



# Winona Area SHRM Newsletter

March  
2019



## President's Note

Rebecca Rowe, President

The Winona Area SHRM Board of Directors is excited to announce that registration for our annual Leadership and Development Conference is now open! At this year's conference we have two AMAZING speakers lined up: Dr. Jermaine Davis and Kate Bischoff, SHRM-SCP. You do not want to miss out on this day of great topics and great company! Register before March 15<sup>th</sup> and get our special early bird rate!

Click [here](#) to register!

## Winona Area SHRM Leadership & Development Conference

**Dr. Jermaine M. Davis**  
Oops...What Do I Do Now? Fostering a Work Culture of Respect and Inclusion



**Keynote Speakers**

**Kate Bischoff, SHRM-SCP**  
Employment Law Update



**Breakfast & Lunch Included!**

**SHRM Foundation Fundraising Opportunity**

**Expert Panel in Employee Engagement**

**Register at:**  
<https://winona.shrm.org>

Society for Human Resource Management



SHRM  
2019-2020  
RE-CERTIFICATION  
PROVIDER  
2019



**Tuesday, April 16th, 2019**  
**7:30 a.m. - 4:30 p.m.**  
**Tau Center- Winona State University**  
**1st Floor Rotunda**

Thank you to our Platinum Sponsor:





**RESCHEDULED FROM FEBRUARY**

**Monthly Meeting- Tuesday, March 12<sup>th</sup>, 2019 from 11:45 a.m. – 1:00 p.m.**  
**Driving Change – Improving Organizational Performance**

When organizations are attempting to grow, develop and keep pace with changing internal and external forces, successful outcomes often require changes that alter how people complete their jobs, the technology they use and/or the skills they need. Organizations who embrace change benefit from reduced overall costs, shortened service cycles, enhanced value, and successfully deployed results-oriented solutions.

This session will cover the change management approach taken by one social services organization to improve overall outcomes. Participants will leave with an understanding of:

- The role of the sponsor(s), successfully engaging staff, developing effective communication, generating short wins, removing barriers, and managing resistance & sustaining the change.

Please note that this meeting will take place at a new location! We will be meeting at:  
**The Garage Co Work Space located at 123 Lafayette St. Winona, MN 55987.**  
Bring your own lunch!

Click [here](#) to register!

**2019 Winona Area SHRM Calendar of Events**

Month	Presenter	Topics
March	Janet Pool	Driving Change – Improving Organizational Performance
April		<b>Winona Area SHRM Leadership &amp; Development Conference</b>
May	Andy Goldman-Gray	Connecting People with Purpose
June	Sarah Bridges	Unconscious Bias
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>

# NEW MEMBER WELCOME



**Terri Lorenz**  
Alliance Bank

I have lived in the Cochrane Wisconsin area for over 48 years. I have been with Alliance Bank (Cochrane Branch) for over 15 years and have been working in the HR Department for a little over 3 years now. I am currently on the Board of Directors of the Cochrane Cooperative Telephone. I am active in the community through volunteering my time with different bank sponsored charity events. My husband and I enjoy cooking, fishing, and spending time with my son and grandson.

**Rachel Herschberger**  
Riverside Electronics

My name is Rachel, I am married and have an almost 2 year old son! Since graduating high school, I was persuaded by some of my family to think about a career in Human Resources! So with that I completed a certificate program in HR in May of 2016. I started my first job as a Human Resource Assistant at RiverSide Electronics in that same month. I have learned so much in the almost 3 years of working in the HR department and I know there is still so much to explore and learn to improve my knowledge and career. I am excited to be a part of the Winona SHRM chapter!



**Christi Braun**  
Manpower

I joined Manpower in June 2017 as the Market Leader. I have lived and worked in Winona my entire life, raising two children. One works for a large corporation in Winona and the other is a Special Ops Security Forces trainer for the United States Air Force. I own a small business in Winona. I believe strongly in great values, strong work ethic, helping people, and building a strong community. I have a passion for working with Veterans and active duty Service Men and Women. Being an Entrepreneur has helped me foster and build great relationships throughout the Winona area.



# SAVE THE DATE



**MaxAbility**

Growing Your Workforce

## SAVE THE DATES

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

### **FEBRUARY 27, 2019**

8:30 – 10:30 a.m.

#### **Disability Friendly Culture and Etiquette**

*Focus on Person First Language: Learn how to incorporate Person First Language into your onboarding and training materials*

Location: Wood Lake Conference Center

### **APRIL 24, 2019**

8:30 – 10:30 a.m.

