

Winona, Minnesota

Winona Area SHRM Newsletter

January
2019



President's Note

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

Happy 2019! I hope everyone had a joyful and wonder start to the New Year! Speaking of New Year – get ready for an AWESOME year with Winona Area SHRM! We have a lot planned and are in the process of planning more so our members can engage with other HR professionals, learn about recent trends in HR and also listen to a plethora of speakers with abundant knowledge in Human Resources.

Did you know that Winona Area SHRM is a 100% chapter? What does that mean? That means that all of our local chapter members are also national SHRM members. That being said, it's important that you renew your national SHRM membership each year. If you still need to renew your national SHRM membership for 2019 enter code **CHAPTERS25** to receive \$25.00 off.

The Winona Area SHRM is about to begin planning for the 2019 Leadership and Development Conference. If you are interested in being a part of the planning process, please contact me for more information. The conference is tentatively scheduled for **Tuesday, April 16th from 8:00 a.m. – 4:00 p.m. at the Winona State University Tau Center.** We have a great keynote speaker, emcee, HR panel and much more planned!

It's time to think about MNSHRM19 State Conference. The conference is going to be in our neck of the woods next year in Rochester, MN! If you are interested in attending the conference next year, enter promo code: **SAVE50MNSHRM19** to get \$50.00 off your registration fee! The theme of next year's conference is:



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FREE Certification Opportunity!

SHRM and The Chartered Professionals in Human Resources (CPHR Canada) have entered a mutual agreement to recognize each organization's certification programs (SHRM-CP, SHRM SCP and CPHR credentials).

What does this mean for you? This means you have an opportunity to each CPHR Canada's credentials through the completion of CPHR's certification mutual recognition process if you currently have the SHRM-CP or SHRM-SCP. Adding the CPHR designation to your portfolio accentuates your expertise and experience. If your organization is operating or doing business in Canada, the CPHR designation can enhance you and your organization's credibility as a committee business partner in the Canadian market.

You're interested, now what?

1. Notify CPHR Canada of your interest by emailing them at membership@cphrbc.ca or info@cphrbc.ca
2. Upon receipt, CPHR Canada staff will confirm that you are a SHRM Certification credential holder in good standing.
3. Once confirmed, you can apply for CPHR Canada membership, which is the first step towards obtaining the credential. A representative from the selected provincial association will then reach out to you to assist with the application process.
4. That's it, you're done!

Veterans at Work Certificate Program

Veterans at Work Certificate Program

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.

As a reminder, the following positions are currently open and need to be filled include:

- President-elect (2 yr. term)
- SHRM Foundation Advocate
- Certification Director



If you are interested in any of our open Board of Directors position, please contact Rebecca Rowe to learn more!



Monthly Meeting- Tuesday, January 8th from 12:00 p.m. – 1:00 p.m.
Animals in the Workplace: Service, Emotional Support and Therapy

This session is designed to discuss the differences between service, emotional support and therapy animals in the workplace and the must-know items for employers. Alec Beck, Attorney at Law, SPHR Certified Labor and Employment Specialist from **Ford Harrison Global HR Lawyers** will present on this ever-evolving topic.

Please note that this meeting will take place at a new location! We will be meeting at **The Garage Co Work Space located at 123 Lafayette St. Winona, MN 55987**. The Winona Area SHRM Board will provide lunch for all who attend as our thank you to you for being engaged members in our chapter this last year!

Click [here](#) to register!

2019 Winona Area SHRM Calendar of Events

Month	Presenter	Topics
January	Alec Beck	Animals in the Workplace: Service, Emotional Support and Therapy
February	Janet Pool	Driving Change – Improving Organizational Performance
March	Logan Joyce	StengthsFinder Assessment
April	Winona Area SHRM Leadership & Development Conference	
May	Andy Goldman-Gray	Connecting People with Purpose
June	Sarah Bridges	Unconscious Bias
July	TBD	Drowning in Documentation: Staying Compliant and Current with Handbooks, Investigations, and Other Employment Documentation
August	Liz Uram	Performance Feedback: The Gift That Keeps Giving
September	Anna Kraemer & Jim Miley	Creating Confident Retirees
October	MNSHRM State Conference in Rochester, MN	
November	Jana O'Leary Sullivan	Free Speech in the Workplace
December	Holiday Social	

