

Winona, Minnesota

Winona Area SHRM Newsletter

March
2018



President's Notes

By: Rebecca Rowe

March is here and it's time to start looking forward to Spring weather and some sunshine! It's also time to start looking at all of the exciting Winona Area SHRM events we have planned for the coming months!

On March 13th, Donna Ploof from Trusted Employee will be discussing Employee Engagement. Donna's presentation, *Stop the – Now You See Me, Now You Don't – Through Beneficial Engagement*, from 12 p.m. – 1 p.m. at the Green Mill in Winona. Registration is open on our website!

We are another month closer to the Winona Area SHRM's Leadership & Development Conference on Tuesday, April 10th from 7:30am-4:45pm at the Tau Center on the Winona State University campus. Registration is now open and the early bird rate is only available until March 27th so do not wait to sign up! Group rates are also available for companies who register three or more from their organization to attend. We would also like to thank our wonderful sponsors for this year's conference.





Register now before the early bird special ends (March 27th)

To learn more about the conference, visit <https://winona.shrm.org> and click on the tab **2018 L&D Conference** on the top of the website page. You will be able to complete the conference registration form, pay the conference fee via Paypal and view the tentative agenda for the day.

Cost to attend:

- SHRM Member (local or national): \$99.00
- Non-SHRM Member: \$109.00
- Group discount of 3 or more attendees from the same company:
 - \$89.00 per person (group discounts will be honored until March 27th)
- After March 27th all registrations will increase to \$129.00 per person

We have two phenomenal speakers: Neil Ihde who will discuss *Setting the Stage for Healthy Conflict* and Chris Heeter (and her dog Tuu Weh) will discuss *When the leader sees nothing but tails: Leadership skills from the back of a dogsled*. We will also have experts in Talent Acquisition and Employee Engagement from Kwik Trip, Organic Valley, Dynamic Recycling, Express Employment Professionals, Winona Chamber of Commerce, and the Workforce Center on a panel answering your questions. We will also have experts in Employment Law from the University of Wisconsin – La Crosse, Winona Agency, Ford Harrison Global HR Lawyers, Lindquist & Vennum LLP and Fastenal onsite to answer your employment law questions. A photographer will also be onsite taking business professional headshots sponsored by Winona National Bank as a fundraiser for the SHRM Foundation.

Click [here](#) to register!



Job Posting:



<https://winona.shrm.org/job-opportunities>

Employee Benefits - Support Leader
The Insurance Center (Onalaska, WI location)
Posted 02/08/2018

As an **Employee Benefits - Support Leader** you will provide accurate, efficient & timely support to our sales team as well as supervise support staff. The Insurance Center is a successful and well established independent insurance agency seeking a dependable and hardworking individual to join our team. The Insurance Center is committed to providing a diverse and challenging work environment encouraging critical thinking, problem solving and project management.

Key Responsibilities include:

- Supervise and streamline support staff workflow.
- Partner with the Sales team and mentor support team to understand and articulate critical deliverables discussed throughout the sales and implementation process.
- Demonstrate a good understanding of Self-Insured Health insurance plans, ACA, 1095Cs & working with stop/loss and the pharmacy market.
- Acts as a trusted compliance resource to both immediate team and clients.
- Participate in client meetings, leading annual enrollment meetings for client.
- Providing prompt and friendly account support including providing/obtaining reports & plan metrics, project management, coordinating SPDs, and other benefit compliance requirements.
- Serve as an advocate to our clients and their employees through positive relationships with the various carriers and continuous education.
- Sets priorities and manages work flow to ensure efficient, timely and accurate processing of transactions and other responsibilities.
- Maintains knowledge of new developments or changes with the various carriers and new Federal/State laws that may affect how our clients must administer their benefit programs, and communicate this information to clients and team members.
- The ability to multi-task, organize and perform work with accuracy.

Qualifications and Skills

Associates Degree in Human Resources, Business Administration or related degree; and two to three years of related experience and/or training; or equivalent combination of education and experience is preferred. Employee benefits knowledge including applicable regulations and health insurance plan administration required. Experience using HRIS related software, Word, Excel, Outlook and proficient internet navigation also required. CEBS, PHR, SHRM-CP or SHRM-SCP certification a plus.