#### **2nd Annual Reverse Job Fair**

*Tap into a diverse workforce of candidates ready to transition to work*

Location: Wood Lake Conference Center

### **JUNE 26, 2019**

8:30 – 10:30 a.m.

#### **If We Knew Then What We Know Now: An Interactive Discussion on Discovering Talent**

*Visual Resumes, Job Shadowing, Internships, Career Pathways, and Accommodations*

Location: Wood Lake Conference Center

### **AUGUST 21, 2019**

8:30 – 10:30 a.m.

#### **Inclusive Job Descriptions: Attracting The Right Talent**

*Learn how to revise or create an inclusive job description*

Location: Wood Lake Conference Center

### **OCTOBER 2019**

9:00 a.m. to 1:00 p.m.

#### **Career Connections: Annual Career Fair**

Date and Location: TBD

### **DECEMBER 2, 2019**

Events from 12 to 6 p.m.

#### **International Day of Persons with Disabilities**

*Keynote speaker 3-4:30 p.m.*

Location: TBD



## **SOUTHERN MINNESOTA | Disability Employment Network Meetings**

### **College Relations**

Jenn Davis, College Relations Chair

February is here and gone! On February 13<sup>th</sup> we were lucky enough to have Human Resource Manager, Linda Digby, from Winona ORC present on how to find a purpose-driven career. The students were very grateful for the experiences Linda was able to share about her own career path. It was easy to see how Linda's professionalism, personable nature, and passion has positively shaped both her as a person and her career. Linda not only presented for the students, but she also welcomed them to Winona ORC for a companywide tour. The students love touring local Winona companies to help apply what they've learned in the classroom to the workplace. We would like to thank Linda for volunteering her time this month sharing her passion for her profession!

Also, on February the 19<sup>th</sup> the student spent some time bonding while they participated in a College of Business Volleyball Tournament! Finally, to close the month we have our annual Mentorship Panel. This year the students decided they wanted to condense the number of mentors and make the experience a little more intimate. This event will be held on Wednesday, February the 27<sup>th</sup>! More updates to follow in the upcoming month.



**Vineet Nayar**  
Founder & Chairman of  
Sampark Foundation



**Martha Stewart**  
Emmy Award-Winning Host,  
Entrepreneur & Best Selling Author



**Brene Brown**  
Author & Researcher  
University of Houston



**Blake Mycoskie**  
Founder & Chief Shoe Giver  
TOMS

For more information on the SHRM Annual Conference, click [here](#)!

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## Are you interested in attending the SHRM Annual Conference but don't have the budget to attend?



This year, the SHRM Foundation will proudly award \$500,000+ to HR professionals and students. The first rounds of applications are now open:

- **SHRM Annual Conference & Exposition Scholarship** - five scholarships to SHRM members interested in attending the SHRM19 in Las Vegas, NV on June 23-26. Applications are being accepted from January 15 – March 15, 2019. Winners will be notified by April 15, 2019.
- **SHRM-CP or SHRM-SCP Certification Scholarship** - 110 scholarships this first round of \$750 for SHRM Certification exam and preparation.
- **Innovation Grants** - five grants of up to \$10,000 for programs or services that have practical and measurable effects on building awareness of the value veterans bring to the workforce or developing the skills and abilities of HR professionals to attract, hire and retain veterans.

Visit the national SHRM website to review the full list of deadlines and terms, and learn how you can advance your career and become a 2019 scholarship recipient at [shrmfoundation.org/scholarships](http://shrmfoundation.org/scholarships).



## Account Manager

The Insurance Center is currently accepting applications for the position of Account Manager. This is a full-time opening in our Onalaska location. Primary responsibilities involve benefits administration for specific insurance products including enrollments/changes, customer service, claims, explanation of benefits and orientation to employees involving benefit coverage. The successful candidate will work closely with sales agents relative to retention, client satisfaction and identify additional value added product opportunities for existing clients and prospects.

Qualified applicants must possess strong communication skills and demonstrate above average computer skills, specifically using Microsoft Word, Excel, Outlook and PowerPoint. The ideal candidate would have experience in group health benefits, voluntary benefits, Human Resources, and payroll products. Life and health insurance experience and/or Life, Accident and Health Insurance License a plus!

