

Winona, Minnesota

# Winona Area SHRM Newsletter

April 2021



## President's Note

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

Spring has arrived! I hope each of you are enjoying the beautiful weather!

We would normally be gathering this month for our full-day Leadership & Development conference. Unfortunately, with the uncertainty of COVID-19 and to be respectful of social distancing, we had made the decision to cancel our conference for the 2<sup>nd</sup> year in a row. We are hopeful that we will be gathering (in-person!) next April.

Although we may not be able to gather in-person, the Board of Directors would like to get together virtually on Tuesday, April 13<sup>th</sup> for a HR Roundtable to discuss a variety of topics, meet your Board of Directors members and network with other HR professionals in Winona. Topics may include: Discussion surrounding COVID-19 (on site vaccination clinics, ARPA/FFCRA extension, impacts to your workplace, return to work practices, etc.), learning about new HR tools on SHRM's website, etc. If you are interested in attending, please click [here](#) to register! We hope to see many of you there!



We are continuing our search for a Winona Area SHRM President-elect. This role is pivotal in the success of our local chapter. If you are interested in the role of President-elect and want to learn more about it, please call (507-454-4664 x 135) or email ([rebecca.rowe@behrensmfg.com](mailto:rebecca.rowe@behrensmfg.com)) me to set up a phone call or in-person meeting to discuss. Some of the benefits of this role include:

- Local and national networking opportunities
- Resume building
- All-expenses paid trip to Washington, D.C. (typically in November annually) to meet with other chapter leaders and SHRM national.
- & much more!

The average time commitment per month is around 5 hours (with a slight increase in hours leading up to the annual Leadership & Development Conference). I plan to work side-by-side with the incoming president elect their first year to ensure they have all of the tools to be successful. During their first year as President, I will still be readily available as Past President to assist as well.

SHRM has also announced that the SHRM Annual Conference has been moved from Chicago, IL to Las Vegas, NV for 2021. The dates of the conference will be September 9<sup>th</sup> – September 12<sup>th</sup>, 2021. If you want more information on the annual conference, click [here](#).

MNSHRM has announced that the State Conference will occur in-person in Prior Lake, MN October 11<sup>th</sup> & 12<sup>th</sup> at Mystic Lake Conference Center. If you want more information on the MN State Conference, click [here](#).

# SHRM21

# MNSHRM

MINNESOTA STATE COUNCIL

Join us for a HR discussion in Slack – click [here!](#)



Winona Area SHRM has started a Slack channel. Slack is an online platform, specific to Winona Area SHRM. You are able to ask questions and get guidance from other Winona Area SHRM members. For our longtime members, you may remember a Yahoo email group that we had been utilizing. Unfortunately, the capabilities of this are limited and we are hoping to have an easier way for our members to communicate with each other.

**Lots of great conversations are already happening on our Slack channel – don't miss out!**

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### College Relations

**Nicole Volner**

The SHRM student chapter had a guest speaker addressing them on the 29th and that was Rod Baker. The group has been keeping up on doing member spotlights on Facebook and exploring options of mock interviews, internship offers and insights as well as Zoom interview etiquette. The team has been trying to come up with socially distant ideas to include walks and other non-tech based ideas to keep engagement.

The WSU HR students are having a difficult time, due to COVID-19, finding HR internships. If your organization is looking for an HR internship, please contact Kathy Robinson ([klrobinson@winona.edu](mailto:klrobinson@winona.edu)).

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### SHRM Foundation

**By: Cheri Duffenbach – Foundation Director**

#### Become a USAA/SHRM Foundation Ambassador

The USAA/SHRM Foundation Ambassador program will mobilize volunteer HR leaders to serve as force multipliers in combatting the significant and negative financial impact COVID-19 and other significant barriers have created to employment opportunities for transitioning service members, veterans and military spouses.

In their roles, USAA/SHRM Foundation Ambassadors will engage local professionals through training programs for HR professionals, ensuring employers are equipped with the requisite tools and skills necessary to include the military community in their hiring practices.

**JOIN IN MAKING A DIFFERENCE FOR VETERAN EMPLOYMENT!**

Complete and submit the Ambassador [application form](#).

Begin to make a difference as a USAA/SHRM Foundation Ambassador!

For more information on the program, please click [here](#).

## 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!**



**2021 Winona Area SHRM Calendar of Events**

<b>Date</b>	<b>Presenter</b>	<b>Topics</b>
April 13 <sup>th</sup>	HR Roundtable   Discuss SHRM benefits (local and national), meet your Board of Directors and Open Conversation with HR professionals	
May 11 <sup>th</sup>	Daniel Horgan	Being, Belonging & Becoming: An Interactive Experience Exploring Diversity, Strengthening Equity, and Cultivating Inclusion
June 8 <sup>th</sup>	Jason Hunt	Full Body Leadership
June 20 <sup>th</sup> – June 23 <sup>rd</sup>	SHRM Annual Conference Las Vegas, NV	
July 13 <sup>th</sup>	SHRM Board of Directors and Members	Coffee and Convos – Topic TBD
August 10 <sup>th</sup>	Alexander C. Pullen, Sr. SHRM-SCP	Servant Leadership
September 14 <sup>th</sup>	Nancy Vollertson	FMLA Update
October 10 <sup>th</sup> and 11 <sup>th</sup>	MNSHRM Annual Conference	
November	TBD	TBD
December 14 <sup>th</sup>	Sue Sieger	Year End Compliance Review

**Membership**

Tabitha Newton, Membership Director

**Member Spotlight**

**Cassie Zinns, Behrens Manufacturing**

Meet one of Winona Area SHRM Chapter’s newest members, Cassie Zinns! Cassie is an HR Generalist at Behrens Manufacturing whose primary focus is employee orientation and benefits administration as well as other responsibilities. Cassie has been a member of our local chapter for about one month and has been a member of National SHRM since 2018.

