

Winona, Minnesota



Winona Area

SHRM Newsletter

January 2017

President's Notes



Happy New Year! I hope everyone had a fun and safe weekend. Now that 2017 is here we can begin marking our calendars! We already have more than half of the monthly meetings planned and are in the midst of planning for the Spring Leadership and Development Conference in April. Let's make 2017 a great year!

Date	Topic	Presenter
January 10th	After Ban the Box (RSVP below!)	Beth Ede
February 14th	Retention	Barb Breza
March 14th	The Future of HR	Nancy Conway
April 11th	Spring Leadership & Development Conference	TBD
May 9th	Team Building	Kubilay Gok
June 13th	FMLA Leave Management	Nancy Vollertsen
July	SUMMER BREAK ☺	NO MEETING
August – Date TBD	Summer Social & Presenter	TBD

Membership Update

by Brandon McQuinn

Please welcome our new Winona SHRM member, Shawna Tienter!

Hello! My name is Shawna Tienter, formerly Fabian. I was recently married in July of 2016 and accepted a job at ZF TRW in Winona as an HR Generalist in June of 2016. I am a Winona native born and raised. Prior to joining ZF TRW, I worked for Merchants Bank in Winona as a credit analyst in their commercial underwriting department. I also formerly worked for the Mayo Clinic in Rochester in Human Resources. I have a Bachelor of Science in Business Administration from Winona State University and a Master of Business Administration from Viterbo University.

I am beyond excited to be back in the Human Resources field and also excited to join SHRM and the Winona chapter.

In my free time, you'll find me out on walks with my yellow lab, fishing with my husband or playing volleyball in the summer. I look forward to meeting some other professionals in the Winona area.



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!

Upcoming Events:

January Monthly Meeting

After “Ban the Box”: Rethinking the Use of Criminal Records Information in the Hiring Process

**January 10, 2017
Green Mill-Winona, MN**

**1 IN 4 PEOPLE IN THE US
HAS A CRIMINAL RECORD.**

But what about the other 75%?

This project is about the ones that got away, and how very different their lives may have been had they been caught.

This past fall, the Winona Area SHRM chapter was a co-sponsor of the Winona County Criminal Justice Coordinating Counsel Seminar titled “Hiring Policies/Practices After Ban the Box”. The event focused on the laws and best practices governing an employer’s use of criminal records information in the hiring process. Due to the thought-provoking and timely nature of the seminar, the information was summarized and we will share it with you.

Most all of us are familiar with “ban the box” and have internal policies and procedures on how to address the hiring of qualified individuals with a criminal background. We will discuss this as well as explore potential changes to our hiring practices as we discover the reality that “we are all criminals”.

RSVP today!!! Please [click here](#) to register or visit the winona.shrm.org website!

Legislative Relations

by Beth Eide

2016 Recap

SHRM's Top 10 Advocacy Accomplishments

While 2016 might go down as the most unique and unpredictable year in political history, it was a banner year for SHRM – thanks to you for advancing the voice of HR professionals on workplace issues to policymakers both in Washington, D.C., and in our state legislatures.

Here are SHRM's top 10 accomplishments during a very busy and extremely successful advocacy year:

1. **DOL Overtime Regulations** – We led the charge in response to the DOL's overtime rule from explaining how the 100% increase went too far, too fast, to SHRM members conducting 750 Capitol Hill visits, to 17,300 emails to Congress in support of a phased-in approach, to our local and state councils sending letters of support for alternatives, to SHRM chairing the Partnership to Protect Workplace Opportunity – a coalition of over a 100 employer groups leading the employer community's response to the overtime regulations.
2. **A-Team/Advocacy Success** – SHRM's Advocacy Team reached unprecedented levels of issue advocacy and engagement with over 650 A-Team Advocacy Captains and over 8,800 HR Advocates directly addressing workplace legislation and regulations.
3. **Employment Law & Legislative Conference** – 500 HR professionals met in Washington, D.C. and learned from great keynote speakers and ended with almost 200 HR advocates conducting in-person meetings with their legislators and staffs.
4. **Advocacy on State HR Issues** – California SHRM led the way by advocating on 5 public policy issues in Sacramento alone, while Maryland and Rhode Island SHRMs advocated on a wide range of policy issues including paid leave, predictive scheduling, expansions to the FMLA, and hiring of veterans.
5. **Reach Outs and Public Policy Forums** – SHRM received over 130 proactive reach outs from Capitol Hill, the White House, and federal agencies seeking our views on workplace issues (up from 110 in 2015). We look forward to more of this proactive reach out with the incoming Trump administration as they work on the overtime rule, reforming and replacing ACA, and the use of background checks in the hiring process – just to name a few.
6. **Releasing SHRM's Principles for a 21st Century Workplace** – The principles are based on SHRM's 2016 Guide to Public Policy Issues and outline the issues that are critical to an innovative, fair, and competitive workplace in these current times.
7. **Banner Year for Regulatory Action** – SHRM conveyed member concerns on 11 regulatory proposals yielding important revisions to a number of final rules including the STEM/OPT (Optional Practical Training) rule and changes to the final EEO-a compensation reporting rules.
8. **Driving Onerous Regulations to Relief in Court** – SHRM played a key role in challenging the "persuader" rule and the Fair Pay and Safe Workplace executive order, leading to court challenges of both. Each of these regulations will likely be revisited or repealed by the incoming Trump administration.

Winona Area SHRM Board of Directors

- Leveraging the 2016 Party Conventions and Elections** – SHRM and CFGI (Council for Global Immigration) were the only human resources organizations in attendance at the Republican and Democratic national presidential conventions this past summer. SHRM and CFGI partnered with moderate Republican and Democratic organizations in order to elevate SHRM's brand, advance important HR public policy priorities, and showcase SHRM as a thought leader on key workplace issues.
- Preserving the At-Will Employment Doctrine** – SHRM and the Virginia SHRM State Council's intervention as *amicus* in the Virginia Supreme Court successfully preserved their at-will employment doctrine and prevented potential negative repercussions in other at-will employment states.

On behalf of the Winona Area SHRM, I sincerely thank you for your advocacy and involvement efforts in 2016 and wish you a safe and productive 2017!



Compliance Update Reminder

*Form I-9 Revised and Use Required by
January 22, 2017*

The U.S. Citizenship and Immigration Services (USCIS) published a revised version of Form I-9, Employment Eligibility Verification, for use on or before January 22, 2017. By January 22, 2017, employers must use only the only the new version (dated 11/14/2016) – but until then, you are allowed to continue to use the version dated 03/08/2013 or the new version. No other versions are allowed for use. Download and/or print the new Form I-9 by clicking [HERE](#).

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