We provide competitive compensation and a complete benefits package consisting of but not limited to group health, dental, and 401(k) plan, and paid time off. For immediate consideration, qualified applicants should submit a letter of application, resume, and salary requirements to T.I.C., Inc., Attn: Human Resource Department, 701 Sand Lake Road, Onalaska, WI 54650-2442 or to [jobs@ticinsurance.com](mailto:jobs@ticinsurance.com). Equal Opportunity Employer.

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### Post Your Open Position on the Winona Area SHRM Website

If you would like to post an HR related position with Winona Area SHRM for 70+ HR professional 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 SHRM chapter member in good standing - **\$40.00**
  - Proof of membership must accompany job submission.
- HR internship and/or job postings for companies with no Winona Area SHRM or regional SHRM chapter membership - **\$60.00**.

When applicable, payment must be received prior to posting.

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



## 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.



Design custom membership for employees to work in collaborative, co-working community. A catalyst for innovation and business growth.



Designed for collaborative work to further businesses.  
Our Space Includes: ► WiFi ► Private Phone Space  
► Coffee ► Lounge ► Printer ► Kitchenette ► Scanner  
► Collaborative Community

<b>DAY PASS</b> - 8am-5pm Access - Desk Space - Phone Booth \$25	<b>STARTER DESK</b> - 24/7 access - Desk Space - 10 Hrs. / Week of desk space - Phone Booth \$100	<b>DEDICATED DESK</b> - 24/7 access - Desk Space - 10 Hrs. Conf. Rm. - Phone Booth - Lockable file cabinet - Leave your items here \$275	<b>CONFERENCE ROOM</b> - Accommodates up to 8 people - Presentation screens - Audio & visual conferencing equipment. \$30 / Hr.
<b>DROP IN WEEK</b> - 8am-5pm Access - Desk Space - Phone Booth \$75	<b>HOT DESK</b> - 24/7 access - Desk Space - 10 Hrs. Conf. Rm. - Phone Booth \$220		

### ► Create your custom membership

651-233-3902 • [ssstrand@thegaragecowork.com](mailto:ssstrand@thegaragecowork.com)  
123 Lafayette Street • Winona, Minnesota 55987  
[www.thegaragecowork.com](http://www.thegaragecowork.com)

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!

## SHRM Foundation

Cheri Gabbert, SHRM Foundation Director

### Register for the FREE Veterans at Work Certificate Program



Register for our Veterans at Work Certificate program! Developed for HR professionals, hiring managers and front-line supervisors, this new multi-faceted program from the SHRM Foundation will enable participants to:

- **Learn** the value that skilled veterans bring to the civilian workplace
- **Demonstrate** their commitment to attract, hire and retain these talented professionals
- **Earn** 10 professional development credits toward SHRM-CP or SHRM-SCP recertification

The Veterans at Work Certificate is **complimentary** and open to all. The program requires the completion of five tasks: two surveys, two learning segments, and a short quiz. To register or learn more, visit [shrmfoundation.org/VeteransAtWork](http://shrmfoundation.org/VeteransAtWork) or email [veteransatwork@shrm.org](mailto:veteransatwork@shrm.org).

*The Veterans at Work Certificate program is made possible due to the generous sponsorship from Comcast NBCUniversal and in partnership with PsychArmor Institute®.*



## 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, Legislative Representative

## Washington Update

### *New Federal Overtime Rule – Will It Have Multiple Salary Thresholds?*

Coming in March, the Department of Labor (DOL) is expected to propose a new federal overtime rule that will likely increase the salary threshold for the white-collar exemptions to overtime pay under the Fair Labor Standards Act (FLSA).

After the DOL proposed its 2016 rulemaking, a federal judge in Texas said the Obama rule was invalid. For now, the 2004 annual salary threshold of \$23,660 remains in place. However, after the DOL proposed its 2016 rule, many employers expressed concern that it didn't establish varying salary thresholds based on region – as the cost of living differs widely around the country.

In July 2017, President Trump's DOL issued a request for information asking the public whether the new regulations should contain multiple salary levels and, if so, whether the levels should be set by employer size, census region, census division, state or metropolitan area. Therefore, there is speculation that the new proposed rule may address this issue. There is also speculation that the new regulations, once released, would not go into effect until 2020. Stay tuned.



The advertisement features a group of five diverse professionals in business attire smiling. The SHRM logo is in the top left corner. Below the image, the text reads "Earn a SHRM Talent Acquisition Specialty Credential" and "LEARN MORE" is in a button.



#### 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.\*

## SHRM Board of Directors

### President

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