

*Winona, Minnesota*

# Winona Area SHRM Newsletter

July 2017



## President's Notes



I hope you all had a nice and relaxing 4<sup>th</sup> of July weekend! We have a few announcements that we are happy to share with each of you.

We are very excited to announce that our Winona Area SHRM Chapter has received the 2017 GOLD Excel Award! This award recognizes accomplishments and strategic activities and initiatives that enhance the human resources profession. Way to go everyone!!!

We are in the beginning stage of editing our 2017 benefits and compensation survey. We are creating a committee to help edit and create this survey – if you would like to participate in this committee please contact Ashley Zweep. We anticipate the survey will be sent out late Fall/early Winter. We encourage each of you to participate and once the results are analyzed they will be available for purchase. Please stay tuned!

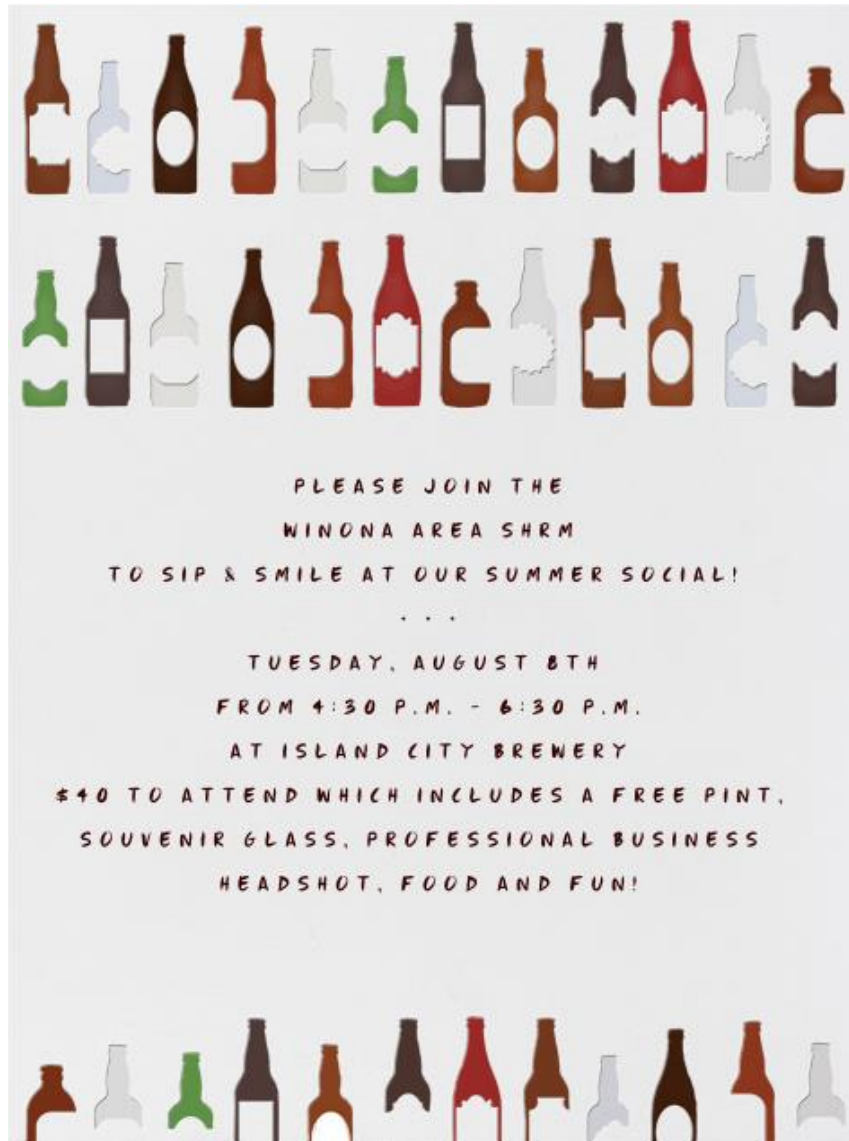
SHRM recently announced the winners of the 2017 When Work Works Award. The winners provide insight into the practices of effective and flexible workplaces and emerging trends. The When Work Works Award is part of SHRM's When Work Works project – a national initiative to help businesses of all sizes and types become more successful by transforming the way they view and adopt effective and flexible workplaces. [Local winners were Catholic Charities of the Diocese of Winona and Winona Workforce Development Board Job Service South East MN – CONGRATULATIONS!](#)

The Summer Social will provide professional headshots, an Island City Brewery tour (free pint of beer), food, prizes, and opportunity to mingle with other members! The cost is only \$40 for all of the above and the event runs from 4:30pm – 6:30pm. See the flyer below for more information. Let's have a nice relaxing and casual get together!

## Upcoming Events

By: Rebecca Rowe

### Sip & Smile at the Winona Area SHRM Summer Social!



Everyone who attends will receive a professional business headshot by *Endless Images Photography*, a FREE pint, souvenir glass and taproom tour from *Island City Brewery* along with food, fun and chances to win prizes. The proceeds from this event will go towards the annual scholarship provided to a local HR student as well as funds to help support educational opportunities for our members. Members who bring a non-member HR friend will receive an extra chance at winning a prize basket drawing! (Paypal issues should be resolved and the link will be active no later than next week!)

*Click here* to register!

