

Winona, Minnesota

# Winona Area SHRM Newsletter

June  
2019



## President's Note

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

I hope everyone is enjoying the beautiful spring weather we are having – it's about time, right? I am proud to announce that the Winona Area SHRM chapter has been awarded the Platinum EXCEL award (for the second time!!) through national SHRM. The EXCEL award aligns individual chapter activities with SHRM's aspirations for the HR profession. The award recognizes major accomplishments, strategic activities, and tactical initiatives that elevate the profession of human resources. The EXCEL award can be earned at four levels: bronze, silver, gold and platinum. Each level has a prescribed set of requirements and accomplishments that must be met. Winona Area SHRM will receive recognition in SHRM publications and at conferences and a logo to display on our website. Thank you for every one of you who have been involved in our chapter this last year and made it a successful year!



I would like to extend a warm welcome to our newest Winona Area SHRM Board of Directors member; Nicole Volner from Wenonah Canoe, Inc. Nicole will be our new College Relations Chair effective immediately as voted on by the Board of Directors. Nicole has been a member of our chapter since March 2018. Our current College Relations Chair, Jennifer Davis, has decided to step away from her role on the Board but will still be an active member of our chapter. Thank you, Jennifer for your guidance with the students, your great ideas and your professionalism within our chapter. We greatly appreciate every ounce of effort you put into your role and it showed! To learn a bit more about our new College Relations Chair, Nicole Volner, see her bio below!

Nicole Volner is originally from the Lino Lakes area of Minnesota-small town called Circle Pines. Nicole attended Winona State University where she graduated with her double bachelor's in human resources management, business administration, minor in dance, and a master's certification in training and development. She has been working a lot since college at various places teaching dance and as a business professional at St. Mary's University, MCA, Fastenal, Artista Services, Wells Fargo. Currently Nicole works at SG Danceworkz, YMCA and Wenonah Canoe Inc. She was a member of SHRM in college and is currently working towards her certification. She is very happy to be a member of the professional group and excited for this amazing opportunity to become a member of the board and work again with the student chapter!!



Who is planning to attend MNSHRM19 SuperHeRo Conference in Rochester, MN October 13-15? Keynote speakers Neen James and Judson Laipply will not disappoint! Click [here](#) to register!

**Neen James**

**Judson Laipply**

Presentation: *Attention Pays: How to drive profitability, productivity, and accountability*

Presentation: *Lead Your Evolution*



**2019 State Conference  
October 13-15, 2019  
Mayo Civic Center - Rochester, MN**



---

# 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.



**Monthly Meeting- Tuesday, June 11<sup>th</sup>, 2019 from 12:00 p.m. – 1:00 p.m.**  
**Good People, Bad Decisions – How to Manage Unconscious Bias**

Understanding what unconscious bias is and how it impacts our decisions is key to fostering inclusive and diverse workplaces, practices and leadership. Unconscious preference and bias are the default settings in humans; It is universal and hard wired into every brain. Bias is based on experience and is personal, cultural and organizational.

We are unaware of these subtle influences and the potential reach of their implications. This interactive talk focuses on the unconscious processing that shapes how we engage those around us, make decisions and create our workplaces. We will also explore how we can work to change negative outcomes.

The Tandiski Center Southeast Technical College Campus  
1200 Storrs Pond Road Winona, MN 55987  
Click [here](#) to register!

**2019 Winona Area SHRM Calendar of Events**

Month	Presenter	Topics
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	<b>MNSHRM State Conference in Rochester, MN</b>	
November	Jana O'Leary Sullivan	Free Speech in the Workplace
December	<b>Holiday Social</b>	



Click [here](#) to register and learn more about the 4<sup>th</sup> Annual Breakfast Forum *From: Handshake to #Hashtags*



**4th Annual  
Breakfast Forum**  
From: Handshake to #Hashtags

**9.10.19**  
Celebrations on the River

Keynote Speaker:  
**Scott Zimmer**

BRIDGEWORKS

**Callie Zipple**

**Garrett Jerue**

**Jami Gerke**

**Jeannette Schreier**

**WorkforceConnections**  
Your connection to work and training.

**WWW.WCIBREAKFASTFORUM.COM**

## 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 [rowe@ci.winona.mn.us](mailto:rowe@ci.winona.mn.us) with any questions.



**MaxAbility**  
Growing Your Workforce

**SAVE THE DATES**

*To maximize career success for people with disabilities as the trusted resource network for regional business.*

<p><b>FEBRUARY 27, 2019</b> 8:30 – 10:30 a.m. <b>Disability Friendly Culture and Etiquette</b> <i>Focus on Person First Language: Learn how to incorporate Person First Language into your onboarding and training materials</i> Location: Wood Lake Conference Center</p>	<p><b>JUNE 26, 2019</b> 8:30 – 10:30 a.m. <b>If We Knew Then What We Know Now: An Interactive Discussion on Discovering Talent</b> <i>Visual Resumes, Job Shadowing, Internships, Career Pathways, and Accommodations</i> Location: Wood Lake Conference Center</p>	<p><b>OCTOBER 2019</b> 9:00 a.m. to 1:00 p.m. <b>Career Connections: Annual Career Fair</b> Date and Location: TBD</p>
<p><b>APRIL 24, 2019</b> 8:30 – 10:30 a.m. <b>2nd Annual Reverse Job Fair</b> <i>Tap into a diverse workforce of candidates ready to transition to work</i> Location: Wood Lake Conference Center</p>	<p><b>AUGUST 21, 2019</b> 8:30 – 10:30 a.m. <b>Inclusive Job Descriptions: Attracting The Right Talent</b> <i>Learn how to revise or create an inclusive job description</i> Location: Wood Lake Conference Center</p>	<p><b>DECEMBER 2, 2019</b> Events from 12 to 6 p.m. <b>International Day of Persons with Disabilities</b> <i>Keynote speaker 3-4:30 p.m.</i> Location: TBD</p>



**SOUTHERN MINNESOTA | Disability Employment Network Meetings**



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!

