

Winona, Minnesota



Winona Area SHRM Newsletter

February 2021



President's Note

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

As many of you know, in April annually Winona Area SHRM hosts our Leadership and Development Conference. Due to COVID and respecting the continuation of physical distancing, we will not host a 2021 Leadership and Development Conference. Our Board of Directors is committed to ensuring you will still have access to many different resources to earn Professional Development Credits (PDCs) for your SHRM-CP or SHRM-SCP certification. If you are struggling to find PDCs or need ideas, please reach out to Certification Director Grant Carr for assistance.

Our President-elect role recently became vacant and we are looking for someone to step into that role. The President-elect will serve in that role for one year and come January 2022, will take over as President of our chapter (2-year term) and I will step into our Past President role. Throughout 2021, I will work directly with this person to learn the role and help them feel comfortable transitioning into the role by 2022. The role of President-elect and President are so rewarding and full of great opportunities for networking, advancement within SHRM and development of leadership skills. The time commitment for this role is about 5 hours per month, with increased time leading up to our annual Leadership and Development Conference in April each year. Benefits of the role of President-elect: MNSHRM Leadership Conference (typically held in January each year), SHRM Volunteer Leader Business Meeting (typically held in Washington, D.C. annually in November), networking opportunities, leadership experience and so much more!

I'm excited to share and congratulate Patricia Gould – HR Professional at Winona Health. Patricia won the drawing for the free SHRM-CP and SCP Certification Prep Course (valued at \$1,210.00!)

Do not forget to register for our TWO programs offered in February 2021.

February 9th from 11:45 a.m. – 1:00 p.m.

Topic: ERISA (11:45 a.m. – 12:00 p.m. learn more about the Winona Area of Commerce Young Professionals group)

Click [here](#) to learn more and register!

February 23rd from 12:00 p.m. – 1:00 p.m.

Topic: Out of Sight Yet Still Virtually Productive: Effectively Managing Employee Performance During COVID-19

Click [here](#) to learn more and 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.

Certification Director Grant Carr, SHRM-CP

When it comes to trying to get in your PDCs, it can seem stressful and overwhelming. There are so many opportunities to get your PDCs without even attending meetings. You can include your own work that you do. Here is a link to help you get your PDCs: [Qualifying Credit Activities](#)

The SHRM Foundation offers a couple of courses that allow for 10 PDCs. Visit the SHRM Bookstore, there are some books that are a quick read and offer a quick 3 PDCs.

SHRM also wants to show their appreciation for all of your hard work during the COVID pandemic.

Up to 60 PDCs just by working on COVID policies, working hard to ensure the safety of your company, and even going through the struggles of working remotely. [Getting Credit in a Crisis](#)

This link will help you determine if you are eligible for it. There are also presentations available on-demand available for credit as well.

If you are coming up short on PDCs, there is a plethora of options to get lots of credit, quickly.

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

Date	Presenter	Topics
February 9 th	Carolyn McNairy	Employee Retirement Income Security Act (ERISA) Presentation
February 23 rd – BONUS PROGRAM	TBD	Out of Sight Yet Still Virtually Productive: Effectively Managing Employee Performance During COVID-19
March 9 th	TBD	Mental Health First Aide
May 11 th	Daniel Horgan	Being, Belonging & Becoming: An Interactive Experience Exploring Diversity, Strengthening Equity, and Cultivating Inclusion
June 8 th	Jason Hunt	Full Body Leadership
June 20 th – June 23 rd	SHRM Annual Conference Chicago, IL	
July 13 th	SHRM Board of Directors and Members	Coffee and Convos – Topic TBD
August 10 th	Alexander C. Pullen, Sr. SHRM-SCP	Servant Leadership
September 14 th	Nancy Vollertson	FMLA Update
October 10 th and 11 th	MNSHRM Annual Conference	
November	TBD	TBD
December 14 th	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



Saint Mary's University is actively growing and looking for an HR Specialist to join their team. If you want to learn more about the position or apply, click [here](#).

Membership

Tabitha Newton, Membership Director

Member Spotlight: Rebecca Rowe, MS, SHRM-CP



Hello! Many of you know me but for those that do not – my name is Rebecca. I have been involved with national SHRM since 2009 and with Winona Area SHRM since 2016. I joined the chapter in October 2016 and quickly joined the Board of Directors as President-elect. In January 2017, I transitioned into the President role and have been ever since! In May 2020, I was inducted into the SHRM Young Professional Advisory Council (YPAC).

