

Winona, Minnesota

Winona Area SHRM Newsletter

August 2017



President's Notes

By: Ashley Zweep

I hope everyone has enjoyed their Summer thus far and have a few more fun activities planned before it's over already! The SHRM Board has been working hard to provide topics members have requested to hear and I think they have done just that. As most of you are aware we planned to host our Summer Social on August 8th, but due to very low attendance, the Board Members made the difficult decision to cancel the event. Although we had high hopes we discussed alternative options for our December holiday party to recruit more attendees such as; a comedy show (spouses invited too), other activities or another monthly meeting. We will continue to update each of you as December gets closer.

August 8	Summer Social Cancelled
September 12	Legal Updates and Inclusive Workplace Nizam Arain, Director of Affirmative Action & Title IX Coordinator from UW-L
October 17	ADA and MN Human Rights Act Obligation for Employers Co-Sponsored by Winona Chamber of Commerce David Fenley, ADA/Access Coordinator from MN State Council on Disability
November 14	Great Workplace Culture John McHugh, Director of Corporate Communications, Leadership Development and Training for Kwik Trip
December	Holiday Party – TBD
January 9	Dealing with Drug (Legal & Illegal) in the Workplace Stephanie Willing, Ogletree Deakins

SHRM Private Email Group



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!

Upcoming Events

By: Rebecca Rowe

**** SHRM Monthly meetings resume September 12th****



Nizam Arain, Director of Affirmative Action & Title IX Coordinator from the University of Wisconsin – La Crosse, will discuss emerging issues in civil rights and employment law, and the legal, ethical, and cultural challenges of maintaining an inclusive workplace.

Click [here](#) to register!

Lunchtime Learning - MN Job Match

Date: August 9, 2017 Time: 12:00 PM - 1:00 PM

<http://winonachamber.com>



Event Description

MN Job Match- Learn about this NEW talent recruitment tool now available through the MN Chamber!

Who Should attend?

- HR Professionals
- Talent Acquisition Managers
- Business Owners

Presented by Sandee Joppa- Executive Director, RealTime Talent

Sandee brings more than 25 years of experience in human resources to RealTime Talent. She was the vice president chief human resources officer for the Donaldson Company, a Minnesota-based international manufacturing company. Sandee also worked for General Mills as a corporate recruiter, human resources manager, diversity manager, and human resources director for multiple divisions. Sandee brings her collaborative style, passion for work force development, and skill set in strategic planning, change management and talent pipeline to RealTime Talent.

Upcoming Events

MN State SHRM Conference

Registration is now open for the 2017 MN State SHRM Conference. This year the conference will be held in Duluth, MN on October 8-10. Here is more information about this year's conference. You can also visit www.mnshrm.com for more information and to register!

Internationally recognized Keynote Speakers:



Sarita Maybin

Motivational Speaker, Author and Communication Expert



Steve Rizzo

World's Funniest Motivational Business Speaker

More than 30 targeted breakout sessions to choose from
Lunch on Monday and Tuesday
Exhibit Hall featuring over 100 organizations
A ticket to the Wellbeing Spotlight Recognition Dinner

Rate Type	Early Bird	Regular Rate	Late Rate
	Registration By 6/16	Registration Between 6/16-9/29	Registration Between 9/30-10/8
<u>SHRM Member</u>	\$397*	\$448*	\$567*
<u>Non-SHRM Member</u>	\$443*	\$494*	\$613*
<u>Single Day - Monday</u>	\$206*	\$258*	\$361*
<u>Student - Full Conference</u>	\$103*	\$129*	\$155*



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!

