

Winona, Minnesota

Winona Area SHRM Newsletter

April 2022



President's Note

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

As many of you know, our chapter runs strictly off of the support and time of our volunteers. That being said, in order for our chapter to continue to thrive and provide important information to our members, scholarships to local students and opportunities for HR professionals, we need more volunteers. Our board needs your help! The time commitment is small, but the opportunities are endless. We have openings for the following roles:

- President-elect (with the intent to become chapter President January 2023)
- Treasurer
- Legislative Representative

If you are interested in learning more about any of these roles, please contact me at rebecca.rowe@behrens.com.

Don't forget to register for next week's meeting: **Mental Healthcare**

Tuesday, April 12th, 2022, via Zoom from 12:00 p.m. – 1:00 p.m.

Click [here](#) to register.



Veterans at Work Certificate Program

Veterans at Work Certificate Program

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 [SHRM's Veterans at Work Certificate Program](#) website.

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



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

Are you hiring? 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 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 SHRM chapter membership - \$40.00
- HR internships and/or job postings for companies with no Winona Area SHRM or other SHRM Chapter membership - \$60.00



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!



Date	Presenter	Topics
April 12, 2022	Garrett Jerue The Insurance Center	Mental Healthcare
May 10, 2022	Paul LaLonde, SHRM-CP	Social Media & the HR Professional: Make Meaningful Connections, Advance Your Career, and Leave Your Imprint
June 2022	SHRM Annual Conference June 12th – June 15th New Orleans, LA	
July 12, 2022	Justin Terch Terch & Associates	Workplace Investigations
August 2022	<i>No Monthly Meeting</i>	
September 2022	To Be Determined	
MNSHRM State Conference October 10th & 11th Mystic Lake Casino - Prior Lake, MN		
October 18, 2022		Inclusive Hiring
November 2022	To Be Determined	
December 2022	To Be Determined	

Tabitha Newton, Membership Director

Member Spotlight – Isaac Mayer

Isaac Mayer, Hiawatha Valley Mental Health Center

It is our pleasure to introduce Isaac Mayer who is our newest member of Winona Area SHRM! Isaac graduated from Winona State University with a double major in Business and Human Resources in 2014. He started his career as an assistant store manager with Walmart, and, after working retail for a few years, decided retail was not the industry he wanted to be in long term.

Isaac started his HR career as a Human Resources Assistant and worked his way up to an HR Generalist, while working for a couple of manufacturing companies over the course of 5 years. About a year and a half ago, he started the next exciting opportunity in his career and took on the role of the HR Manager for Hiawatha Valley Mental Health Center. This provided him with a great opportunity to further his career and learn about the healthcare industry.

Isaac has been a national member of SHRM for a few years and finds the SHRM resources to be extremely valuable. He is sure that being a part of the local SHRM chapter will be just as rewarding. Isaac looks forward to meeting and building connections with other professionals within our community.

Please join me in welcoming Isaac to our SHRM chapter!



Member Spotlight – Marge O’Laughlin



Hello! My name is Marge O’Laughlin, and I have been in the Human Resources world for 12+ years. I started in commercial staffing at a staffing agency in Winona and my many experiences have led me to Flex Craft in Houston, MN. I am the main HR person at Flex Craft, so I work on everything from benefits and payroll to culture building and external branding. I love the line of work I am in; it truly is my calling. I get to help people with their professional development and then see how that impacts other parts of the company.

I was born and raised on the south side of Chicago before falling in love with this area when I attended St. Mary’s University in Winona. I have been married to my husband Jacob for 20 years and have 2 fun loving daughters, Autumn and Amber. I enjoy arts & crafts, wailing on my Rock Band drum set, as well as shooting pool.

I am looking forward to meeting all of you and finding the ways where we can lift each other up and encourage one another’s professional growth.

Legislative Update Beth Ede

Form I-9 Update – Policy Allowing Expired Documents Ends May 1st

The U.S. Department of Homeland Security (DHS) is ending its temporary COVID-related policy allowing employers to use expired List B identity document for I-9 purposes. This includes documents such as driver’s licenses and state ID cards. Beginning May 1, 2022, employers will no longer be able to accept expired identity documents when verifying an employee’s work eligibility on the Form I-9.

Employers must update – by July 31, 2022 – the I-9s of current employees who presented expired List B documents between May 1, 2020, and April 30, 2022. If the employee who presented an expired List B document is still employed, they must provide an unexpired document that establishes identity – either a different unexpired List B document or an unexpired List A document. If an employee no longer is employed, no action is required.

This DHS announcement does not address the separate COVID-related guidance allowing employers to review Form I-9 documents virtually. That flexibility will remain in effect until at least April 30, 2022.

Exempt Salary Level Increases and Prevailing Wage Changes – But When?

In early December 2021, the White House and the U.S. Department of Labor (DOL) confirmed plans to propose new rules to increase the salary threshold for exempt employees under the Fair Labor Standards Act (FLSA) and “modernize” the prevailing wage rules that apply to many federal government contractors and subcontractors. This will be a required focus area once again for virtually all organizations in 2022.

The DOL’s Wage and Hour Division is expected to release a notice of proposed rulemaking now in April increasing the white-collar exemption minimum salary. The current minimum salary threshold is \$35,568 which was put in place January 2020.

There is growing concern that as the DOL considers an increase to the minimum salary threshold, this will create added concerns for how the COVID pandemic changed the workforce – particularly with respect to remote work and schedule flexibilities. Minimum salary threshold increases could result in significant reclassification of workers from exempt to nonexempt and may make remote work and certain flexibility extremely challenging for employers to manage and remain compliant.

SHRM Board of Directors

President

Rebecca Rowe, SHRM-CP
(507) 454-4664 X 135
rebecca.rowe@behrensmfg.com

President-elect

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Secretary

Melissa Shore
(507) 494-3018
melissas@WNBFinancial.com

Treasurer

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Legislative Representative

Beth Ede, SPHR, SHRM-SCP
(507) 457-1193
baede@merchantsbank.com

College Relations Chair

Nicole Volner

Marketing Director & Web Coordinator

Brandon McQuinn, SHRM-CP
(608) 787-4551
bmquinn@altra.org

SHRM Foundation Director

Cassie Zinns
(507) 454-4664 x 112
Cassandra.zinns@behrens.com

Workforce Readiness Director

Julie Kiehne
(507) 457-5088
jkiehne@winona.edu

Membership Director

Tabitha Newton, SHRM-SCP, SPHR, CCP
(507) 453-8619
newton@fastenal.com

Certification Director

Tyler Kiel, SHRM-CP
(507) 457-5959
Tyler.kiel@watkins1868.com