

Winona, Minnesota

Winona Area SHRM Newsletter

December 2019



President's Note

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

Another great SHRM Volunteer Leader Business Meeting (VLBM) has come and gone! November 13th – November 15th in Washington, D.C. The focus of the 2019 VLBM was to provide all of the necessary updates, best practice sharing and future strategic vision of SHRM to its volunteer leaders. The conference began with Keynote Speaker James Meyers discussing how professional organizations can be innovative and attractive to its new and incoming members. Later that evening, the Pinnacle Awards were presented to small, medium and super mega chapters. I'm proud to say that South Central SHRM won for their program on assisting veterans reenter the workforce.

One of the big take-a-ways from the opening day was an announcement made by Dr. Alonso, Chief Knowledge Officer, who heads the SHRM-CP and SHRM-SCP certification among other areas, announced that each chapter was awarded one free SHRM-CP or SHRM-SCP exam that we could provide to a member of our chapter. I am pleased to announce that **Lindsey Weisert from WNB Financial** is our winner! Congratulations.

The following day, the volunteer leaders were split into groups depending on if they were a new leader, returning leader or transitioning leader. In each program, employees of SHRM would discuss new things that will be happening, chapter leaders would share their best practices and volunteers could network with one another. The keynote speaker for the day was Karith Foster. Karith is a humorist and speaker who discuss **A 2020 Vision for Leadership** where she discussed the A, B, C's of leadership that inspired and encouraged leaders to embrace the leader that you are and bring that attribute out in others.

On the final day of the conference, we continued to work with chapters of comparable sizes to discuss the future business of SHRM and how we can take ideas we learned at VLBM and put them into practice at our local chapters.



Monthly Meeting- Tuesday, December 10th, 2019 from 11:30 a.m. – 1:00 p.m.
Inclusive Job Descriptions: Attracting the Right Talent!

Presentation Summary:

Are you looking for creative and unique ways to search for new talent in our current competitive workforce environment? Diversity Councils presents *Inclusive Job Descriptions: Attracting the Right Talent!* We invite you to learn more about discovering talent outside of the normal avenues.

In this seminar, presented by EquityLogic™ Team, participants will:

- Engage in the exploration of the use of language in workplace culture
- Develop a working knowledge of inclusive language in developing recruiting materials and job descriptions
- Practice these skills on actual job descriptions and recruitment/interviewing documents (feel free to bring a job description to review and revise!)

The Tandeski Center Southeast Technical College Campus
1200 Storrs Pond Road Winona, MN 55987

Click [here](#) to register! **Register no later than Friday, December 6th!**

**Lunch will be provided to all who register as Winona Area SHRMs way for saying
THANK YOU for advancing the HR profession and being a part of our chapter!**



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.

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!

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!



2019 & 2020 Winona Area SHRM Calendar of Events

Month	Presenter	Topics
December	Heidi Wilkins	Inclusive Job Descriptions: Attracting the Right Talent <i>This will be our member appreciation event for the year so lunch will be provided to all members who attend.</i>
January	Julie Kiehne	To Badge or Not to Badge? Employee Engagement in the Digital Age
February	Jessica Roe	Managing Complicated FMLA and ADA Requests
March	Kate Bischoff, SHRM-SCP	Policies The Work
April	Zachary Schmoll	Navigating Short and Long-Term Disability Claims
May	Penelope "Penny" Phillips	10 Tough FMLA Questions and Their Answers – Working Through Leave Law Issues That Are Often Difficult and Confusing
June	TBD	TBD
June	SHRM Annual Conference San Diego, CA Click here for registration information!	
July	Jay Kirschbaum	Why Does Our Plan Say That? Hard Facts Make Bad Law
August	Winona Area SHRM Board of Directors	Get to Know Your National & Local SHRM Benefits
September	Tom Revnew	Avoiding the Wrongful Discharge Claim
October	MNSHRM State Conference Prior Lake, MN Registration Coming Soon!	
November	Sue Sieger, ACFCI, CAS	Year End Compliance Review: Updates, Reminders, Toolkits and More
December	TBD	TBD

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





Julie Tenner
Alliant Castings

Ms. Tenner attended Western Technical College (WTC) in La Crosse, WI. Where she studied Marketing. Upon leaving WTC, she worked for a material handling company as the Business Office Manager for 15 years. Julie joined the Alliant Casting Team in September 2019 as the Accounting Manager and started taking on the Human Resources duties. Being new to the HR world, she is looking forward to learning from other members of the Winona Area SHRM Chapter.

With the beginning of a new year, it is time to start recruiting for new HR professionals who are looking for a great opportunity to grow in the HR profession, network with an amazing group of HR professionals and be involved in exciting opportunities like a yearly HR conference with professionals all around the great state of Minnesota, professional development opportunities, resume building and much more! Below is a listing of the roles we have open on our Board of Directors and a brief description for each role. If you are interested in either role, please contact Rebecca Rowe, Winona Area SHRM President for more information.

Immediately Open Board of Directors Role

Certification Director (1 yr. term)

In this role, the Certification Director will manage the chapter's certification study program, encourage members to become SHRM-CP or SHRM-SCP certified and assist those who are recertifying. The member who fulfills this role must be SHRM-CP or SHRM-SCP certified.

Membership Director (1 yr. term)

In this role, the Membership Director will manage the membership functions to successfully maintain and/or increase the chapter's membership. The Membership Director will also maintain the chapter's membership database/roster and online directory. Finally, this board member will guide or assist with any membership drives, events or activities.

Workforce Readiness Director (1 yr. term)

Serves as an appointed member of the chapter board of directors. Monitors and evaluates on a continuing basis local activities concerning workforce readiness issues and plans and encourages chapter involvement and activities impacting the workforce readiness arena. Presents a report or update to the chapter president and fellow chapter members. Works in cooperation with state-level workforce readiness advocates.

