

Winona Area SHRM Monthly Newsletter

Winona Area SHRM

Presidents Notes By: Elizabeth Ruff

Well, it's been another chilly and snowy month. It was great to see so many faces at our last monthly meeting. As always, Nancy Vollertsen did an excellent job presenting on "Hot Topics in Employment Law" it was a very informative and beneficial meeting. Our next monthly lunch meeting is scheduled for March 11th. Dr. Parker from Winona Health will be joining us to talk about the "Choosing Wisely" initiative of the American Board of Internal Medicine Foundation.

Winona Area SHRM is seeking a volunteer for the position of Treasurer.

er. Our current treasurer, Deb McClellan, has accepted an exciting new job opportunity that is outside the HR field and will be resigning from her role. Deb has been a key player in Winona Area SHRM the past few years and I'd like to extend my sincere gratitude for all of her hard work and dedication. I am sad to see Deb go, but wish her the best in her new endeavor. If interested in this vacancy, please contact me for additional information.

The Winona Area SHRM's Spring Conference is right around the corner! The

conference will be held on April 8th at Riverport Inn & Suites. This year's conference is focused on Leadership & Development and we have two excellent keynote speakers for this event. The morning session will be conducted by Tracy Butz on "Embracing the Challenge of Change." Tom Thibodeau will be presenting on "Servant Leadership" in the afternoon. Dianne Amundson will be the conference emcee. Early bird registration ends on March 10th – reserve your spot now!

I hope to see all of you soon!

Monthly Meeting Information

Choosing Wisely

Presented by: Dr. Parker

Tuesday | March 11

11:30—Noon | Networking and Lunch

Noon—1:00 | Choosing Wisely

Winona Area Chamber of Commerce | 902 E 2nd | Suite 120 | Winona

Pending approval for 1 HRCI re-certification credit hour

Lunch: Grilled Chicken Sandwich Basket from HyVee Catering

Please [click here](#) to register by March 7th and also indicate if you will be purchasing a lunch. Hope to see you there!!

Cost: \$10.00 for Members, \$15.00 for Guests

You can now pay online ahead of time!

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• April 8: Leadership and Development Conference (All day event)	



Legislative Update By: Beth Ede

Washington Update

Immigration Reform – House Recognizes E-Verify Shortcomings

As President Obama delivered his State of the Union address in late January, he indicated that immigration reform continues to be one of his top legislative priorities. However, recent remarks by House Speaker Boehner cast doubt on the House Republicans moving on this issue in 2014. Why, because each of the House seats will be on the November ballot.

In 2013, the Senate passed their version of an immigration reform bill, but soon after, the House leadership announced they will take a step-by-step approach to the issue – not a comprehensive one like the Senate.

So where are we at? The House released its “Standards for Immigration Reform” but shortly thereafter, Speaker Boehner said that immigration needed to be dealt with but did not guarantee it would happen this year. When and if the House acts, the “Standards for Immigration Reform” may well serve as their blueprint for action.

Among the standards outlined is a

provision recommending improvements to the employment verification process – specifically that a workable electronic employment verification system must be part of immigration reform.

SHRM and their strategic affiliate, the Council for Global Immigration, strongly agree that improving the employment verification process must be a priority and have been advocating for streamlined efficiencies while reducing the risk of identity theft.

Diversity Developments

SHRM Comments to SEC on Standards for Assessing Diversity Policies

In early February, SHRM submitted comments to the Securities and Exchange Commission (SEC) and five other agencies on their proposed joint standards for assessing workplace diversity policies and practices.

The Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 required the establishment of an Office of Minority and Women Inclusion in each of the agencies responsible for enforcement under the statute. In

addition to evaluating agency adherence to equal employment in hiring and contracting, the director of each office was also tasked with developing standards for “assessing the diversity policies and practices of entities regulated by the agency.”

To read more on SHRM’s comments, click [HERE](#).

2014 SHRM Employment Law & Legislative Conference

A Winning Strategy for HR: Identify and Prepare for the Challenges that Lie Ahead!

Learn more about what HR public policy issues you and your employer need to know about by attending the 2014 SHRM Employment Law & Legislative Conference. The conference is scheduled for March 17-19, and will be held at in Washington, D.C. For more information on the conference, click [HERE](#).

PHR/SPHR Certification

Have you been thinking about taking the PHR or SPHR exam? If you have, please let us know by sending an e-mail to winonashrm@yahoo.com. We are trying to determine if there is enough interest to form a study group. If you are interested in finding out more, please let us know by March 15.



New Member Spotlight

Cari McCann

I am the Director of Human Resources for a wonderful agency, Home and Community Options, Inc. I have worked with HCO for more than 10 years. I have a degree in Elementary Education with an emphasis in Social Studies. I find this degree helps me in many areas of Human Resources especially when it comes to providing training (s).

I am looking forward to being part of the Winona Area SHRM chapter.

WELCOME

Welcome to Winona Area SHRM Cari and Reva!

Reva Witte

My name is Reva Witte, and I recently joined Winona Health as a Human Resources Professional. I graduated from the University of Minnesota – Twin Cities, Carlson School of Management, with a BSB in Human Resources and Industrial Relations. I have previously held HR Generalist and HR Manager roles in the manufacturing and distribution industry. Outside of work, I enjoy spending time with family and friends – mostly outdoors (camping, fishing, and horse-back riding). I am excited to get involved in Winona Area SHRM!

Winona Area SHRM Mentorship Program

SHRM is asking for your help in 2014.

We are in need of mentors for our mentorship program. We recognize that work and life gets busy so we have a plan to accommodate this important initiative. Keep in mind that this can be a win win for both the students and the HR mentors.

Here is our plan:

We would ask that interested HR mentors contact Alberta Rosburg by March 3, 2014 to confirm that they will participate in this important program. Call me by phone at 507-457-1193 or email aarosburg@merchantsbank.com.

Our first meeting will be held with the students and the HR Mentors on **Tuesday, March 18, 2014** at Merchants Bank on the Third Floor from 4:30 to 6 pm. We would like to have a panel of HR professionals to answer questions posed to them by the students. Please let me know if you are interested in "volunteering to be part of this panel!"

At the second meeting to be held on Thursday, April 10, 2014 at Merchants Bank on the Third Floor from 4:30 to 6 pm, the following will occur:

- You will be assigned a mentor for one on one time
- The mentee will bring their resume for review
- The mentor may bring their resume or interviewing tips, etc.
- The mentor mentor will conduct a mock interview with mentee

Interview Flip: The mentee will mock interview the mentor

After our first two meetings, the mentee may contact the mentor to arrange a time to visit the place of business.

Mark Your Calendars

Tuesday | March 18

Merchants Bank | 3rd Floor

HR Panel

Thursday | April 10

Merchants Bank | 3rd Floor

Resume Review and Mock

Interviews



Winona Area SHRM

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www.facebook.com/WinonaAreaSHRM

We're on the web!
winona.shrm.org

People, It's our Business!

SHRM Links

National SHRM website

www.shrm.org

MN State SHRM website

www.mnshrm.com



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Leadership & Development Conference

Tuesday | April 8th | 2014

**Riverport Inn | 900 Bruski
Drive | Winona, MN**

Morning Program:

"Embracing the Challenge of Change" - Tracy Butz

Afternoon Program:

"Servant Leadership"
- Tom Thibodeau

Emcee for the day: Diane Amundson

Registration: 8:30 am
Conference begins at 9:00

Register early to save money!

Cost (before March 10):

- \$89 for SHRM Members
- \$99 for non-members

Cost (after March 10):

- \$125 per person

For more information and to register, visit:

winona.shrm.org