

Happy St Patrick's Day



Have you met the Winona SHRM President?

Ashley Zweep was the President-Elect in 2015 for the Winona SHRM organization and as of January she stepped into the President role. Ashley attended the University of Wisconsin - La Crosse to achieve her Bachelor's in Business Administration and HR minor. Upon graduation Ashley worked at ANOVA Furnishings as the HR Coordinator for 2+ years. She now is employed at Winona Health as an HR Generalist.

Happy March and Happy St. Patrick's Day!!! The Board of Directors have been working hard determining what new ideas to implement with the Winona SHRM Chapter. As you can see the newsletter received a much needed improvement, the website is currently being updated and beginning in May 2016 we will begin hosting our meeting at the Green Mill! In May there will be a 'kick off' meeting to show case our new meeting format and agenda. Let's begin networking, socializing and getting to know other HR Professionals in the area again! Details will be shared soon.

Don't forget to register for the 2016 Leadership & Development Conference April 19th. 2016 and receive the early bird discount!

*Thank you to those who attended
the 2015 Holiday Social at
Blooming Grounds for Wine, Food
and Painting! It was so much fun!!!*



SHRM Board of Directors:

President	Ashley Zweep
Secretary	Heidi Viestenz
Treasurer	Linda Digby
Legislative Representative	Beth Ede
Membership Director	Karissa Wirt
College Relations	Jennifer Davis
Past President	Rhonda Spece

OPEN Board Positions:

President Elect
Web Coordinator
Marketing/PR
Certification Representative
Foundation Advocate

If you are interested in becoming a board member please visit winona.shrm.org to review the job descriptions or reach out to an active board member for more information!

Register
Now!!!



Join Us!

2016 Leadership & Development Conference
April 19, 2016 | Riverport Inn & Suites

7:00 - 8:30 a.m.:	Conference Check-In and Breakfast
Session I: 8:30 a.m. - 12:00 p.m.	Brenda Clark Hamilton - "Leading Others Through Organizational Change"
12:00 p.m. - 1:00 p.m.	Lunch Provided
Session II: 1:00 p.m. - 4:00 p.m.	Erik Therwanger - "The Leadership Connection"



Brenda Clark Hamilton, MA Ed.
Fresh Coffee: Professional Growth Programs



Erik Therwanger
Author, Speaker, Coach
Think Great, LLC

Event Registration:
Early Registration: \$109.00 • SHRM Member Registration: \$99.00
Late Registration: \$140.00 • Group Discounts Available!
Early Registration Deadline: March 20

Register at winona.shrm.org today!



2016 Calendar of Events

March 8th Sarah Huerta
Effective Feedback for Leadership Success
(Discussion points will be effective feedback techniques to recognize and motivate others)
Please [click here](#) to register!

April 19th 2016 Leadership & Development Conference
Riverport Inn and Suites in Winona
Speaker I: Brenda Clark Hamilton – “Leading Others Through Organizational Change”
Speaker II: Erik Therwanger – “The Leadership Connection”

To register, [click here](#) for the early registration discount!



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May KICK-OFF MEETING
MONTHLY MEETINGS BEGINNING IN MAY AND MOVING FORWARD WILL BE HELD AT GREEN MILL. DETAILS WILL BE SHARED SOON! 😊

June **SHRM National Conference** in Washington D.C. June 19th – 22nd. Visit <https://annual.shrm.org/> for more information and to register.

July No Meeting

August **Summer Social (TBD)**

September 13th **Chatrane Birbal, SHRM's Senior Advisor of Government Relations.** Webinar on "Washington Outlook" - Legislative Update.

October 11th **Monthly Meeting TBD**
AND
2016 MN SHRM State Conference, Bloomington, MN
October 9-11th

November 8th **TBD**

December **2016 Holiday Social**

Legislative Update

By: Beth Ede

EEOC Update

EEOC Hits the Ground Running in 2016

The Equal Employment Opportunity Commission (EEOC) has given notice that it will play an integral role in advancing President Obama's public policy agenda during his final year in office. Here is what the EEOC is out of the gate with so far in 2016:

Updated Retaliation Guidance – On January 21st the EEOC issued draft guidance on preventing retaliation, providing 30 days for public comment which ended February 24th. According to the agency, complaints to the EEOC of workplace retaliation have grown year over year and the new guidance will replace the current Compliance Manual on Retaliation that was issued back in 1998.

The new guidance defines “protected activity” as well as provides examples of unlawful conduct and what the EEOC considers to be “best practices” for employers to avoid retaliation in the workplace.

SHRM will be submitting comments on the draft guidance.

Pay Data Included in New EEO-1 – The EEOC announced on January 29th that it is revising the annual EEO-1 report to include the collection of summary pay data by gender, race, and ethnicity, from employers required to complete the EEO-1 form (click [HERE](#) for “who must file”). In its announcement, the EEOC noted that this new requirement will replace the Equal Pay Report that the OFCCP has been working on for the past two years and expand the Administration's efforts to collect this type of data beyond federal contractors to include requirements on all employers.

SHRM will have the opportunity to comment on this proposal as well.

College Relations

By: Jennifer Davis

March is Mentorship Program month!

While we're still finalizing details we're excited to say after working closely with the Winona State University Student SHRM chapter we've made a few changes to the Mentorship Program this year!

- **Tentative date: Tuesday, March 29th**
- **Tentative Location: Winona State Campus Library**
- **Time: 5:30pm – 7:00pm**

This year we are hoping to have 6 HR Professionals (mentors) sit on a panel for one hour while students ask HR related questions. During the 30 minutes following the panel discussion we will match students up with mentors and ask that they coordinate a date and time for a 2-4 hour working shadow day. During this working shadow day students can observe the work environment, responsibilities, have their resumes reviewed and ask any additional questions. We're hoping with these changes we'll see an increase in attendance and participation from students.

We are still looking for Mentors!

Contact Jennifer Davis at Jennifer.Davis@expresspros.com or 507-457-3311 for further information if you are interested in helping our future HR professionals.



MISSION

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

Vision – (What we want to be)

- To be the leading resource on people management skills.

VALUES

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