

Winona, Minnesota



Winona Area SHRM Newsletter

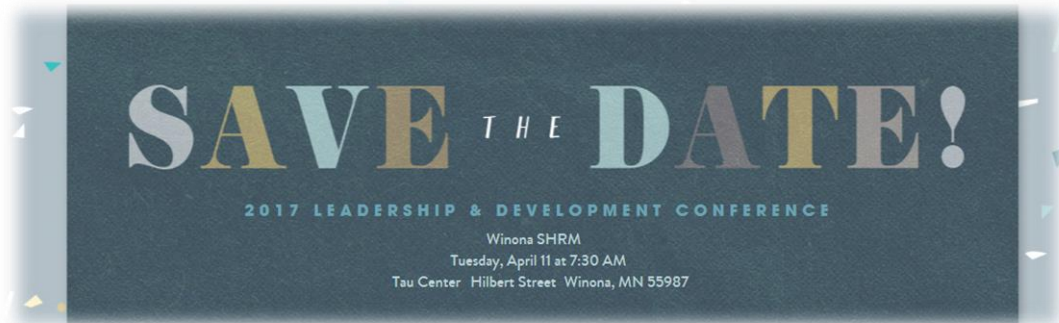
February 2017



President's Notes

By Kubilay Gok

I hope all members of our human resources management professionals and Winona area community had a wonderful beginning to the year 2017. This year, we hope to engage our community in very exciting professional activities. We will continue to host our monthly professional presentations (February monthly meeting details are below!), Summer Social, and the 2017 Leadership and Development conference on April 11th at the TAO Center of the Winona State University.



Keep an eye out for the official Save the Date soon!!! Matt Booth and Anne Finch will present on How Your Communication and Attitude can Effective Employees Engagement. Every manager, leader, and Human Resource Generalist should attend! We would like to thank the Dean of the College of Business for his support to host this event at the facilities of the Winona State University.

It is also great honor that some of the proceeds of this Leadership and Professional Development Conference will help fund the Children of the Fallen Soldiers. In this regard, we hope that distinguished leaders of our business community will encourage their respective leaders and professionals to attend this conference. Please continue to part of our local chapter and support us. Thank you!

Membership Update

by Brandon McQuinn

Please welcome our new Winona SHRM member, Nicole Westbrook!

Hi! My name is Nicole Westbrook and I work as a Business Developer for Express Employment Professionals. Prior to Express, I worked in a traditional Human Resource Business Partner role with a large printing company in La Crosse for a few years and, right out of college, I worked for with another staffing company for about three years. I graduated from UW – La Crosse with a Bachelor Degree in Marketing with an emphasis in Human Resources from the College of Business. My favorite part of my job is building relationships and becoming a partner and resource to our clients and other business professionals!

I recently got engaged to my fiancé, Pat, and we have bought a home in Winona. We plan to settle in the area and I look forward to continuing to become part of the community. Pat and I enjoy spending time with family, friends, and our dog, Cookie. I enjoy reading, biking, and crafting in my free time.



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 Jenn Davis

January has somehow flown by already and the Winona SHRM students are back from the winter break. This semester kicked off with a well-attended introductory meeting where students were able to learn what the club has to offer and also all about the excellent upcoming opportunities!

Speaking of opportunities, we'll be looking at putting on a mentorship panel and a mock interview session where the students will interview the HR professionals in the month of March. More information to come! If you or someone you know in the HR field would be interested in participating please feel free to reach out to me!

One focus the SHRM College students have this semester is to give back to the community while practicing up on some essential HR skills. They will be teaming up with local high schools and other area groups to help students prepare for interviews. They're excited to conduct mock interviews where they will provide constructive feedback and coaching.

The first SHRM meeting of the semester wrapped up with the students talking about what area of HR they each wanted to explore. While many included recruiting, training and compensation, others were very interested in diving into the legal aspect of HR. It's great to see a nice mix of interest especially because many HR professionals wear so many different hats!

The Winona Area SHRM Board was also happy to present the Fall 2016 Scholarship to this year's Vice President Patrick Leininger! Patrick is a senior this semester and plans to go into a staffing role where he can utilize his passion for sales!

Once again I'm looking forward to working with these enthusiastic young folks this year!



Upcoming Events:

February Monthly Meeting

Topic: Employee Retention

*How to keep your employees engaged
Who is in charge of retention in the workplace
Ideas for retaining key talent*



Tuesday, February 14, 2017

11:30am – 1:00pm

Green Mill-Winona, MN

Barb Breza is currently the Director of Human Resources for Benchmark MN since Nov 2016. Prior to Benchmark she was the VP of HR at Peerless Chain Company. Ms. Breza has worked in the HR, Training and Development field since 1990, working at MN State College Southeast in Red Wing and Winona, and TRW Automotive. Breza currently serves on the Board of Directors for Winona Volunteer Services and is Chair of the Board for Winona Area Chamber of Commerce. Ms. Breza earned, during two separate timeframes, a bachelor in Business Administration-Human Resources Management and Business Education/Office Administration from Winona State University. She also earned a Masters in Educational Leadership from Winona State University.

Legislative Relations

by Beth Eide

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Capitol Hill Update

Act 1: President Trump Signs Executive Order On ACA – But Stay The Course For Now

On January 20, 2017, as his first act as President, newly-sworn in President Donald Trump signed an executive order directing federal agencies to address the Affordable Care Act (ACA).

Straight up...know that no ACA provisions or requirements have been delayed or eliminated at this time as a result of President Trump's executive order. That means that we should continue to move forward with current requirements and prepare for upcoming requirements and deadlines (until further notice) to ensure full compliance.

It's important to note that an executive order is a broad policy directive that is used to establish how laws will be enforced by an administration. As it relates to this executive order, it does not include specific guidance regarding any particular ACA requirements or provisions, and does not change any existing regulations. This means that the executive order's specific impact will remain largely unclear until the new administration is fully in place and can begin implementing the changes.

There is some indication that the executive order is partially aimed at eliminating or providing exemptions from ACA's individual and employer mandates – since those requirements impose tax penalties that may impose a financial burden on individuals and employers.

It is clear that the executive order is intended to help accomplish President Trump's long supported idea to allow health insurers to sell policies across state lines which President Trump feels would increase market competition.

At this point, the immediate impact of the executive order is expected to be small, as it will take time to implement policies, regulations, and other regulatory guidance to carry out the directives. In addition, health insurance policies for the current year are already in place, and state law (in many cases), would not allow for significant midyear changes to be made.

Stay the course for now and stay tuned.