**Earn a SHRM Talent Acquisition Specialty Credential**

[LEARN MORE](#)



#### 4 Steps to Earn the SHRM Talent Acquisition Specialty Credential

1. Purchase the SHRM Talent Acquisition Specialty Credential package, which includes:
2. Participating in the Talent Acquisition: Creating Your Organization's Strategy Seminar—available in-person and virtually!\*
3. Completion of six comprehensive SHRM eLearning courses on Talent Acquisition.\*
4. A 50-question online Talent Acquisition knowledge assessment to pass.\*



## 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!**



## Human Resources Generalist

Behrens Manufacturing is seeking an experienced Human Resources Generalist to join their team! The Human Resources Generalist is responsible for performing HR-related duties on a professional level and works closely with the HR Director. This position carries out responsibilities in the following functional areas: benefits administration, employee relations, recruiting, interviewing, onboarding, policy implementation, Worker's Compensation and employment law compliance.

### Required Education and Experience:

A bachelor's degree and three to five years of HR Generalist experience, or a master's degree in HR Management and two years of experience in the HR field, or any similar combination of education and experience.

### Additional Eligibility Qualifications:

SHRM Certified Professionals (SHRM-CP) credential a plus but not required.

Candidates should send their resume and cover letter to [jobs@behrensmfg.com](mailto:jobs@behrensmfg.com) or you may visit the Behrens website at [www.behrensmfg.com](http://www.behrensmfg.com). Click on Employment Tab, complete the application, and upload your resume and cover letter.

Please click [here](#) to access the full job description.

---

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

## SHRM Foundation

Cheri Gabbert- Foundation Director

To RSVP, please click [here](#).



**Brunch**  
with the **SHRM**  
Foundation

SHRM President and CEO, Johnny C. Taylor, Jr. &  
SHRM Foundation Executive Director, Wendi Safstrom  
invite you to join them for brunch  
to kick-off the 2019 SHRM Conference & Exposition.

**SUNDAY JUNE 23<sup>RD</sup>**  
10:00 AM - 12:30 PM  
**The Venetian Las Vegas**  
Titian Ballroom

**RSVP by June 10th**

 **#SHRM19Brunch**

## Legislative

Beth Ede – Legislative Representative

### **UPDATE ON DOL OVERTIME RULE**

On May 21, 2019, SHRM called for the U.S. Department of Labor (DOL) to formally rescind its 2016 overtime rule and move forward with its revised rule – but with some exceptions.

SHRM agrees with the DOL's proposal to stick to the 2004 method for setting a single, nationwide salary threshold for determining exempt status under the Fair Labor Standards Act (FLSA). Under the 2004 method, the DOL's proposed standard salary level would be \$679 per week (\$35,308 annually). SHRM agrees with the salary level as well, however they are not in agreement with the proposed minimum required salary for the highly compensated employee exemption, which the DOL recommends increasing from \$100,000 to \$147,414 – it is too high.

SHRM backs the DOL's proposal to include all types of bonuses and commissions when determining the salary threshold and supports the DOL's position to refrain from changing the existing duties test.

Finally, SHRM has asked the DOL to provide at least 120 days after a final rule for implementation.

### **UPDATE ON EEO-1 REPORTING**

[Please note that the pay data collection component of the EEO-1 has been reinstated. This is important for those employers required to complete the EEO-1.](#)

Filers should continue to use the currently open EEO-1 portal to submit Component 1 data from 2018 by May 31, 2019. If need be, a 2-week extension can be applied for – taking the deadline to June 14, 2019.

The EEOC expects to begin collecting EEO-1 Component 2 data for calendar years 2017 & 2018 in mid-July, and plans to notify filers of the precise date the survey will open as soon as its available.

For additional information about the EEO-1 Survey requirements, please see:

<https://www.eeoc.gov/employers/eeo1survey/index.cfm>

SHRM Resource Page on EEO-1 Reporting:

<https://www.shrm.org/resourcesandtools/tools-and-samples/exreq/pages/details.aspx?erid=1085>

## **SHRM Board of Directors**

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

Ashley Clark

(507) 457-8706

[aclark@smumn.edu](mailto:aclark@smumn.edu)

### **President**

Rebecca Rowe, SHRM-CP

(507) 457-8291

[rowe@ci.winona.mn.us](mailto:rowe@ci.winona.mn.us)

### **President-elect**

Lisa Towner, PHR

(507) 474-5174

[ltowner@winonahealth.org](mailto:ltowner@winonahealth.org)

### **Secretary**

Melissa Shore

(507) 494-3018

[melissas@WNBFinancial.com](mailto:melissas@WNBFinancial.com)

### **Treasurer**

Linda Digby, PHR

(507) 452-1855 Ext. 108

[ldigby@winonaorc.org](mailto:ldigby@winonaorc.org)

### **Legislative Representative**

Beth Ede, SPHR, SHRM-SCP

[baede@merchantsbank.com](mailto:baede@merchantsbank.com)

### **College Relations Chair**

Nicole Volner

(507) 454-5430 ext. 28

[nicolev@wenonah.com](mailto:nicolev@wenonah.com)

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

Brandon McQuinn, SHRM-CP

(608) 787-4551

[bmquinn@altra.org](mailto:bmquinn@altra.org)

### **SHRM Foundation Director**

Cheri Gabbert

(507) 474-9520

[Cheri.gabbert@hco.org](mailto:Cheri.gabbert@hco.org)