

*Winona, Minnesota*

# Winona Area SHRM Newsletter

June  
2018



## President's Notes

By: Rebecca Rowe

I hope each of you are enjoying the glorious sunshine and weather we have been experiencing! I'll warn you -it's a long article this month– but it's packed with a ton of great information!

First off – with much sadness and excitement – we are saying goodbye to Kelsey Franzen, our 2018 President-elect and annual Leadership and Development planning committee member. Kelsey has been with our chapter since 2016 and has been a value to our Board of Directors. Kelsey and her family have moved to Brainerd, MN to pursue a life in central Minnesota with friends and family. We wish Kelsey nothing but the best and, I'm sure, we will see her around at MNSHRM functions!

I am thrilled to announce that the Winona Area SHRM chapter has been recently awarded SHRM's prestigious EXCEL Platinum Award for our accomplishments in 2017. The award aligns chapters' with SHRM's aspirations for the HR profession. The award recognizes accomplishments and strategic activities and initiatives that enhance the human resources profession.

"SHRM exists because of our great chapters, like Winona Area SHRM, which work tirelessly to help advance the important mission of the HR profession through initiatives that support our future, build inclusive organizations and focus on workplace readiness," said Johnny C. Taylor, Jr., SHRM-SCP, President and Chief Executive Officer of SHRM. "Recognizing you as a recipient of this prestigious award is just one way to show that SHRM supports you and that we are by your side step by step as we move Together Forward."



For anyone who recently has taken or plans to take the SHRM CP or SCP certification, the SHRM Foundation supports its members by providing a variety of scholarship opportunities throughout the year. Most recently, a Certification Scholarship opened on June 1<sup>st</sup>, 2018. The scholarship will provide \$750 for the SHRM Certification exam and/or preparation materials. There are over 200 scholarships available. The application period is June 1, 2018 – September 1, 2018. To be eligible to apply you must:

- ✓ Be a current National SHRM Member
- ✓ Meet the eligibility requirements for a SHRM Certification exam
- ✓ Took certification exam in 2018 or plan to sit for exam in the next 12 months

If you are interested in applying for this scholarship, click [here](#) for all of the details!

Finally, is your workplace effective and flexible with its employees? If so, you should consider applying for the national **When Work Works Award**. The When Work Works Award, hosted by SHRM, honors organizations that are using work flex as a strategy to make work better – for both the employer and the employee. All applicants will receive a free customized benchmarking report comparing your responses to nationally representative samples of employers, based on national data from SHRM’s National Study of Employers (NSE).

Winona’s own *Catholic Charities of the Diocese of Winona* and the *Winona Workforce Development Board Job Service Southeast MN* were winners in 2017 – is your business next? If you want more information or are interested in applying – click [here](#)!



## Upcoming Events

By: Rebecca Rowe



Date	Speaker	Topic
June 12 <sup>th</sup>	Barry Platt – Veteran’s Employment Representative MN Department of Employment and Economic Development	Integrating & Engaging Veterans in the Workforce
July 10 <sup>th</sup>	Logan Joyce – Strengths Consultant Leadership Vision	Making Sense of the StrengthsFinder Assessment
August 14 <sup>th</sup>	Aaron Tell – Communications/Outreach Specialist Lynne Batzli – Outreach Specialist MN Department of Employment and Economic Development	Minnesota Unemployment Insurance Employer Discussion
September 11 <sup>th</sup>	Alec Beck – Ford Harrison Global HR Lawyers	Legal Update
October 23 <sup>rd</sup>	Winona Area SHRM Board of Directors & MN SHRM State Conference Attendees	HR Roundtable: MNSHRM State Conference Recap
November 13 <sup>th</sup>	Nicole Kauphusman – Express Employment Professionals	HR Analytics and Me: Why Can’t We Be Friends?
December 11 <sup>th</sup>	Holiday social – Topic & Venue TBD	

Join us on **June 12<sup>th</sup> from 11:30 a.m. – 1 p.m.** to hear Barry Platt from MN DEED as he discusses *Integrating & Engaging Veterans in the Workforce*. Barry will discuss a variety of ideas related to veterans in the workforce such as: why you should hire veterans, barriers to employment for veteran job-seekers and veterans with disabilities, hiring incentives and tax credits and partnership opportunities. This is a meeting you won’t want to miss! Register now by clicking [here](#).

If you are looking for additional information on Integrating & Engaging Veterans in the Workforce, you can find resources and articles by the SHRM Foundation at the link:

<https://www.shrm.org/foundation/ourwork/initiatives/engaging-and-integrating-military-veterans/pages/default.aspx>

# Integrating & Engaging Veterans in the Workforce



PsychArmor Employer Courses for Hiring and Retaining Veterans



Why Hire A Vet?



Employer FAQs and Resources for Employing Veterans



Final Report from SHRM Foundation/NAVSO Veterans Summit



How to Begin Hiring Veterans (SHRM)



Why Hiring Veterans Makes Good Business Sense (SHRM)

As a way to continue to support SHRM and all of the work that they do for advancing the HR profession, I would like to ask each of you to take a moment and consider joining **Team Empower**. Team Empower is a special group of passionate individuals who are dedicated to helping empower HR professionals to build inclusive organizations. Established in 2017, Team Empower is the SHRM Foundation's newest and most accessible giving circle. Your annual donation of \$30 or more will automatically add you to the team. If you are interested in joining Team Empower, please click [here](#) to donate! If you donate make sure to indicate Winona Area SHRM as your chapter! See how below.

