

Winona, Minnesota

Winona Area SHRM Newsletter

November 2021



President's Note

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

How in the world is 2021 almost over? I don't know about all of you, but this year has flown by. I hope all of you get some time over the coming days to relax and enjoy time with your friends and family.

As we look to 2022, I wanted to provide some updates on our chapter & board of directors. As far as our chapter goes, for now, with the increase in COVID cases, we will continue to offer our monthly programming in a virtual format. We will continue to evaluate this on an ongoing basis.

As far as our Board of Directors is concerned, we need volunteers. We have the following roles open:

1. Treasurer
2. President-elect

I announced at the last Board of Directors meeting that this will be my last year serving as President of the Winona Area SHRM chapter. I have been serving as President since 2017. It has been an absolute pleasure to serve as your President and I look forward to transitioning to another form of volunteering with our local chapter in the future.

My experience as President has been nothing but rewarding. I have had the opportunity to travel to Washington, D.C. three times to network and learn from other SHRM Volunteer Leaders along with attending SHRM21 in Las Vegas this year. Thank you for allowing me to serve as your President. If you'd like to discuss the role further, please free to reach out me directly.

January 11th, 2022, Monthly Meeting

Building Your Immunity to People's Negativity – Maximizing Teamwork & Customer Relations

Other people's negativity, such as complaining, grumpiness, or pessimism, can drain our energy and bring us down. This program is all about helping you (and your people) be your best. Even though it can be difficult to change colleagues and customers, we can reduce our stress and frustration by changing how we respond. Staying positive and calm is easier when we learn how to build our immunity.

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.

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.

SHRM Foundation Cassie Zinns, Membership Director

Practicing HR requires specialized training and lots of support. That's why each year the SHRM Foundation provides more than \$500,000 in financial assistance to individuals preparing for their first job in HR or studying to fast-track their existing career in Human resources.

Some scholarships are available exclusively with SHRM membership. Others are open to any HR Professional, study and faculty member. All are excellent ways to access the resources you need to Continue your academic pursuits and become a future HR leader in the world of work.

If you want to learn more about SHRM scholarships, please click here: <https://www.shrm.org/foundation/ourwork/scholarships/Pages/all-deadlines.aspx>

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!

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
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Talent Acquisition Specialist

This co-worker will provide talent acquisition support to the company. This position is responsible for recruiting and hiring quality coworkers in a high volume and fast-paced environment primarily for manufacturing openings. The applicant must possess self-motivation, enthusiasm, and a positive disposition toward the job, the company, and coworkers. Effectiveness in this role requires the ability to maintain confidentiality and handle sensitive situations with solid judgment. This position will travel between the Lewiston and Winona facilities.

To learn more about this role, please click here: <https://riversideintegratedsolutions.com/careers/>

Posted 12/15/2021



Recruiter

Sources, recruits, interviews, and recommends placement of candidates. Partnering with all levels of management, develop and initiate needs assessment processes to support departments/clinics in determination of need for new or replacement staff. Strong focus on relationship building, talent management, and actively tethering potential candidates is required. Develop and use expert sourcing knowledge and skills to find the best candidates. Following established procedures, work collaboratively with Compensation and Employee Relations departments to expediate the hiring process and meet the expectations of hiring managers. Engage in and lead project work focused on hiring and retention.

To learn more about this role, please click [here: https://gundersenhealth.wd5.myworkdayjobs.com/Gundersen/job/La-Crosse-WI/Recruiter_JR-7826?shared_id=0a79b2de-647d-4f5a-b878-5097fc59d4af](https://gundersenhealth.wd5.myworkdayjobs.com/Gundersen/job/La-Crosse-WI/Recruiter_JR-7826?shared_id=0a79b2de-647d-4f5a-b878-5097fc59d4af)

Posted 12/16/2021

Legislative Update

Beth Ede

COVID-19 Vaccine Mandate Updates

On November 30th, a federal court in Louisiana ruled that the directive for healthcare workers to be vaccinated against COVID-19 under the Biden administration's vaccine directive is temporarily blocked nationwide. However, on November 29th, a Supreme Court justice denied a request from workers from a Massachusetts hospital system to suspend the system's COVID-19 vaccine requirement. Add in legal challenges in numerous states and we are once again unsure of where this will end up.

As employers with over 100 employees wait to see the fate of the OSHA ETS requiring vaccination or weekly testing, challenges continue. Applicable employers are encouraged to continue to prepare as they await a final ruling. Again, where we will end up on this is still unknown, but we are expecting to have further information by December 10th.

Stay tuned.

Challenging times indeed on so many fronts.

Membership

Tabitha Newton, Membership Director



Policies at Your Fingertips

If the current situation has taught us anything, it's that the employment landscape is ever-changing! Another reason to leverage our National SHRM membership to our advantage. When it comes to workplace policies, they have really thought of everything for us.

Are you finding it challenging to navigate to create policies to manage the proposed upcoming vaccine mandate? Well, take heart because creating a policy from scratch is one less thing you have to worry about. You have the ability to download a draft policy pertinent to large employers whose employees are mandated to have the Covid-19 vaccination. This is great news because it's Word document that you can easily edit to meet the needs of your organization. This policy may be found at this link: <https://www.shrm.org/ResourcesAndTools/tools-and-samples/policies/Pages/Large-Employer-COVID-19-Vaccination-Policy.aspx>

Or maybe you're not a large employer, but you are a Federal Contractor who has an entirely different mandate. You can download a draft policy here complete with important vaccination timelines: <https://www.shrm.org/ResourcesAndTools/tools-and-samples/policies/Pages/Federal-Contractor-COVID-19-Vaccination-Policy.aspx>

Another Covid-19 policy you may need some help with is paid sick expanded FMLA, if your company has opted to offer to your employees. <https://www.shrm.org/resourcesandtools/tools-and-samples/policies/pages/covid-19-paid-sick-expanded-fmla-policy.aspx>

Of course, there are plenty of non Covid-19 related polices you may be interested in like background checks, sick leave, progressive discipline, equal employment opportunity, hiring policies and procedures, drug testing, and job posting. There are over 250 policies that you can filter and search for here: <https://www.shrm.org/ResourcesAndTools/tools-and-samples/policies/Pages/default.aspx>

You don't have to go it alone, start with SHRM and give yourself a great start!

Workforce Readiness

Julie Kiehne – Workforce Readiness Director

HR Leaders Are Reskilling for a New Future of Work



What is one way you are reskilling for a new future of work? What area of HR are you reskilling?

one way you

To help HR professionals consider what skills to update, we asked HR leaders, recruiting specialists, and business professionals this question for their insights. From reinventing job postings to using people analytics models, there are several ways HR professionals can reskill for the business world's ever-changing landscape.

Here are a few ways HR leaders are reskilling for a new future of work:

- Prioritize Continuous Education
- Align With Hybrid Work Models
- Meet the Demand for Next-Level Soft Skills
- Reinvent Job Postings
- Reskill for Virtual Collaboration
- Learning to Manage Remotely

[READ MORE](#) about how HR professionals are reskilling and supporting their teams.

Source: [Brett Farmiloe](#) December 2021

Contact Workforce Readiness Director, Julie Kiehne jkiehne@winona.edu for resources on how to explore reskilling strategies for yourself and your team.

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