As an Equal Opportunity Employer, T.I.C., Inc. will recruit and select applicants for employment solely on the basis of their qualifications. Our Practices and Procedures, including those relating to wages, benefits, transfers, promotions, terminations and self-development opportunities, will be administered without regard to race, color, religion, sex, sexual orientation and gender identity, age, national origin, disability, or protected veteran status and all other classes protected by the Federal and State Government.

Benefits

The Insurance Center offers competitive compensation and excellent benefits package including 401(k) plan, medical, dental, vision, life insurance and more. Consistent with our healthy work life balance we offer paid holidays and a generous paid time off policy.

For immediate consideration, qualified applicants should submit a letter of application, resume, and salary requirements to jobs@ticinsurance.com. Please reference job code EBL2818ONA when applying.

Upcoming Events

By: Rebecca Rowe

SHRM Monthly Meeting March 13, 2018

March Monthly Meeting

Stop the – Now You See Me, Now You Don't – Through Beneficial Engagement



Donna Ploof from Trusted Employee will present on Employee Engagement. Every company wants engaged employees and every company wants to see improvements. Why not combine the two for the benefit of both? This is the story of how one company changed its management style, educated its workforce and brought everyone on board to the new company culture of working together.

- What types of employee engagement work – money, recognition, awards?
- Get the buy in of management by incorporating company goals into engagement processes.
- How to keep it fun and relevant.



Date	Speaker	Topic
March 13 th	Donna Ploof – Trusted Employees	Now You See Me, Now You Don't – Through Beneficial Engagement
April 10 th	Winona Area SHRM Leadership & Development Conference	
May 8 th	TBD	TBD
June 12 th	Barry Platt – Veteran's Employment Representative MN Department of Employment and Economic Development	Integrating & Engaging Veterans in the Workforce
July 10 th	Logan Joyce – Strengths Consultant Leadership Vision	Making Sense of the StrengthsFinder Assessment
August 14 th	Aaron Tell – Communications/Outreach Specialist Lynne Batzli – Outreach Specialist MN Department of Employment and Economic Development	Minnesota Unemployment Insurance Employer Discussion
September 11 th	Alec Beck – Ford Harrison Global HR Lawyers	Legal Update
October 23 rd	Winona Area SHRM Board of Directors & MN SHRM State Conference Attendees	HR Roundtable: MNSHRM State Conference Recap
November 13 th	Nicole Kauphusman – Express Employment Professionals	HR Analytics and Me: Why Can't We Be Friends?
December 11 th	Holiday social – Topic & Venue TBD	

Membership

By: Ashley Zweep

Winona SHRM is excited to announce 4 new members! Please provide a friendly welcome to the following new members at our next monthly meeting:

Mindy Wick is the Human Resources Assistant at WinCraft. Mindy graduated from UW-Stout with a degree in Business Administration in May of 2006 and has been with WinCraft for 11 years. Mindy lives in Alma, WI with her five children and enjoys spending time with her family & friends.



Kate Dillon is the Human Resources Representative at WinCraft. She graduated from Winona State University in May of 2017 with degrees in Human Resources Management and Business Administration. During the week of graduation, Kate was hired to WinCraft and began work at the end of May. Kate lives in Winona and enjoys many of the outdoor activities Winona has to offer.



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!

Membership

By: Ashley Zweep

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 bachelor's in human resources management, and business administration, along with a 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 and Wenonah Canoe Inc as the HR Director. She was a member of SHRM in college and is very excited to be a member once again in the local chapter to gain knowledge and friendship form other local HR members.



LeAnn is an Employment & Benefits Specialist with Peerless Chain Company. Prior to joining Peerless Chain Company in January 2017, LeAnn was the Human Resources Manager at Rochester Meat Company in Rochester for 14 years. She was also employed in Human Resources at Chart Industries in La Crosse and King Company in Owatonna. LeAnn has a Bachelor's Degree in Organizational Management from Viterbo University. LeAnn has been a SHRM Member for many years. She served as a Past President and board member for the Rochester Human Resources Association and was a past board member for the La Crosse Area SHRM. LeAnn and her husband Randy have lived in the Winona area for over 21 years.