2019 Winona Area SHRM Professional Development Scholarship

The Winona Area SHRM is dedicated to advancing the HR profession by developing chapter members through monthly meetings, an annual Leadership and Development Conference, networking opportunities and other forms of professional development. To support professional development objectives, Winona Area SHRM has created a scholarship program where one (1) scholarship will be awarded to an eligible member for continuing their education or professional development.

Winona Area SHRM will provide one (1) scholarship up to \$1,000 to an active chapter member to be distributed at the discretion of the Winona Area SHRM Board of Directors. With the scholarship, the member could attend a national or state SHRM conference, study for the SHRM-CP/SCP certification, attend a HR-related workshop or further their education by working towards an Associates, Bachelors or Master's degree from an accredited school in an HR-related program.

Consideration for the scholarship will be heavily based on chapter involvement. Scholarship eligibility will include the following:

1. Active national SHRM membership
2. Active Winona Area SHRM membership
3. Actively participating on either the Winona Area SHRM Board of Directors or a committee
4. Attend at least 50% of monthly meetings

A timeline for the scholarship process will be released later in 2019. The application deadline will be in early fall 2019 and the scholarship will be awarded at the end of 2019. The award may be prepaid directly to the entity (school, organization, etc.) by Winona Area SHRM. Any applicant seeking the scholarship for the SHRM-CP/SCP certification will need to provide a receipt and proof of

passing the test to be reimbursed.



Please email Winona Area SHRM President Rebecca Rowe at rrowe@ci.winona.mn.us with any questions.



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- 10 Hrs. / Week of desk space
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\$100

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- 24/7 access
- Desk Space
- 10 Hrs. Conf. Rm.
- Phone Booth

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SHRM Private Email Group



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!

NEW MEMBER WELCOME



Cheri Gabbert, Human Resources Coordinator with Home and Community Options, Inc., oversees all aspects of HR for the organization. She is a Winona native who graduated from Winona State University with a degree in Human Resources Management.

Cheri began her career in Winona before taking a position in La Crosse for three years. During her time in Winona, Cheri was involved with Winona Area SHRM and served on the Board of Directors from 2009 – 2015. Cheri is excited to be back in Winona and rejoin the Winona SHRM Chapter.

Legislative Update

Beth Ede, Legislative Representative

Washington Update

Washington Update

Congress Fails to Pass Funding Bill – Partial Government Shut Down Taking Place

December 21, 2018 was the deadline for Congress and President Trump to reach agreement on the budget funding bill. That date has come and gone – resulting in a partial government shutdown.

As of December 21st, 9 of 15 federal departments and dozens of agencies have closed. The Equal Employment Opportunity Commission (EEOC) and the Department of Homeland Security, among others, have announced plans for closure.

Early reports indicate that approximately 380,000 federal employees may be furloughed, and 420,000 federal employees will have to work without pay during the shutdown. Note that most of the government has been funded through September 2019, so should not be impacted.

Due to the EEOC's shutdown, staff will not be available to answer questions from the public or respond to correspondence; charges will be accepted but not investigated; mediations are canceled; Federal employees' appeals of discrimination complaints will not be decided; and outreach and education events will be canceled. Of the agency's 2,078 staff – only 103 are expected to be retained during the shutdown.

NOTICE TO E-VERIFY USERS

E-Verify participants will not be able to access E-Verify during the government shutdown. In addition, customer support will also be closed during the shutdown. Recognizing the compliance challenges this causes, their policies usually include suspending the 3-day rule for E-Verify cases affected by the unavailability and extend the period during which employees may resolve E-Verify tentative nonconfirmations. Employers still must complete the Form I-9 no later than the 3rd business day after an employee starts work and may not take any adverse action against an employee while the worker's case is in an extended interim case status due to E-Verify's being unavailable.

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