Membership Update

By: Brandon McQuinn

Welcome to Winona SHRM Laura Gelle



My name is Laura Gelle, and I recently moved back to the great state of Minnesota from Colorado. Currently, I am the HR Generalist for Winona National Bank serving our 70+ coworkers in three Winona locations and our new Loan Production Office in Eau Claire. In this role, I am responsible for recruiting, onboarding, benefits administration and payroll. While this is my first experience in banking, I have 6 years of Human Resources experience with a majority of that time focusing on benefits and leaves of absence management for Rise Broadband, an internet service provider headquartered in Denver, Colorado, with more than 800 employees across 16 states. Although I am from Minnesota originally (north of the Twin Cities), my move from Denver to Winona was prompted by three adorable nephews (ages 6, 3 & 1), other family in the area and the beautiful location. I look forward to being a part of the local Human Resources community!

Job Opportunities Update on Website**New**

By: Rebecca Rowe

The Winona Area SHRM Board of Directors has been hard at work looking at ways to advance our chapter and provide great learning opportunities for our members. We are also looking for ways to continue to promote career advancement opportunities for our members. The Winona Area SHRM Chapter has made a change to our *Job Opportunities* section of our website.

If you click on the *Jobs* tab of our website you'll see some new information. Below is a summary of the changes that have been made.

If you would like to post an HR related position with Winona Area SHRM and for it to be sent to all of our members, please email [Rebecca Rowe](mailto:Rebecca.Rowe@ci.winona.mn.us), President-elect. All postings are 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 SHRM chapter member in good standing - \$40.00. *Proof of membership must accompany regional SHRM Chapter job submission.*
- ▶ HR internship and/or job postings for companies with no Winona Area SHRM or regional SHRM chapter membership - \$60.00.

When applicable, payment must be received prior to posting

If you have an HR position or internships you'd like to advertise on our website, newsletters and on our social media pages, please email Rebecca Rowe at rowe@ci.winona.mn.us.

Winona Health is hiring a Human Resource Generalist!

If you are interested in learning more please visit our website for the job description and directions on how to apply.

<https://winona.shrm.org/job-opportunities>

Seeking an HR Intern Fall 2017?

If your HR department is looking for a Fall 2017 intern please notify Jennifer Davis, College Relations Chair. She will inform students who are still looking for internships from Winona State University. Once classes resume this Fall for their Student SHRM Chapter we would like these companies to attend and advertise the internship. Jennifer will provide more detail as once they determine the date of their first meeting.

Legislative Relations

by Beth Ede

Washington Update

USCIS Issues New Form I-9 – Mandatory September 18th

The U.S. Citizenship and Immigration Services (USCIS) issued a revised version of the Form I-9 on July 17th. Employers will be able to use new version or continue using the Form I-9 with a revision date of 11/14/16 N through September 17, 2017. Effective September 18, 2017, employers must begin to use the newest form with a revision date of 07/17/17 N. New Form I-9s do not need to be completed for current employees with a Form I-9 on file. You are encouraged to consider transitioning to the newest Form I-9 at your earliest convenience.

Just a reminder that the Form I-9 is used for verifying the identity and employment authorization of individuals hired for employment in the United States. All U.S. employers must ensure proper completion of Form I-9 for each individual hired for employment in the United States.

The revised version of the Form I-9 can be downloaded here: <https://www.uscis.gov/i-9>

DOL Releases Request for Information Regarding FLSA Exemption Rules

On July 25th, the U.S. Department of Labor (DOL) released a new Request for Information (RFI) regarding the overtime rule defining which employees are exempt from minimum wage and overtime requirements of the Fair Labor Standards Act (FLSA).

As a reminder, the proposed rule increased the salary threshold from \$23,660 per year to \$47,476 per year and included a provision to automatically increase the salary threshold every 3 years. It was scheduled to go into effect December 1, 2016, but the U.S. District Court for the Eastern District of Texas issued a nationwide preliminary injunction that blocked the rule's implementation. In a brief filed June 30th, the DOL did not defend the rule, but argued in favor of their ability to use a salary threshold to determine whether an employee qualified for exemption from the FLSA.

The RFI provides a 60-day public comment period in which national SHRM will solicit input from members through their advocacy page which is linked [HERE](#). This input will help SHRM formulate their comments to the DOL in response to the RFI. Stay tuned on this one.

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