By: Jenn Davis

March will be focused on two main events. The first is the Mentorship Panel where we currently have 13 HR professional signed up to speak to our students, a big thank you for everyone who is volunteering their time. We're expecting another great turn out this year! The other focus for March is to participate in mock Interviewing between the college students and local high school students. More to come on this event!



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!

Legislative Relations

by Beth Ede

Washington Update

President Trump’s Proposed Fiscal Year 2019 Budget Includes HR-Related Proposals

The Trump administration released its proposed fiscal year (FY) 2019 federal budget on February 12th which contains a number of workplace-related proposals.

The budget is a request from the president to Congress to fund the federal government for the upcoming FY19, which begins on October 1, 2018 – and more importantly, sets the stage for the White House’s policy priorities for the coming year.

Here is a snapshot of the key HR workplace-related requests within the budget submittal:

Labor

- *Reintegration of the Formerly Incarcerated* – Supports activities authorized under the Second Chance Act to help individuals exiting prison make a successful transition to community life and long-term employment through mentoring, job training and other services.
- *Apprenticeships* – Supports activities that would expand apprenticeship programs at the state and local levels through a range of options, such as state-specific outreach strategies, partnerships, economic development strategies, and expanded access to apprenticeship opportunities for under-represented populations through pre-apprenticeships and career pathways.
- *Paid Parental Leave* – Establishes a federal-state paid parental leave benefit program within the unemployment insurance (UI) program that would begin in 2021. The program will provide six weeks of benefits for mothers, fathers and adoptive parents. The benefit is provided to help families recover from childbirth and to bond with their new children.

Health Care

- *Affordable Care Act Subsidies* – Provides two-year funding for cost-sharing reduction (CSR) payments. The continued uncertainty surrounding CSR payments will have a negative impact on millions of people in the individual market, which could shift significant costs to employers and other private-sector payers as well as the federal government.
- *ACA “repeal-replace”* – Endorses a plan by U.S. Senators Lindsey Graham (R-SC), Bill Cassidy (R-LA), Dean Heller (R-NV) and Ron Johnson (R-WI) that would effectively re-allocate the ACA’s federal spending (insurance subsidies and Medicaid expansion funds) with a block grant given annually to states to help individuals pay for health care. The proposal also includes a provision to reduce the employer mandate penalty to zero, but not the requirement that insurance carriers offer coverage to individuals with pre-existing conditions.
- *Association Health Plans* – Increases funding for the Employee Benefits Security Administration (EBSA), an agency of the Department of Labor, to support association health plans. The EBSA issued proposed regulations for an expansion of association health plans in January. The proposed rule would allow small employers and sole proprietors to band together and form an association health plan

SHRM Board Members

Past President

Ashley Zweep
azweep@smumn.edu
507-457-8706

President

Rebecca Rowe
rowe@ci.winona.mn.us

President Elect

Kelsey Franzen
Kelsey.v@anovafurnishings.com

Secretary

Melissa Shore
melissas@winonanationalbank.com

Treasurer

Linda Digby
ldigby@winonaorc.org

Legislative Representative

Beth Ede
bede@winonaagency.com

College Relations Chair

Jennifer Davis
Jennifer.davis@expresspros.com

Membership Director

Brandon McQuinn
bmcquinn@exchange.hbci.com

Immigration

- *Employment Verification* – Includes funding for a nationwide mandate for all employers to use E-Verify, the government's electronic employment eligibility verification system. The budget proposal also includes funding for Immigration and Customs Enforcement (ICE) officers, including for additional worksite investigators. Enforcement would be funded by a 35 percent increase in penalties for knowingly employing undocumented workers.
- *Labor Certification Process* – Includes an idea to establish a "workload-based funding source" for the labor certification process at the Department of Labor by charging employers, that want to hire temporary foreign workers, fees when they seek labor certification.

The FY19 budget policy proposal will require action by Congress and, in the upcoming months, congressional committees with jurisdiction over budgetary issues will hold a series of hearings on the president's budget proposal. As Congress considers the budget, SHRM will continue to advocate in support of proposals that will strengthen and support the workplace.