If you are interested in fulfilling any of the roles listed above, please contact Rebecca Rowe at rowe@ci.winona.mn.us or (507) 457-8291 to set up a meeting to discuss your interest and answer any questions you have.

SHRM Foundation
Cheri Duffenbach – Foundation Director

Report: Organizations Misunderstand Value of Employees with Disabilities

NEW ORLEANS, October 29, 2019 — A new report on workplace disability inclusion found many HR professionals and hiring managers are ill-prepared to hire, retain, or advance individuals with disabilities. The report, from the SHRM Foundation and the Workplace Initiative by Understood, traced this knowledge gap back to a lack of workplace training on disability inclusion programs and low awareness of the value that people with disabilities add.

- Nearly all HR professionals (97%) and people managers (92%) say that employees with disabilities regularly perform the same or better than their peers without disabilities. Yet:
- Sixty-one percent of managers and 50 percent of HR professionals have **never** participated in disability inclusion training.
- Less than 15 percent of organizations invest in disability inclusion initiatives at work.

Fifty-two percent of HR professionals do not know or say their organizations do not train managers on disability awareness and/or disability sensitivity.

"It's time we busted some myths about hiring people with disabilities," said SHRM President and CEO Johnny C. Taylor, Jr., SHRM-SCP. "We're talking about a high-quality talent pool that remains untapped and underemployed for no good reason."

"Hiring people with disabilities is not only the right thing to do, it's also good for business," said Patricia Toledo, Vice President of The Workplace Initiative by Understood. "Companies of all sizes can realize significant cost savings from disability inclusion, through tax benefits, reduced turnover, and improved productivity."

New research from the *2019 Employing Abilities @Work Research Report* is part of the [Employing Abilities @Work initiative](#), a partnership between the SHRM Foundation, SHRM and the Workplace Initiative, Employing Abilities @Work, launching at SHRM's Inclusion 2019 conference in New Orleans, will help HR professionals and people managers better understand how to build inclusive culture that will hire, retain and advance employees with disabilities.

As part of this initiative, SHRM and the Workplace Initiative will launch a new training for HR professionals, called the Employing Abilities @Work Certificate, in January 2020. This new certificate will teach best practices in implementing disability inclusion. For more information on the Employing Abilities @Work initiative, visit [EmployingAbilities.org](#). **MEDIA:** For more information on this initiative, please contact Courtney Rhodes at 202-549-5010 and Courtney.Rhodes@shrm.org or Rockhelle Johnson at 202-999-9813 and Rockhelle.Johnson@shrm.org.

About the SHRM Foundation

The SHRM Foundation's mission is to mobilize the power of HR and activate the generosity of donors to lead positive social change impacting all things work. The Foundation is committed to elevating and empowering HR as a social force through its innovative solutions to workplace inclusion challenges, programming designed to inspire and empower the next generation of HR leaders, and awarding scholarships and professional development grants to educate and develop students and HR professionals. The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management. Learn more at shrmfoundation.org or on Twitter [@SHRMFoundation](https://twitter.com/SHRMFoundation).

About the Workplace Initiative by Understood

The Workplace Initiative by Understood is a social impact program dedicated to creating workplaces where people with disabilities can thrive. Through resources, training, partnerships, and direct support, we enhance the employment readiness of people with disabilities, connect job seekers to meaningful career opportunities, and empower employers to implement disability inclusion. By inspiring companies to embrace difference and build inclusive workplaces, we advance true inclusion of people with disabilities. Learn more at workplaceinitiative.org.

Beth Ede – Legislative Representative

Final Reminder on the DOL Overtime Final Rule Effective January 1, 2020

As we head into the homestretch of 2019, be reminded that the U.S. Department of Labor (DOL) announced a final rule updating the earnings thresholds necessary to exempt executive, administrative and professional employees from the Fair Labor Standards Act's (FLSA) minimum wage and overtime pay requirements. This final rule also allows employers to count a portion of certain bonuses/commissions towards meeting the salary level. ***The changes are effective January 1, 2020.***

Additional information can be found [HERE](#) and includes the final rule, a fact sheet, news release, FAQ and more.

Revised FMLA Forms Now Available

The U.S. Department of Labor's (DOL) new model notices for Family and Medical Leave Act (FMLA) administration are not available. What changed you ask? Only the expiration date (August 31, 2021) has changed – but be sure to use the updated forms to maintain compliance. You can find the revised FMLA model notices [HERE](#).

SHRM is hosting a "Winter Challenge" to assist chapters in increasing chapter membership. To join the challenge, simply renew your SHRM membership using code STATE20 to receive \$20.00 off your membership. Already renewed for 2020? No worries! You can use the code and renew for 2021 now! For every member who uses code STATE20 from Winona Area SHRM, our chapter will receive \$7.50! We will use that member to help fund a professional development scholarship we plan to announce in the new few months!



Let's work together to drive SHRM and chapter membership before year end. All participants win—and one will WIN BIG!

WHEN: November 20-December 31

For every member using code **STATE20**, your chapter gets an extra \$5 payment. But, if member is also a chapter member, get an extra \$2.50.

GRAND PRIZE:

The chapter that brings in the most members will win:
1 FREE SHRM EXECUTIVE TEAM MEMBER SPEECH IN 2020.

TO ENTER:

Step 1: Renew and recruit members by using code STATE20.
Step 2: Your chapter must send proof of participation to your FSD.

Visit SHRM Marketing at the Solutions Center to learn more!

BETTER WORKPLACES. BETTER WORLD. BETTER TOGETHER.

SHRM Board of Directors

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Vacant

Workforce Readiness Director

Vacant

Certification Director

Vacant