

Winona, Minnesota

Winona Area SHRM Newsletter

February 2020



President's Note

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

Many of you know that in April each year we host a Leadership and Development Conference. We still plan to host the conference this year but are going to approach it in a little different format. We are happy to announce that our conference is tentatively scheduled for Tuesday, August 11th. Make sure to mark the date on your calendar. We are beginning the planning process and will have more information to share in next month's newsletter.

The other exciting professional development opportunity coming in 2020 is the MNSHRM 2020 State Conference. Below are details on dates, location and keynote speakers.

Don't forget to register for the MNSHRM 2020 State Conference

October 12 – 13th
Mystic Lake Center

Ryan Estes

Monday Keynote Speaker



Jerry Holl

Tuesday Keynote Speaker



Welcome Joseph Seegers – WinCraft, Inc.

Joseph attended Saint Mary's University for his undergraduate degree. While attending Saint Mary's, Joseph played baseball. Joseph is currently working on his master's degree in business administration at Saint Mary's. He started by working in the warehouse at WinCraft for several months, then moved to Customer Service and now in Human Resources. Joseph enjoys any type of outdoor activities and likes to be around his family.

Monthly Meeting- Tuesday, February 11th 2020 from 11:30 a.m. – 1:00 p.m.
Managing Complicated FMLA and ADA Requests

Presentation Summary:

Ever had to manage an employee who has a performance issue, an injury, and needs some sort of accommodation? Leave you with a headache? (no pun intended)? Managing FMLA leaves, extended leaves, intermittent leaves and recognizing and dealing with accommodations requests with due diligence, understanding of the laws and compliance requirements for each can be difficult. Oh, and let's not forget about solid documentation too! This session will cover it all.

Join us for an interactive discussion on developing key strategies for navigating this complex process. Bring your tough questions/situations and we'll solve them all (or try to anyway!)

Speaker: Jessica Roe
Networking from 11:30 a.m. – 12:00 p.m.
Presentation from 12:00 p.m. – 1:00 p.m.

Pending approval for 1 SHRM-CP | SHRM-SCP PDC.

The Tandesk Center Southeast Technical College Campus
1200 Storrs Pond Road Winona, MN 55987
Click [here](#) to register!

Women in Business February Luncheon: The Economic State of Minnesota
Thursday, February 20th from 12:00 p.m. – 1:00 p.m.

Ron Wirtz will discuss the current state and long-term trajectory of the Minnesota economy, reviewing trends in recent economic activity, annual output, job growth, hiring demand and other measures across the state and in the Winona region, with special emphasis on the role of labor supply on future economic growth. Ron will also use an interactive survey to anonymously poll attendees to gauge how firms are performing in the current economy, and what their outlook is for 2020.

Please bring your cell phone for an interactive activity!

Lunch is included

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.

**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!

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!



2019 & 2020 Winona Area SHRM Calendar of Events

Month	Presenter	Topics
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	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 Leadership & Development Conference	
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	The Power of LinkedIn

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



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.

If you are interested in fulfilling any of the roles listed above, please contact Rebecca Rowe at rebecca.rwowe@pfc.coop or (608) 784-5798 x 1007 to set up a meeting to discuss your interest and answer any questions you have.



SHRM Foundation

Cheri Duffenbach – Foundation Director

When work Works Against You

The workplace needs work. According to SHRM research, **1 in 5 American workers** have left a job due to toxic workplace culture.

Who is responsible for workplace culture?

Everyone! And it starts with leadership. One conversation can lead to a culture change. In this 3-part series SHRM CEO Johnny C. Taylor, Jr., does just that, by leading workplace culture conversations with other industry-leading CEO's.

[Learn more!](#)

[DONATE TODAY](#)

Workforce Readiness

Julie Kiehne – Workforce Readiness Director

Getting Talent Back to Work

Join business leaders & pledge to consider all qualified candidates

Are you experiencing a human capital crisis? Have you considered the untapped labor pool of almost 75 million people, who equate to nearly one-third of adults in the United States? Hiring individuals with criminal records is the next step to a fair chance at employment.

Getting Talent Back to Work provides HR professionals with the information and tools needed to confidently evaluate applicant criminal records, reduce legal liability and increase inclusive hiring. Any organization can get started now by using the [Getting Talent Back to Work Toolkit](#) which empowers business and HR leaders by equipping them with the latest research, evidence-based best practices and industry guidance needed to reduce legal liability and increase inclusive hiring from this untapped talent pool.

Over 350 Chapters have taken the pledge.....Join our partners and take the [PLEDGE](#) today!

[Read More](#)

Legal & Legislative Update

Beth Ede, SHRM-SCP, SPHR – Legislative Representative

2020 - Ready or Not, It's Here

Oh how quickly we are already a month into 2020. If you haven't done so, it may be time to ensure you are maintaining compliance with various FLSA and DOL requirements. Here are just a few to check:

Department of Labor

- FLSA's Minimum Wage and Overtime Pay Requirements
 - The DOL announced a final rule effective January 1, 2020, updating the earnings threshold necessary to exempt executive, administrative and professional employees from the FLSA's minimum wage and overtime pay requirements. This final rule also provides guidance to employers on how to count a portion of certain bonuses/commissions toward meeting the salary test.
 - Click [HERE](#) for more information
- Family and Medical Leave Act – Revised Forms
 - New model notices came out updating the expiration date to August 31, 2021
 - Click [HERE](#) for more information

U.S. Citizenship and Immigration Services

- A new version of the Form I-9 has been issued
- The new version is dated 10/21/2019 but will not become mandatory until May 1, 2020
- Through April 30th, employers can choose to use the previous edition dated 07/17/2017, or the new edition
 - Click [HERE](#) for more information

Internal Revenue Service

- There is a new design to the Form W-4 for 2020, so employers are urged to share the new form and instructions to employees so they can make any changes they deem applicable to their own withholding situation
- The new design is supposed to reduce form's complexity and increase the transparency and accuracy of the withholding system
- There is a FAQ that is very beneficial
 - Click [HERE](#) for more information

SHRM Board of Directors

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Vacant

Certification Director

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