



# October 2016

AFFILIATE OF  
**SHRM**<sup>®</sup>  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

## Member Spotlight: Donna Staples

Weng Liew, our Senior Liaison recently interviewed Donna Staples about her typical day, advice she would give others, and a few fun topics as well. Donna Staples is currently the Senior VP of HR at Peoples State Bank in Wausau.

### How do you prioritize your day?

Well we all know in HR, the plans we make for our workday often play second fiddle to what is actually going on in the organization on a particular day. However, I use three primary methods for getting things done each day. 1. Will the work I'm doing help another person get their work done? I don't want to waste the productivity of my coworkers so get those things out of the way. 2. Deadlines. I am not a last minute person but I need a deadline to hold myself accountable. 3. The value it creates for the organiza-

tion. These are usually bigger projects that I chipped away at each week until they are done.

### What is the most impressive trait an employee can demonstrate?

"Thinking beyond the moment". So much of the work performed by employees today is inter-related to other aspects of work environment. Thinking beyond the moment demonstrates an employee has considered the dynamics and the consequences of their actions on others or the business itself.

### What advice would you give someone looking to excel in the HR profession?

Take every opportunity to build your skill set and competencies to control your own destiny. Don't ever shy away from doing any work that is new or challenging. These



are often the best opportunities to build your competencies.

**When you were a child, what did you want to be when you grew up?** An FBI agent. One of the "good guys"

**What is one thing on your bucket list?** I love the geography of the U.S. so on my bucket list is a trip to Utah to see the red rock national parks and to New York to see Niagara Falls.

## Did You Know CWSHRM Coordinates Mentorships?



"Robin and I met a couple of times and then have chatted over the phone and via email more on a as-needed basis. I've found it's just been **extremely** helpful having another resource to turn to when questions arise." -Melissa Heise, HR Director at Swiderski Equipment, Inc.

Melissa and Robin were paired up for a mentor/mentee relationship through Weng Liew, Senior Liaison. [Contact Weng](#) if you are interested in learning more about this awesome program!

## Upcoming Meetings

**Ruder Ware Labor Law Conference— November 3rd**

[Click Here to View the Brochure With Registration Details](#)

Registration at 7:30am—Westwood Conference Center

Please register before October 28th

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## Start Receiving Text Message Updates From CWSHRM!


Pick a way to receive messages for CWSHRM:

**A** If you have a smartphone, get push notifications.

On your iPhone or Android phone, open your web browser and go to the following link:

[rmd.at/cwshr](http://rmd.at/cwshr)


Follow the instructions to sign up for Remind. You'll be prompted to download the mobile app.



**B** If you don't have a smartphone, get text notifications.

Text the message @cwshr to the number 81010.

If you're having trouble with 81010, try texting @cwshr to (715) 861-6502.



## DOL Overtime Rule Update



SARA ACKERMAN,  
ATTORNEY

On September 20, 2016, two lawsuits were filed in an attempt to block the DOL's proposed overtime rule (the "Rule"). Wisconsin joined 20 other states in filing one suit while the U.S. Chamber of Commerce along with 50 other business groups filed the other. Both suits, filed in the U.S. District Court for the Eastern District of Texas, are an attempt to block the Rule by raising a multitude of challenges, including the argument that the DOL has exceeded its statutory authority in violation of the Administrative Procedure Act and violated the 10th Amendment as the Rule is applied to state workers. The Rule, which is set to take effect on December 1, would raise the minimum salary threshold required to qualify for the Fair Labor Standards Act's so-called white collar exemption to \$47,476 per year, more than double the current threshold of \$23,660. To continue reading, please [follow this link](#).

## Application Open for the When Work Works Award!

Join top employers across the country who have won the [When Work Works Award](#). Take your place as an employer of choice and showcase your [effective and flexible workplace](#).

Here are the top three reasons to apply. You will receive:

1. A free comprehensive benchmarking report
2. Recognition in national and local media

3. Inclusion as a winning employer in our [searchable Guide to Bold New Ideas](#).

[Click here](#) to read what the [2016 When Work Works Award Winners](#) are saying.

[Apply today](#) to become recognized as a top employer!

The deadline is November 18, 2016.



## CWSHRM Heads Back to the Future

CWSHRM Member had a blast (from the past) when they headed “Back to the Future” at the Wisconsin State SHRM Conference Last week!



## Salary Survey Results Available for Purchase

Didn't have a chance to participate in the Salary Surveys but would like to purchase a copy of the results?

The MRA / CWSHRM Salary Survey results are available for purchase by non participants for \$400 per survey (vs. the regular MRA price of \$750).

The following surveys are available for purchase currently, with

the others being published soon:

- Wage Survey of Industrial Jobs
- Office, Clerical, & Technical Survey
- Managerial, Supervisory, & Professional Salary Survey

- **Published in October: Insurance Plans Survey: Health & Prescription Drugs Survey**

Please contact MRA if you are interested in purchasing a survey: [800.488.4845 Ext. 2508](tel:800.488.4845) or [surveys@mranet.org](mailto:surveys@mranet.org)

## Fall 2016 SHRM-CP Study Group—Hard at Work

SHRM-CP study group had a guest speaker, Tracie Alexander (Domtar), who shared her recent experience in the group, study tips, test taking tips and what she did to ensure her success in testing! Good luck to all study group participants! You are filling your bucket of knowledge with great things!



## Volunteers—Thank You For All You Do!

Thank you to all who volunteered and helped out at D.C. Everest conducting mock interviews for the 7th grade class. Volunteers like you are helping to shape the future of our community and our workforce!

## Welcome to Our New Member This Month!

Kelly Fuller, WAOW



If your company is interested in sponsorship opportunities, contact Linda Huss, Past President at [lhuss@ruderware.com](mailto:lhuss@ruderware.com)





## STATEMENT OF SUPPORT FOR THE GUARD AND RESERVE



### *Central Wisconsin SHRM*

We recognize the Guard and Reserve are essential to the strength of our Nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our Nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

- We fully recognize, honor and comply with the Uniformed Services Employment and Re-employment Rights Act (USERRA).
- We will provide our managers and supervisors with the tools they need to effectively manage those employees who serve in the Guard and Reserve.
- We appreciate the values, leadership and unique skills Service members bring to the workforce and will encourage opportunities to employ Guardsmen, Reservists, transitioning Service members and Veterans.
- We will continually recognize and support our country's Service members and their families in peace, in crisis, and in war.

*DeAnna Kmasena*

Employer

*April 21, 2016*

Date

*Paul E. Mock*

Paul E. Mock  
National Chair, ESGR

*Ash Carter*

Ash Carter  
Secretary of Defense

