

Winona, Minnesota

# Winona Area SHRM Newsletter

August 2021



## President's Note

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

Have you been thinking about expanding your HR network? Looking to build your resume? We have the role for you! Winona Area SHRM is looking to fill three (3) Board of Directors positions for the remainder of 2021 & 2022.

- SHRM Certification Director (must be SHRM-CP or SHRM-SCP certified)
- SHRM Foundation Director
- President -elect (transition to President January 2022)

If you are interested in any of our roles, contact me via email at [rebeccarowe@gmail.com](mailto:rebeccarowe@gmail.com). I'd love to set up a time to discuss the roles and the AMAZING benefits that come with it!

### **August Meeting: Servant Leadership**

Click [here](#) to register!

## Description

There's a desperate need for sincere, ethical, and effective leadership throughout society and our organizations. Servant Leadership has proven to be an achievable solution. This session will review Servant Leadership, including what it is, why it's needed within organizations, and in which ways workplaces and the world stand to benefit from HR leaders who adopt it as a way of life. Regardless of your position in an organization, this session is for you. Come and learn how you can change your life, the lives of employees, and even your community through Servant Leadership.

**Facilitator:** Alexander C. Pullen, Sr. SHRM-SCP | HR Manager at George Washington State University and SHRM YPAC member.

\*Pending approval for 1 SHRM-CP/SCP recertification credit\*



## Certification Director Update

With the COVID-19 pandemic still on the forefront, HR professionals do to support their organization and/or the 2021 year. To that end, SHRM-CP and SHRM-SCP holders have the opportunity to earn **30 PDCs in the** their work in this area.

Click [here](#) to learn more!



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.



Employing Abilities @ Work is part of SHRMs commitment to offer education and resources to build inclusive workplaces.

Through the certificate program, you will learn:

- Build a more-skilled workforce
- Reach a large untapped talent pool
- Lead the way for employing abilities

The Employing Abilities @ Work certificate is completely free and open to all. To learn more, go to [Employing Abilities @ Work](#) website.

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.



## 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>
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	Nancy Biber   WA Group	Employee Engagement in Benefits
December 14 <sup>th</sup>	Sue Sieger	Year End Compliance Review

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

**Workforce Readiness**

Julie Kiehne – Workforce Readiness Director

**Build Resilience in your Workplace**

Cultivating an optimistic mindset is part of what it means for an individual or an organization to be resilient. Over the past year, business leaders and companies worldwide have had to learn how to keep going during deeply unsettling events. Resilience—the ability to bounce back quickly from setbacks and adversity—has been a vital commodity.

Five attributes can help organizations rebound from unexpected challenges, according to Deloitte. A recent report from the consultancy found that resilient organizations are:

- **Prepared.** The organization plans for and balances both short-term and long-term scenarios.
- **Adaptable.** Employees are agile, can cope with ambiguity and are prepared to pivot as priorities shift.
- **Collaborative.** Silos are unacceptable, and people cooperate to ensure different perspectives are aired.
- **Trustworthy.** The organization cultivates trust by focusing on communication, transparency, and empathy.
- **Responsible.** The organization aligns its actions to a meaningful purpose and is accountable to all stakeholders.

*The 2021 Deloitte Global Resilience Report*

Source: Debra Cope, SHRM May 2021

[READ MORE](#)

Contact Workforce Readiness Director, Julie Kiehne, at 507.457.5088 or [jkiehne@winona.edu](mailto:jkiehne@winona.edu) for resources on how to build a resilient workplace.

## Legislative Update

Beth Ede

### ***DOL Rescinds Trump Administration's Joint Employer Rule***

The U.S. Department of Labor (DOL) has rescinded the final rule issued under the Trump administration that narrowed the definition of a joint employer under the Fair Labor Standards Act (FLSA). **The rescission makes it more likely that an employer will be determined to be a joint employer and thus liable under the FLSA for another employer's actions.** The rescission takes effect September 28, 2021.

Under the rescinded rule, the DOL would, when determining if a company is a joint employer, consider whether a business:

- Hires and fires employees.
- Supervises and controls employees' work schedules or conditions of employment to a substantial degree.
- Determines employees' rate and method of payment.
- Maintains employment records.