**MY DONATION** **\$ 30**

**\*Required Field**

How is this donation funded? \*

Personal Funds ☒

☐ **Make this a Monthly Donation**  
Your gift will be made today and the 1<sup>st</sup> business day of each month using the payment method you provide. You can cancel at any time.  
For more information, visit the donate page at [shrmfoundation.org](http://shrmfoundation.org).

Would you like to dedicate this donation?  
Honor someone special, memorialize someone who was passed or dedicate a gift in lieu of speaker's fee.

No ☒

Would you like to award recognition credits to a SHRM Chapter and/or State Council?  
Donors can award recognition credits to SHRM Chapter and/or State Council in honor of their gift. If you are making a Leadership Campaign gift, please complete this section.

Yes ☒

Select a SHRM State Council: ☒ Make Selection

Select a SHRM Chapter: ☒ MN ☒ Winona Area St

Select state of chapter, then select chapter

**NEXT**



# MN State SHRM Conference

Even though some people take HR for "granite", we know how important human resources is!

Join us in Granite City (a.k.a. St. Cloud) to earn your SHRM and HRCI credits!

To register and learn more, please visit:  
[www.mnshrm.com](http://www.mnshrm.com)

## HR ROCKS

**MN SHRM 2018 State Conference**



**October 14-16, 2018  
St Cloud, MN**



	Early Bird Registration by Jan 31, 2018	Regular Rate Registration between Feb 1- Sept 30, 2018	Late Registration between October 1-14, 2018
SHRM Member	\$397	\$448	\$567
Non-SHRM Member	\$443	\$494	\$613
Single Day - Monday	\$206	\$258	\$361
Student - Full Conference	\$103	\$129	\$155
Student Conference - Sunday Only	\$37	\$37	\$46



## 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!**

## Legislative Update

Beth Ede

### Washington Update

#### ***Urge Lawmakers to Act on Legislation to Ease ACA Reporting Requirements***

Even though it does not look like there will be any comprehensive health care reform legislation this year, following last year’s failed efforts to repeal and replace the Affordable Care Act (ACA), it is possible that lawmakers will consider some technical changes to the ACA that have bipartisan support. The Commonsense Reporting Act (H.R. 3919 and S. 1908) is gaining a bit of traction in Congress, but it is critical that HR professionals reinforce the message to lawmakers about the need to simplify the ACA reporting requirements. Specifically, lawmakers need to hear from us about how the reporting requirements have impacted business operations and created administrative burdens on employers. By sharing your experiences, the likelihood that Congress will act on these bills should increase. To facilitate email communication with our lawmakers on the Commonsense Reporting Act, SHRM’s Government Affairs team has prepared a template letter. You can edit and personalize your message and send it directly to our lawmakers’ Washington D.C., offices. Click [HERE](#) to access the template letter.

#### ***Covered Establishments in All States Must Now Submit OSHA Electronic Reports***

On April 30, 2018, the Occupational Safety and Health Administration (OSHA) announced it will require **ALL** establishments affected by the electronic reporting rule to submit their 2017 data to OSHA by July 1, 2018.

This clarifies the requirement for establishments in states with an OSHA-approved plan, such as Minnesota. These establishments must submit electronic reports, regardless of whether the state has adopted the requirements yet or not. The Minnesota OSHA (MNOSHA) has confirmed they have not yet adopted the requirements, but will be doing so for establishments with 10 or more employees. In addition, they will not adopt the exemption for low-hazard industries. Minnesota employers should stay tuned to the MNOSHA for information and guidance as it is released.

Federal OSHA: <https://www.osha.gov/recordkeeping/>

Minnesota OSHA: <http://www.dli.mn.gov/osha/Recordkeeping.asp>

#### ***The DOL Is Getting Ready To Revisit the Overtime Salary Threshold***

The U.S. Department of Labor (DOL) intends to issue a Notice of Proposed Rulemaking to announce a new proposed salary threshold for the FLSA’s white-collar exemption from overtime pay – but not likely until January 2019. The DOL will consider information received through the request for information in making their new proposed rulemaking. According to Tammy McCutchen, an attorney with Littler in Washington, D.C., “more delays are always possible, but I am hoping the DOL will meet that date (January 2019) so we can see a final rule early in 2020”. It’s hard to predict what the new proposed rule will look like, but it is recommended employers begin to think about employees classified as exempt but are paid below the \$40,000 mark.

#### **Past President & Membership**

##### **Director**

Ashley Clark  
azweep@smumn.edu

##### **President**

Rebecca Rowe  
rrowe@ci.winona.mn.us

##### **President Elect**

Open

##### **Secretary**

Melissa Shore  
melissas@winonanationalbank.com

##### **Treasurer**

Linda Digby  
ldigby@winonaorc.org

##### **Legislative Representative**

Beth Ede  
bede@walivebig.com

##### **College Relations Chair**

Jennifer Davis

##### **Marketing Director & Web**

##### **Coordinator**

Brandon McQuinn  
bmcquinn@schurz.com