# Upcoming Events

## MN State SHRM Conference

Registration is now open for the 2017 MN State SHRM Conference. This year the conference will be held in Duluth, MN on October 8-10. Here is more information about this year's conference. You can also visit [www.mnshrm.com](http://www.mnshrm.com) for more information and to register!

Internationally recognized Keynote Speakers:



**Sarita Maybin**

Motivational Speaker, Author  
and Communication Expert



**Steve Rizzo**

World's Funniest Motivational  
Business Speaker

More than 30 targeted breakout sessions to choose from  
Lunch on Monday and Tuesday  
Exhibit Hall featuring over 100 organizations  
A ticket to the Wellbeing Spotlight Recognition Dinner

Rate Type	Early Bird	Regular Rate	Late Rate
	Rate Registration By 6/16	Registration Between 6/16-9/29	Registration Between 9/30-10/8
<b><u>SHRM Member</u></b>	\$397*	\$448*	\$567*
<b><u>Non-SHRM Member</u></b>	\$443*	\$494*	\$613*
<b><u>Single Day - Monday</u></b>	\$206*	\$258*	\$361*
<b><u>Student - Full Conference</u></b>	\$103*	\$129*	\$155*



## **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: Brandon McQuinn

Welcome to Winona Area SHRM Tyler Kiel



I have been with J.R Watkins since September of 2016 as a Human Resources Representative. In this role I handle recruiting efforts for nonexempt and exempt level employees throughout the organization, employee relations, benefits administration, work comp related issues/first reports of injury, as well as employee engagement. Before coming to J.R. Watkins, I worked for Fastenal in their Diversity and Compliance Division in charge of handling applicant flow for their 2700 + stores and distribution centers across the United States, Canada, and Mexico. In addition, I led the cohort internship group of Winona State students, roughly 15 students, through internship rotations within the company suited toward their major and interest. Prior to this role I was in Payroll for Fastenal for just over a year processing exit interviews, pay program changes, and working with cross functional departments within Human Resources. I graduated from Winona State University with a bachelor's degree in Human Resource Management and Business Administration.

I am engaged to be married in January of 2018 to my wonderful fiancé, Elizabeth (Betsy). We met at Winona State our freshmen year of college and have been together since. We have a 9 month old golden retriever, Nellie, who keeps us extremely busy as well as a 17 year old cat. In my free time I enjoy officiating volleyball, basketball, and baseball at the varsity high school level as well as the Division 2 and 3 collegiate level. In addition, I enjoy traveling to officiate volleyball tournaments on the weekends throughout multiple states.



# Job Opportunities Update on Website **\*\*New\*\***

By: Rebecca Rowe



The Winona Area SHRM Board of Directors has been hard at work looking at ways to advance our chapter and provide great learning opportunities for our members. We are also looking for ways to continue to promote career advancement opportunities for our members. The Winona Area SHRM Chapter has made a change to our *Job Opportunities* section of our website.

If you click on the *Jobs* tab of our website you'll see some new information. Below is a summary of the changes that have been made.

If you would like to post an HR related position with Winona Area SHRM and for it to be sent to all of our members, please email [Rebecca Rowe](mailto:Rebecca.Rowe@ci.winona.mn.us), President-elect. All postings are 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 SHRM chapter member in good standing - **\$40.00**. *Proof of membership must accompany regional SHRM Chapter job submission.*
- ▶ HR internship and/or job postings for companies with no Winona Area SHRM or regional SHRM chapter membership - **\$60.00**.

**When applicable, payment must be recieved prior to posting**

If you have an HR position or internships you'd like to advertise on our website, newsletters and on our social media pages, please email Rebecca Rowe at [rrowe@ci.winona.mn.us](mailto:rrowe@ci.winona.mn.us).

# Legislative Relations

by Beth Eide

## Washington Update

### Health Care Reform “ACA Repeal & Replace” Update

Back in early May, the U.S. House of Representatives passed the American Health Care Act (AHCA), which was their proposal to repeal and replace the Affordable Care Act (ACA). As a result, the AHCA moved to the Senate for consideration and in response, the Senate has drafted their own version of a repeal and replace bill.

On June 22<sup>nd</sup>, the Senate Republicans released the Better Care Reconciliation Act (BCRA). The BCRA closely mirrors the House’s version but has some differences. Because the Senate version differs from the House version, if the Senate version (BCRA) is passed by the Senate, it would need to be approved by the House before moving on to President Trump to be signed into law.

It’s important to remember that both of the ACA repeal and replacement legislative proposals are budget reconciliation bills. This means that they can only address ACA provisions that directly relate to budgetary issues – specifically, federal spending and taxation. This results in neither being a full repeal of the ACA.

Neither the AHCA or the BCRA would affect the majority of the ACA – for example, the following key ACA provisions would remain in place:

- Cost-sharing limits on essential health benefits (EHBs) for non-grandfathered plans
- Prohibition on lifetime and annual limits for EHBs
- Requirements to cover pre-existing conditions
- Coverage for adult children to age 26
- Guaranteed availability and renewability of coverage
- Nondiscrimination rules (on the basis of race, nationality, disability, age or sex)
- Prohibition on health status underwriting
- Section 6055 and 6056 reporting requirements

Senate Republicans are hoping for a vote on the BCRA before the July 4<sup>th</sup> recess, but it may be unlikely. Stay tuned!

## SHRM Board Member

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