Recently, I came back to the Winona-market to work. In early December I joined the team at Behrens Manufacturing as their Director of Human Resources. My role heavily focuses on strategic planning, partnerships with our management teams and managing day-to-day operations of the Human Resources department. The HR department at Behrens consists of two additional staff members: a Recruiter and an HR Generalist. I started my HR career in Manufacturing and happy to be back!

In my free time, I love spending time traveling the state of Minnesota with my fiancé going to as many of the state parks as possible. We have been to about ½ of the state parks and hope to check a few more off my list in 2021. I also enjoy spending time with my family. I also enjoy traveling and can't wait to get back to traveling, when it is safe.

Legislative Update

Beth Ede, SHRM-SCP, SPHR

Executive Order on Increased Worker Safety During COVID-19 Issued

On January 21, 2021, President Joe Biden issued an Executive Order which calls for increased protection of the safety and health of workers from COVID-19. The order requires the Occupational Safety and Health Administration (OSHA) to consider whether any emergency temporary standards on COVID-19 are necessary. We are not sure what this may look like at this time, so stay tuned. Minnesota has been proactive in their Emergency Order from Governor Walz for businesses so they may be steps ahead of any requirements that come forward. Again, stay tuned.

Executive Order Issued on Taking Steps Toward \$15 Minimum Wage for Federal Workers.

In another Executive order, this one on January 22, 2021, President Joe Biden is requiring a move toward a new minimum wage of \$15 per hour for Federal workers. This may also require federal agencies on the path to requiring contractors to pay a \$15 minimum wage – but not immediately. There is no definitive date for this requirement, but President Biden is expecting the Federal government “to start the work that would allow him to issue.....within the first 100 days” an order requiring federal contractors to pay at least \$15 per hour. Again, stay tuned.

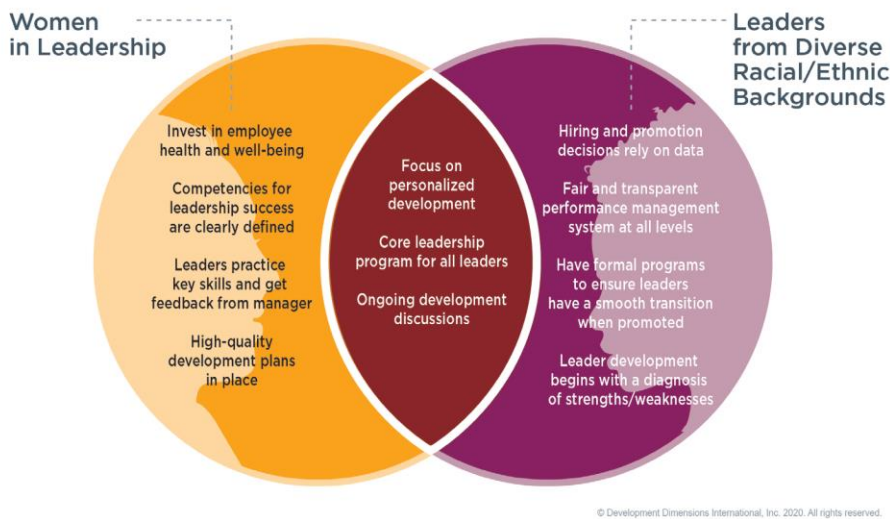
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Workforce Readiness

Julie Kiehne – Workforce Readiness Director

Strategically Guide Efforts that Impact the D&I in your Workforce

Development Dimensions International (DDI) published a *Diversity and Inclusion Report 2020*



which examines responses from 2,102 human resource executives and 15,787 leaders around the world to answer key questions to guide **workplace diversity and inclusion (D&I) efforts:**

- How do leaders feel about the state of diversity and inclusion at their organizations?
- Which industries are leading the way in diversity and inclusion?
- What are the best practices at organizations with a more diverse pipeline?

Your organization can benefit from this research to improve D&I in your workplace. Companies are increasingly paying attention to D&I, and with good reason. The research reveals that fostering a diverse workforce pays off. Organizations with a diverse workforce financially outperform industry competitors. The study revealed that organizations with above-average gender and racial/ethnic diversity had at least 30% women and 20% leaders from diverse racial/ethnic backgrounds in leadership roles. These organizations were eight times more likely to be in the top 10% of organizations for financial performance.

Find the full report to learn more [DDI's Diversity and Inclusion Report 2020](#)

This is a prime opportunity for you to be involved in strategically guiding efforts that impact the D&I in your workforce. Contact Workforce Readiness Director, Julie Kiehne, at 507.457.5088 or jkiehne@winona.edu to provide resources on how to develop exceptional leaders in your organization.

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