Cassie has been practicing Human Resources since 2018 and began her entry into the field as a student from 2016-2018. Her favorite part of working in HR is that things are very black and white. She also enjoys helping employees grow professionally to be the best they can be.

Some of the things Cassie enjoys doing outside of work is spending time outside! She enjoys activities like camping, hiking and hammocking, among other things. She is also an animal lover who has three cats.

We are delighted to have Cassie join our SHRM chapter!



## Legislative Update

Beth Ede

### **Onsite COVID-19 Vaccinations – CDC Guidance**

The U.S. Centers for Disease Control and Prevention (CDC) is urging large employers to consider onsite vaccination program for COVID-19 – while not recommending onsite programs for small or midsize employers.

The guidance recommends that an employer consider a workplace vaccination program if it has:

- Large number of workers onsite with predictable schedules
- Ability to enroll with a local jurisdiction's immunization program as a vaccination provider, including appropriately training staff or using an enrolled vaccination provider
- Location with enough space to have a vaccination clinic while maintaining social distancing through the entire process – from screening to post-vaccination observation

Attorney Lindsay Ryan (Polsinelli in Los Angeles) said “employers that choose to mandate or even strongly encourage vaccines should rely on pharmacies and other health care provider to administer vaccinations to employees and then simply request proof of vaccination instead of administering or hosting the administration of the vaccine themselves – hosting an onsite vaccination center presents increased liability risks as well as confidentiality that must be carefully considered”.

Employers are encouraged to assist employees with information on local access to vaccination clinics.

### **American Rescue Plan Act (ARPA) Impact to Employers**

The ARPA was signed into law on March 11, 2021 by President Biden. While it does require the extension of the Families First Coronavirus Response Act (FFCRA) for paid and emergency family leave, it does expand and extend voluntary provisions of the plan. There is also a COBRA subsidy requirement under the ARPA that is not optional for applicable employers. The ARPA also allows for the expansion of dependent care spending for 2021. For more information, click on the resources below.

- SHRM – [American Rescue Plan Act Doesn't Require Leave](#)
- Littler – [There's A Lot to Unpack on the New FFCRA](#)
- Proskauer – [Congress Passes American Rescue Plan](#)

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## Grant Carr- Certification Director

Coming up this month on Wednesday, April 21<sup>st</sup>, Express Employment Professionals is hosting “Express Talks – Celebrity Edition.” From 10:30am-1pm, it will feature two speakers known for their business acumen and decades of leadership experience. It is an approved event for 2 PDCs.

### **Bill Rancic - Entrepreneur, Award-Winning Author, Motivational Speaker**

Bill Rancic shares why some companies thrive in chaos and others don't. He reveals what leadership behaviors are needed in a world beset by turbulence, uncertainty, and dramatic change. Bill discusses his Pause and Pivot Method, a totally new technique teaching audiences how to evaluate their business procedures in a methodical manner that makes them more productive in both long- and short-term situations. Bill shares takeaways that are immediately applicable for anyone who wants to increase their return on investment, improve market share, or reap the benefits of a more productive, motivated workforce.

### **Carla Harris - Business Leader, Author, Keynote Speaker**

Carla Harris's passion lies in helping others. As she says, "We are blessed, so that we can be a blessing to others." She vowed that when she reached senior management, she would provide people with the tools, strategies, and pearls of wisdom honed by her own experience. Carla's "Pearls" include, Authenticity: The Power is You, The 90-Day Rule, Perception is the Co-Pilot to Reality, and many more.

If you are interested in this FREE event, please call Grant at 507-457-3311, or email at [Grant.Carr@Expresspros.com](mailto:Grant.Carr@Expresspros.com).

## Workforce Readiness

Julie Kiehne – Workforce Readiness Director

### Ensure your critical conversations with team members are successful.

How leaders handle critical conversations with their teams has the power to make or break an organization over time. And especially during tough times, getting critical conversations right can make all the difference. Conversations that go well can unite a team and get work done better and faster. However, conversations that go poorly can bring work to a standstill.

#### ***How do you prepare for each stage of the conversation?***

[READ MORE](#) tips on how to open, clarify, develop, agree, and close critical conversations.

These interaction guidelines are built on *common sense*, right? Indeed, they are! But the tricky thing is making empathy, involvement, and sharing rationale *common practice* throughout the conversation.

Source: Development Dimensions International (DDI), Inc., 1970-2021

Contact Workforce Readiness Director, Julie Kiehne, at 507.457.5088 or [jkiehne@winona.edu](mailto:jkiehne@winona.edu) for resources on how to foster teamwork and ensure critical conversations are successful in your workplace.



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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

## **SHRM Board of Directors**

### **President**

Rebecca Rowe, SHRM-CP

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### **President-elect**

OPEN

### **Secretary**

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### **Treasurer**

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### **Legislative Representative**

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### **College Relations Chair**

Nicole Volner

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