

Winona, Minnesota

Winona Area SHRM Newsletter

June 2020



President's Note

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

I hope everyone is enjoying the beginning part of summer with the wonderful weather we have had lately. Winona Area SHRM is continuing to have our regular programming, in a new format, virtually!

Please join us on Tuesday, June 9th for our next monthly meeting:
HealthCARE Consumerism and Financing is Progressing, is your Company Adapting?

Our speaker is Corporate Benefits Manager, Garrett Jerue from The Insurance Center. On the precipice of a virus we don't understand very well, what can we learn in a geographical area of the country with some of the best quality of care, yet some of the highest healthcare prices? How do we adapt when a new adversary we have never dealt with, or understand, presents itself to us that has affected business, lifestyle and emotion? COVID is a catalyst to a conversation, but not the conversation with what we should educate our teams on and what steps are the best to take the remainder of 2020 guidance.

To register, click [here!](#) Pending approval for 1 PDC with SHRM-CP | SHRM-SCP.

New topics have been added for our monthly meetings so check out page 3 of the newsletter to see the line up of meetings we will have for 2020. We are still seeking a speaker for August. If you or someone you know is available and interested in speaking to our chapter, please contact me to discuss.

For those who were registered or planning to attend the SHRM Annual Conference and Exposition in San Diego, CA, a recent communication was emailed but, in summary, I wanted to share with you an 'update'. SHRM has cancelled the 2020 Annual Conference. If you registered, your registration has been automatically transferred to next year's SHRM Annual Conference in Chicago, IL. Please click [here](#) for more information.



Our friends at Twin Cities SHRM has extended an invitation to our chapter members to join their June events at TCSHRM member rates. To register, you will need to go to TCSHRMs website and use promocode MNSHRM20. There programs for June include:

Wednesday, June 10th, 2020: June Program: Going Beyond Diversity & Inclusion Hiring Practices

Wednesday, June 17th, 2020: June Webinar: Trans Inclusion in the Workplace

Thursday, June 18th, 2020: June 2020 Intl SIG Program: Work Anywhere



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.

Workforce Readiness

Julie Kiehne – Workforce Readiness Director

How Automation Will Affect Your Workforce

By Ravin Jesuthasan and John Boudreau

There is currently a lot of debate related to automation and their future within the workplace. Generally, there are two prevailing schools of thought on the issue. On the one hand there are fears that increasing levels of automation will render a growing number of job roles unnecessary, leaving human workers redundant and sparking a worldwide employment crisis.

On the other is a more hopeful vision, and one that's less likely to gain the same kind of traction in national media. This centers around automation enabling humans to focus on the human tasks that they're best at. The kind of skills that no automation can replace, and shifting, rather than removing, job roles.

Today, executives must cut through a lot of hype around automation. Leaders need a clear-eyed way to think about how these technologies will specifically affect their organizations. The right question isn't which jobs are going to be replaced, but rather, what work will be redefined, and how?

Based on our work with a number of organizations grappling with these issues, SHRM suggests that the following four-step approach can help.

1. Start with the work, not the "job" or the technology
2. Understand the different work automation opportunities
3. Manage the decoupling of work from the organization
4. Re-envision the organization

[READ MORE](#) about the future of automation in the workplace.

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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!



2019 & 2020 Winona Area SHRM Calendar of Events

Month	Presenter	Topics
June 9 th	Garret Jerue	HealthCARE Consumerism and Financing is Progressing, Is Your Company Adapting?
July 14 th	Jay Kirschbaum	Why Does Our Plan Say That? Hard Facts Make Bad Law
August 11 th	Robert Lemke	Building HR Capacity
September 8 th	Tom Revnew	Avoiding the Wrongful Discharge Claim
October 13 th		
November 10 th	Sue Sieger, ACFCI, CAS	Year End Compliance Review: Updates, Reminders, Toolkits and More
December	KimAileen White, MA	The Power of LinkedIn

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

With the beginning of a new year, it is time to start recruiting for new HR professionals who are looking for a great opportunity to grow in the HR profession, network with an amazing group of HR professionals and be involved in exciting opportunities like a yearly HR conference with professionals all around the great state of Minnesota, professional development opportunities, resume building and much more! Below is a listing of the roles we have open on our Board of Directors and a brief description for each role. If you are interested in either role, please contact Rebecca Rowe, Winona Area SHRM President for more information.

Immediately Open Board of Directors Role

Certification Director (1 yr. term)

In this role, the Certification Director will manage the chapter’s certification study program, encourage members to become SHRM-CP or SHRM-SCP certified and assist those who are recertifying. The member who fulfils this role must be SHRM-CP or SHRM-SCP certified.

Membership Director (1 yr. term)

In this role, the Membership Director will manage the membership functions to successfully maintain and/or increase the chapter’s membership. The Membership Director will also maintain the chapter’s membership database/roster and online directory. Finally, this board member will guide or assist with any membership drives, events or activities.

If you are interested in fulfilling any of the roles listed above, please contact Rebecca Rowe at rebecca.rowe@pfc.coop or (608) 784-5798 x 1007 to set up a meeting to discuss your interest and answer any questions you have.

Legislative

Beth Ede, SHRM-SCP, SPHR – Legislative Representative

Business Immunity from Coronavirus Lawsuits

As Congress deliberates a potential next round of coronavirus relief legislation, some of us wonder about our liabilities related to COVID-19 for our organizations as we continue to operate or once again begin operations at some level.

Some states have passed laws granting immunity from COVID-related legal liabilities for some types of employers and organizations – at this point, this does not include Minnesota or Wisconsin.

As more and more businesses and organizations “reopen”, some Congressional lawmakers have started discussion around liability immunity while others don’t agree with exempting liability.

With so much unknown, our best offense is a good defense. Make sure you create and implement a strong preparedness plan and educate and hold employees accountable for their health and safety and that of their co-workers, customers, vendors, etc.....and be prepared to alter your plan as needed.

These are uncharted waters – be ready to change direction as the need arises.

Quiz: What’s Required When Employees Are Scared to Report to Work?

Do you know what employees’ rights and your obligations are under federal and local laws? SHRM has a true-false quiz to test your knowledge. It can be found [HERE](#).

SHRM also has an article on this topic – it can be found [HERE](#).

COVID-19 Impact: EEOC Won’t Collect Employer EEO-1 Data in 2020

The Equal Employment Opportunity Commission (EEOC) will delay until March 2021, collection of EEO-1 Component 1 information.

Note that the EEOC is still in the process of seeking approval from the White House Office of Management and Budget (OMB) to collect data from 2019, 2020, and 2021. If approved, the EEOC would expect to begin collecting 2019 & 2020 EEO-1 Component 1 data in March 2021.

The EEOC will notify filers of the precise date the surveys will open as soon as it is available.

SHRM Board of Directors

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Vacant

Certification Director

Vacant