

Winona, Minnesota



Winona Area SHRM Newsletter

April 2020



President's Note

By: Rebecca Rowe, SHRM-CP – Winona Area SHRM Chapter President

During these weird, uncertain and trying times, I hope that my fellow HR professionals are holding up and practicing self-care as well. As HR professionals we are working through items we have never had to and constantly adjusting to new practices. Use each other as a resource. I was recently posting in a SHRM Facebook group with other HR professionals and they hosted a zoom call on Sunday evening to discuss how they are doing, how they are handling all the changes and to be support to other HR professionals. I thought this may be nice for our local group of professionals. If you are interested in participating in something similar with other Winona Area SHRM members, please click [here](#) to access a doodle poll with dates/times. More communication will come to those who participate in the doodle poll.

For those who were registered or planning to attend the SHRM Annual Conference and Exposition in San Diego, CA, a recent communication was emailed but, in summary, I wanted to share with you an 'update'. SHRM has not cancelled the conference, as of now. The email from Johnny C. Taylor, Jr., SHRM-SCP, indicated that they are closely monitoring and will make an official announcement on or before May 4th. I will update in the May newsletter, if I have more information.

For reference, here is the link to our website URL going directly to the Wage Survey Collection page: <http://www.eauclaichamber.org/western-central-wisconsin-wage-survey.html>



SAVE the Date!



WHAT IS the Wage Survey?

A survey used to gather current and accurate data on wages for 150+ jobs that are relevant to Western & Central Wisconsin.

WHICH regions?

Chippewa Falls, Eau Claire, La Crosse, Marshfield, Menomonie, Portage County, Rice Lake, Wausau, & Wisconsin Rapids Chambers

Chippewa Valley, La Crosse, Wausau, & Winona SHRM Chapters

WHY BE A part of the Wage Survey?

Participants get special pricing on the survey.

To participate:
Visit us at www.eauclaichamber.org under Programs & Services, or contact Danielle Kummer at kummer@eauclaichamber.org

Monthly Meeting- Tuesday, April 14th, 2020 from 12:00 p.m. – 1:00 p.m.
Navigating Short and Long-Term Disability Claims

Presentation Summary:

At this meeting, we will discuss some common pitfalls in the early stages of disability claims and tips for how to best guide your employees through the process.

Speaker:

Zachary Schmoll is an attorney based out of Minnetonka, MN that specializes in helping people with their disability claims. He lives in Medina, MN with his wife and dog. When he is not helping people navigate the complex process of a disability claim, he enjoys spending time outdoors and trying to find his golf ball in the woods.

Pending approval for 1 SHRM-CP | SHRM-SCP PDC.

Join Zoom Meeting

<https://zoom.us/j/8273118485>

Meeting ID: 827 311 8485

No password required

One tap mobile

+13126266799,,8273118485# US (Chicago)

Click [here](#) to register!



The Veterans at Work Certificate, developed for HR professionals, hiring managers, and front-line supervisors, is a multi-faceted program from the SHRM Foundation and brought to you with generous support from Comcast NBC Universal. Through the certificate program, you will learn:

- Learn the value that skilled veterans bring to the civilian workplace
- Demonstrate your commitment to attract, hire and retain these talented professionals
- Earn 10 professional development credits toward your SHRM-CP or SHRM-SCP recertification

The Veterans at Work Certificate is completely free and open to all. You do not need to be a SHRM member, and you do not need to hold a SHRM credential to earn this certificate.

To learn more, go to [SHRMs Veterans at Work Certificate Program](#) website.

Winona Area SHRM's Mission, Vision & Values

Mission – (Why we exist)

The Winona SHRM Chapter is a professional organization that exists to:

- Build and sustain partnerships with human resource and business professionals, to address challenges that influence the effectiveness and sustainability of our organizations and communities.
- Provide a community for human resource and business professionals to share expertise and create innovative solutions on people management issues.
- Proactively provide education and research to human resource and business professionals to enhance our organizations and communities.
- Advance the HR profession through outreach, mentorship, and advocacy.

Vision – (What we want to be)

To be the leading resource on people management skills.

Values – (What we stand for)

- Strategic – in our thinking and planning
- Honorable – to our members, our organizations, and our communities
- Respectful – to the SHRM bylaws and legislative guidelines
- Mentorship – guidance and partnering with HR professionals

People, it's our business!



