

Winona, Minnesota



# Winona Area SHRM Newsletter

July 2021



## President's Note

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

Have you been thinking about expanding your HR network? Looking to build your resume? We have the role for you! Winona Area SHRM is looking to fill three (3) Board of Directors positions for the remainder of 2021 & 2022.

- SHRM Foundation Director
- SHRM Certification Director (must be SHRM-CP or SHRM-SCP certified)
- President-elect

If you are interested in any of the roles open on our Board of Directors, contact me via email at [rebeccarowe@gmail.com](mailto:rebeccarowe@gmail.com). I'd love to set up a time to discuss the roles and the AMAZING benefits that come with it!



Join like-minded HR professionals at the SHRM Annual Conference September 9 – 12<sup>th</sup>, 2021 in Las Vegas, NV. Attendees will have the option to attend in-person or virtually. To learn more, click here: <https://annual.shrm.org/>

Unable to attend SHRM Annual (or looking to attend multiple trainings in 2021)?

MNSHRM will be hosting their annual conference October 11<sup>th</sup> and 12<sup>th</sup> at Mystic Lake Center in Prior Lake, MN October 11<sup>th</sup> and 12<sup>th</sup>. For more information and registration, click here: <https://mnshrm.com/2021-Attendee-Information-&-Registration>

## Elizabeth Smart

Monday Evening Speaker



**KEYNOTE SPEAKER ANNOUNCEMENT**

 <b>Brian Niccol</b> KEYNOTE SPEAKER CHIPOTLE MEXICAN GRILL Chairman and Chief Executive Officer	 <b>Marissa Andrada</b> KEYNOTE SPEAKER CHIPOTLE MEXICAN GRILL Chief Diversity, Inclusion and People Officer	 <b>Bert Jacobs</b> KEYNOTE SPEAKER LIFE IS GOOD Chief Executive Officer
--	---	---



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.



Employing Abilities @ Work is part of SHRMs commitment to offer education and resources to build inclusive workplaces.

Through the certificate program, you will learn:

- Build a more-skilled workforce
- Reach a large untapped talent pool
- Lead the way for employing abilities

The Employing Abilities @ Work certificate is completely free and open to all. To learn more, go to [Employing Abilities @ Work](#) 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.

## 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**

<b>Date</b>	<b>Presenter</b>	<b>Topics</b>
July 13 <sup>th</sup>	Grant Carr, SHRM-CP   Express Employment Professionals	The Demographic Drought: How the Approaching Sandemic will Transform the Labor Market For The Rest of Our Lives
August 10 <sup>th</sup>	Alexander C. Pullen, Sr. SHRM-SCP	Servant Leadership
September 14 <sup>th</sup>	Nancy Vollertson	FMLA Update
October 10 <sup>th</sup> and 11 <sup>th</sup>	MNSHRM Annual Conference	
November	Ron Linneman   WA Group	TBD
December 14 <sup>th</sup>	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

**July Meeting:**

**The Demographic Drought: How the Approaching Sandemic will Transform the Labor Market For The Rest of Our Lives  
Tuesday, July 13<sup>th</sup> from 12:00 p.m. – 1:00 p.m.**

Grant Carr, SHRM-CP from Express Employment Professionals will present: **The Demographic Drought: How the Approaching Sandemic will Transform the Labor Market For The Rest of Our Lives.** In this presentation, we will take a larger look at where all of the people went, and how companies need to change their recruitment and retention strategies.

To register, please click [here](#). You can also submit any topics or questions in advance for the group to discuss. Pending approval for 1 SHRM-CP | SHRM-SCP recertification credit.

---

## Legislative Update

### Beth Ede

#### ***Juneteenth Is Now a Federal Holiday – What Does That Mean for Organizations?***

For the first time since 1983, a new federal holiday has been created – Juneteenth (Juneteenth Independence Day or Freedom Day). This is the official 12<sup>th</sup> federal holiday.

Juneteenth recognizes June 19, 1865, when many enslaved people in Texas learned they had been freed. Even though President Abraham Lincoln signed the Emancipation Proclamation two years earlier, it could not be enforced in many places until after the end of the Civil War in April of 1865. Two months after Confederate General Robert E. Lee surrendered, Union Major General Gordon Granger and his troops arrived in Galveston, TX, with news that the war had ended and the enslaved were now free.