The rescinded rule also provided that the following factors do not influence the joint-employer analysis:

- Having a franchiser business model.
- Providing a sample employee handbook to a franchisee.
- Allowing an employer to operate a facility on the company's grounds.
- Jointly participating with an employer in an apprenticeship program.
- Offering an association health or retirement plan to an employer or participating in a plan with the employer.
- Requiring a business partner to establish minimum wages and workplace-safety, sexual-harassment-prevention and other policies.

The Society for Human Resource Management (SHRM) asserted that the rescinded rule provided clarity and predictability to the regulated community and argued that its rescission would lead to confusion and uncertainty. The DOL was not in agreement.

### ***COVID-Related Updates and Resources***

As we hear more and more about the spread of the COVID-19 variant, many employers are finding themselves struggling to determine return to work, vaccination requirement, etc. Here are some resources that may be of assistance:

SHRM Return to Work Resources – click [HERE](#)

SHRM COVID-19 Resources – click [HERE](#)

CDC Resources – click [HERE](#)

MN Department of Health – Click [HERE](#)

## Return to Work

Returning employees to the workplace during the COVID-19 pandemic requires both vigilance and flexibility to navigate uncharted territory. HR needs to stay up-to-date and ready to respond as threats and opportunities occur. Look below for resources to help you guide your workplace through these difficult times.

**Membership**

Tabitha Newton, Membership Director



**SHRM Connect – Your HR BFFs**

Take advantage of your SHRM membership by interacting with a community of fellow HR professionals to help you with every HR question imaginable. Connect groups have been created for HR topics and industries like Benefits, Compensation, Diversity & Inclusion, Employee Relations, Employment Law, and Manufacturing.

If you are concerned about maintaining confidentiality, not to worry. You have the option of remaining anonymous, if you prefer. Your question or statement will be posted as well as any responses and the format is similar to a blog or discussion board.

While this isn't legal or Ask the Expert advice, it is real-time advice from other practitioners who have encountered the same issues and have some insight to offer. You can also help other professionals by sharing your experiences!

Currently, there are almost 5,000 members engaged in the groups below that can be found at <https://community.shrm.org/home>. Be sure to get the most out of your SHRM membership by reaching out to the established community for help and by offering your support.

SHRM's Member Community

SHRM's Member Community			
GROUPS	DIRECTORY	MY DISCUSSIONS	POST A MESSAGE
<p>HR TOPICS &amp; INDUSTRIES</p> <ul style="list-style-type: none"> <li>Academics</li> <li>Benefits</li> <li>California Professionals</li> <li>Compensation</li> <li>Diversity &amp; Inclusion</li> <li>Employee Relations</li> <li>Employment Law</li> <li>General HR</li> <li>Global</li> </ul>	<ul style="list-style-type: none"> <li>HR Career Development</li> <li>HR Department of One</li> <li>Labor Relations</li> <li>Manufacturing</li> <li>Organizational &amp; Employee Development</li> <li>Talent Acquisition</li> <li>Risk Management</li> <li>Technology</li> </ul>	<p>SPECIAL GROUPS</p> <ul style="list-style-type: none"> <li>COVID-19</li> <li>Working Parents</li> <li>Students</li> <li>SHRM Certification Prep</li> <li>SHRM India</li> <li>Tune in Tuesdays</li> </ul>	<p>JOIN A GROUP</p> <p>Learn More About SHRM's Discussion Groups</p>

Are you thinking about getting your SHRM-CP or SHRM-SCP? The next testing window is below. Click [here](#) to learn more!

**2021-2022 Winter Testing Window | December 1, 2021 - February 15, 2022**

APPLICATIONS ACCEPTED	EARLY-BIRD APPLICATION DEADLINE	STANDARD APPLICATION DEADLINE
June 1, 2021	October 15, 2021	November 9, 2021

The testing windows are the dates during which the exams are administered. The application dates are when candidates can apply for the exam.

Please note: The exam application deadlines close at 11:59 PM, ET.

**SHRM Board of Directors**

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