE

If you or anyone you know would be interested in running for this position please have them reach out to me by the end of next week (July 14th).

Thanks,
Kelly Janssen

Come join FVSHRM for a night at the ballpark!

When: Monday, August 7th

Game time: 7:05 PM

Picnic Menu: BBQ Chicken Breast, BBQ Pulled Pork, Hot Dogs, Baked Beans, Potato Chips, Pasta Salad, Dessert, Fruit and 2 Beverages Per Person (beer, soda, or water)



Seating Type: Home Run Porch – Picnic Tables

Cost: \$15 per person (this is a GREAT value) – families welcome too

Note: Must purchase your tickets at the link below by **July 17** - when we will release any 'unsold' tickets back to the Timber Rattlers.

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Upcoming Events

- August 7th, - Timber Rattler Game
- **August 15th - Best Practices for Conducting an HR Audit (Chapter Meeting)**
- September 19th—The Building Blocks to Meaningful Wellness
- October 17th—Labor Law Update
- November 14th—Ubuntu! Inspiring Teamwork & Collaboration at Work and Engaging & Retaining High Potential Employees
- December 17th— LinkedIn for the HR Professional

ONE OF THE
GREATEST GIFTS
YOU CAN GIVE IS
YOUR TIME

#VOLUNTEER

Workforce Readiness Update

Submitted by: Jason Kanable

The Workforce Readiness team is updating our chapter roster for some of the area schools we work with. In order to provide a useful resource to the teachers, we ask that you take a couple of minutes to complete a brief survey. Thank you if you have already done so! Here is a link to the survey: <https://www.surveymonkey.com/r/C3Q6QFN>

We are going to be having a panel discussion with the residents at Homeless Connections this month, hoping to answer their questions about job searching and employment in general.

Have a great week!
Jason

Welcome New Members

Ann Herman	Kristen Ver Bust	Madeline Werch	Jennifer Marconi
Heather Schultz	Kortney Jenks	Kathy Fandrey	Dominic Renteria
J. Alexandra Elman	Rebecca Hovell	Jeanna Matuszak	Tony McNamara
Jane Zornow	John Koehler	Carol Brauer	Cassandra Bruss
Jessica Sheehy	Anita Creswell	Jane Schwantes	Patrick Van Camp
James Walcheske			

Oreo Slab Pie

1 box Pillsbury refrigerated pie crusts, softened as directed on box	1/3 cup sugar
1 jar (16 oz) hot fudge topping (2 cups)	1/2 tsp vanilla
1 1/2 cups heavy whipping cream	1 package (8 oz) cream cheese, softened
16 Oreo cookies crushed	8 Oreo cookies, halved

- Heat oven to 450°F. Remove pie crusts from pouches. Unroll and stack crusts on lightly floured surface. Roll to 17x12-inch rectangle. Fit crust into ungreased 15x10x1-inch pan, pressing into corners. Fold crust even with edges of pan. Flute or crimp edges. Prick crust several times with fork.
- Bake 10 to 12 minutes or until golden brown. Cool completely, about 30 minutes. Carefully spread hot fudge evenly on crust. Set aside.
- Meanwhile, in medium bowl, beat whipping cream with electric mixer on high speed until stiff peaks form. Set aside.
- In large bowl, beat cream cheese, sugar and vanilla with electric mixer on medium speed until smooth and creamy.
- Gently fold whipped cream into cream cheese mixture. Fold in crushed cookies.
- Spoon cream cheese mixture evenly over hot fudge. Refrigerate 1 hour. Garnish with halved cookies. Cover and refrigerate any remaining pie.



Status of Health Care Reform

Submitted by: Rebecca Kellner

For my daytime job, I answer a HR Hotline helping clients, among other things, wade through current and pending regulations and news articles and help them understand how it applies to them. So often employers ask if we can just send them an email with pertinent changes and how it applies. Although we don't have the resources to do exactly that, maybe we can make your life a little easier.

What's New

- Wisconsin passes a law that no longer requires work permits for 16 & 17 year olds, effective June 23, 2017. (WI Act 11)
- The "blacklisting rule" that would have required federal contractors to disclose all violations of rules or laws or face blacklisting from being a federal contractor was repealed. (HJ Res. 37).
- OSHA delayed its enforcement date for electronic recordkeeping from July 1 to December 1, 2017.

What To Watch

Healthcare reform. HR 1628 passed the House; the Senate introduced its version, which varied slightly from the House's version. However, the Senate decided not to vote on the measure before the recent July 4th break. Expect Senators to make a push to get something passed before the end of July, since Congress is not in session all of August.

Overtime rules. The DOL, now under the directly of Alexander Acosta, decided to continue that litigation that had put the new salary basis threshold of \$47,470 on hold last November. But the DOL's position is not intending to defend the threshold, but rather have a final determination as to whether the agency has the authority to set a threshold at all. In addition, DOL sent information to the OMB, which is the first step in the agency reopening the existing rule and make a proposal for a lesser salary basis threshold. Expect to see a proposal in the next few months, as well as more litigation to resolve the issue about the DOL's authority.

Compensatory time. The House passed a measure (HR 1180) that would allow private employers to offer compensatory time in lieu of overtime. Just like the public sector, the employer would have to offer 1.5 hours of compensatory time for all hours worked over 40. Expect the Senate to take up the bill soon.

Immigration. There have been several executive orders and many proposed bills dealing with immigration. Expect to see some major changes proposed to the popular H-1B program. For the upcoming 2018 fiscal year, the government stopped accepting premium processing already (which was utilized to help ensure an application made it in before the 60,000 cap was reached).

Stay up to date to www.fvshrm.org/member-blog or checking out our monthly legislative update at www.fvshrm.org/legislative-updates. And join SHRM's A-Team to advocate on behalf of the profession and be on the forefront of emerging employment laws.





WI SHRM ★ 2017 STATE CONFERENCE

The 2017 WI SHRM State Conference is taking place October 11-13th, 2017

[Register Today!](#) This year's theme is HR's got Talent! [Click here for complete details!](#)

- **Early Bird: Register and pay by July 31st to SAVE!**
 - National SHRM Member rate - \$350.00
 - Non-National SHRM Member rate - \$400.00
 - Student rate - \$100
 - Wed. Half-Day Preconference Only - \$75.00
- [Follow this link](#) to review the learning sessions. [Click here](#) to register!
- **Exhibitor Information:** You're invited to be an exhibitor at the 31st Annual WI SHRM State Conference! [Learn more here!](#)
- **Sponsorship Opportunities:** Be a sponsor at the SHRM State Conference and reach over 1200 WI HR professionals! [Learn more here!](#) - **Opportunities selling out quickly!**
- **Advertising Opportunities:** Be seen at the 31st Annual WI SHRM State Conference. But hurry, the **deadline to advertise** is July 15th, 2017. [Learn more here!](#)
- **Hotels & Lodging:** Rooms are available at the Kalahari Resort, Great Wolf Lodge and Holiday Inn Express at special group rates for this conference. [Click here for complete details!](#)