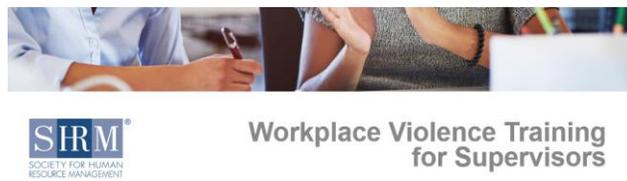
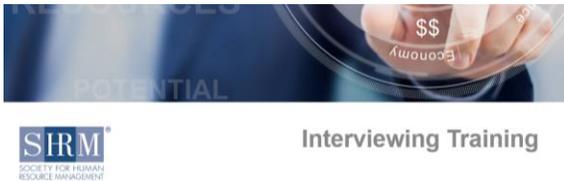
The State of Minnesota has recognized the 3<sup>rd</sup> Saturday in June as Juneteenth since 1996. Annually, the Governor issues a proclamation honoring the observance, but it is not an official State holiday. Minnesota Governor Walz continues to push the Minnesota Legislature to make Juneteenth an official State Holiday. The State of Wisconsin recognizes Juneteenth as a State Holiday but does not require the closing of any type of businesses. This will be a paid day off annually for many Federal workers with many of the organization's closed in observance. Stay tuned to see if any changes will be made in our representative states of Minnesota and Wisconsin (and others where you may have employees and locations).

---

## Membership

**Tabitha Newton, Membership Director**

### **Help, I Need Training Presentations!**



Do you need to provide guidance or training to your supervisors or employees and discover that you are at a loss for information or training materials? Your national SHRM membership has your back! There are presentations available with best practice information on topics such as: Termination Decisions and Meetings, Documenting Employment Actions, Religion in the Workplace, and Delegating Authority. Another topic valuable today as we face the challenge of staffing our businesses is Interviewing Training. It is important that our hiring managers understand how to be effective and are reminded of the do's and don'ts of interviewing.

There are over 50 topics accessible using this link: <https://www.shrm.org/ResourcesAndTools/tools-and-samples/presentations/Pages/default.aspx>. The presentations are created in PowerPoint and downloadable so you can edit and customize to accommodate the needs and practices of your organization. And speaking of accommodation, there are also presentations available on Religious Accommodation and Disability Accommodation.

There's no need to start from scratch when your membership already provides you with these wonderful resources!

## Winona Area SHRM Newsletter

### Workforce Readiness

Julie Kiehne – Workforce Readiness Director

### How to Ensure Pay Equity for People of Color

Research into the racial wage gap shows us that racial bias is alive and well in the U.S. workforce,” wrote the authors of the PayScale report, *The Racial Wage Gap Persists in 2020*.

HR departments play a critical role in advancing pay equity within their organizations. Experts point to bias as a leading cause of pay inequity. Not the prejudice witnessed at white power marches, but the **unconscious bias** everyone harbors. It shows up as stereotyping and snap judgments that surface when dealing with people we don't know and favoritism and good feelings that emerge for those we're familiar with.



### What can you do as an HR Professional?

- 1. Work smart.** Commit to multiple strategies to remedy the inequities and set aside about 2 percent of your budget for pay raises at the end of the audit, says Laura A. Mitchell, a lawyer with Jackson Lewis in Denver.
- 2. Stop asking for pay history.** Past pay doesn't reflect the value that candidates bring. Salary history can be influenced by many factors, such as poor negotiation skills, prior pay inequity and changes in career paths. Instead, focus on the value of the candidate's skills and experience and how it compares to that of people in similar roles in the organization.
- 3. Look through a diversity, equity and inclusion lens.** Scrutinize your diversity landscape from top to bottom to get an accurate picture of your organization's diversity, equity and inclusion efforts. Assess racial, ethnic and gender representation in different job groups and at different levels.
- 4. Talk about it.** Get to the root cause of the inequity. Make discussions on bias part of your company culture, and prioritize your employee diversity, equity, and inclusion training program.

Source: Michael A. Tucker, March 11, 2021

[READ MORE](#)

### SHRM Board of Directors

#### President

Rebecca Rowe, SHRM-CP  
(507) 454-4664 X 135  
[rebecca.rowe@behrensmfg.com](mailto:rebecca.rowe@behrensmfg.com)

#### President-elect

OPEN

#### Secretary

Melissa Shore  
(507) 494-3018  
[melissas@WNBFinancial.com](mailto:melissas@WNBFinancial.com)

#### Treasurer

Linda Digby, SHRM-CP, PHR  
(507) 452-1855 Ext. 108  
[ldigby@winonaorc.org](mailto:ldigby@winonaorc.org)

#### Legislative Representative

Beth Ede, SPHR, SHRM-SCP  
(507) 457-1193  
[baede@merchantsbank.com](mailto:baede@merchantsbank.com)

#### College Relations Chair

Nicole Volner  
[nvolner@winonaymca.org](mailto:nvolner@winonaymca.org)

#### Marketing Director & Web Coordinator

Brandon McQuinn, SHRM-CP  
(608) 787-4551  
[bmquinn@altra.org](mailto:bmquinn@altra.org)

#### SHRM Foundation Director

OPEN

#### Workforce Readiness Director

Julie Kiehne  
(507) 457-5088  
[jkiehne@winona.edu](mailto:jkiehne@winona.edu)

#### Membership Director

Tabitha Newton, SPHR  
(507) 453-8619  
[tnewton@fastenal.com](mailto:tnewton@fastenal.com)

#### Certification Director

OPEN