2019 & 2020 Winona Area SHRM Calendar of Events

Month	Presenter	Topics
April	Zachary Schmoll	Navigating Short and Long-Term Disability Claims
May	Penelope "Penny" Phillips	10 Tough FMLA Questions and Their Answers – Working Through Leave Law Issues That Are Often Difficult and Confusing
June	SHRM Annual Conference San Diego, CA Click here for registration information!	
	David Gramer	TBD
July	Jay Kirschbaum	Why Does Our Plan Say That? Hard Facts Make Bad Law
August	Winona Area SHRM Leadership & Development Conference	
September	Tom Revnew	Avoiding the Wrongful Discharge Claim
October	MNSHRM State Conference Prior Lake, MN Registration Coming Soon!	
November	Sue Sieger, ACFCI, CAS	Year End Compliance Review: Updates, Reminders, Toolkits and More
December	TBD	The Power of LinkedIn

If you would like to post an HR-related position with Winona Area SHRM for 70+ HR professionals to view, please email Rebecca Rowe. All postings are active for 30 days and can be renewed. Job postings are included in the upcoming monthly newsletter and all social media outlets.

- HR Internships for companies with a Winona Area SHRM member in good standing – FREE
- HR job postings for companies with a Winona Area SHRM member or other regional member or other regional SHRM chapter member in good standing - \$40.00
- HR Internships and/or job postings for companies with no Winona Area SHRM or regional SHRM chapter member - \$60.00

**2020 State Conference | October 12-13, Mystic Lake Center
Information and [Registration](#)**



With the beginning of a new year, it is time to start recruiting for new HR professionals who are looking for a great opportunity to grow in the HR profession, network with an amazing group of HR professionals and be involved in exciting opportunities like a yearly HR conference with professionals all around the great state of Minnesota, professional development opportunities, resume building and much more! Below is a listing of the roles we have open on our Board of Directors and a brief description for each role. If you are interested in either role, please contact Rebecca Rowe, Winona Area SHRM President for more information.

Immediately Open Board of Directors Role

Certification Director (1 yr. term)

In this role, the Certification Director will manage the chapter's certification study program, encourage members to become SHRM-CP or SHRM-SCP certified and assist those who are recertifying. The member who fulfills this role must be SHRM-CP or SHRM-SCP certified.

Membership Director (1 yr. term)

In this role, the Membership Director will manage the membership functions to successfully maintain and/or increase the chapter's membership. The Membership Director will also maintain the chapter's membership database/roster and online directory. Finally, this board member will guide or assist with any membership drives, events or activities.

If you are interested in fulfilling any of the roles listed above, please contact Rebecca Rowe at rebecca.rwowe@pfc.coop or (608) 784-5798 x 1007 to set up a meeting to discuss your interest and answer any questions you have.



Do you wish you could request feedback from your local HR colleagues on various topics?

Well now you can!!! Winona SHRM offers a private email group to all of its members!

Visit <https://groups.yahoo.com/neo/groups/winonashrm/info> and you will have three options:

1. Login to your existing Yahoo account
2. If you don't already have a Yahoo account you can create an account
3. Or you may choose to use an existing email account



Once you complete this step you will be asked to enter the Account Key which is sent to your designated email. Lastly, you will click "Join Group" and request to become connected. Once you receive the approval email you are now enrolled in the group and you may begin participating in the conversation!

Workforce Readiness

Julie Kiehne – Workforce Readiness Director

Employing Abilities at Work

Hiring managers and HR professionals report they are unprepared to hire, retain, or advance individuals with disabilities. There appears to be a lack of workplace training and education on the value that people with disabilities can add to the workplace.

61% of managers and 50% of HR professionals have never participated in disability inclusion training (2019).

Johnny Taylor, SHRM President, states, “[Individuals with disabilities] are a high-quality talent pool that remains untapped and underemployed for no good reason”

Patricia Toledo, VP of Workplace Initiative by Understood explains, “Companies of all sizes can realize significant cost savings from disability inclusion, through tax benefits, reduced turnover, and improved productivity.”

Employing Abilities @Work Certificate (early 2020)

- Teach best practices in implementing disability inclusion
- Learn how to build a better culture to hire, retain, and advance employees with disabilities
- Review of legal requirements of disability non-discrimination and accommodations

The SHRM Foundation Employing Abilities @Work initiative is completely **free and open to all**.

For more information visit www.EmployingAbilities.org

“The only disability is when people cannot see human potential.” (Debra Ruh)

Legislative

Beth Ede, SHRM-SCP, SPHR – Legislative Representative

COVID-19 Resources

Oh how our world has changed in just a few weeks due to the coronavirus (COVID-19) pandemic. Below is a list of resource hubs that contain supporting information to assist you in your COVID-19 preparedness planning and program administration:

- [Society for Human Resource Management \(SHRM\)](#)
- [Centers for Disease Control and Prevention \(CDC\)](#)
- [Occupational Health and Safety Administration \(OSHA\)](#)
- [World Health Organization \(WHO\)](#)
- [Minnesota OSHA \(MNOSHA\)](#)
- [Department of Labor \(DOL\)](#) and [Department of Labor](#) (two different sites)

SHRM Board of Directors

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