

Winona, Minnesota

Winona Area SHRM Newsletter

March 2020



President's Note

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

We have been hearing a lot of the possible implications of the Coronavirus in the workplace. SHRM is hosting a Webcast later this week to answer a lot of the questions HR professionals have on the impacts to business and how to respond, if it were to show up in our workplace.

Presenters: Johnny C. Taylor, Jr., SHRM; Mark Lies, Seyfarth Shaw; and Amber Clayton, SHRM

View: March 5, 2 p.m. ET / 11 a.m. PT

Program length: 60 minutes

[Register now](#)

The Centers for Disease Control and Prevention says the spread of the coronavirus is "inevitable." Not only is a potential pandemic a health and safety concern, it could have a significant impact on employers. Mark Lies from the law firm Seyfarth Shaw will discuss steps you can take to keep your workforce safe and the implications of federal laws, including the Occupational Safety and Health Act, the Family and Medical Leave Act and the Americans with Disabilities Act.

Also, SHRM CEO and president Johnny C. Taylor, Jr., Amber Clayton from SHRM's HR Knowledge Center will provide guidance to HR offices working to craft an action plan and answer questions such as: What steps you can you take to keep your workplace safe? What steps should be taken if there is an outbreak? What are the elements of an effective contingency plan if there are staff shortages and even potential quarantines?

The time to act is now. This program will give you the facts you need to lead your organization's response to a coronavirus crisis.

Are you looking to advance your career or make a career change? Winona is BOOMING with HR opportunities right now. Below are three job opens in Winona.



HR Manager

Click [here](#) to learn more!



HR Representative

Click [here](#) to learn more!



Human Resources Professional

Click [here](#) to learn more!

Monthly Meeting- Tuesday, March 10th 2020 from 11:30 a.m. – 1:00 p.m.
Policies The Work

Presentation Summary:

We own a lot of policies. We write handbooks. We update handbooks. We set policies one Everything from dress codes and attendance to PTO and FMLA. Because HR is in charge of all of These policies, it's important that we review and revise regularly.

Speaker: Kate Bischoff

Networking from 11:30 a.m. – 12:00 p.m.
Presentation from 12:00 p.m. – 1:00 p.m.

Pending approval for 1 SHRM-CP | SHRM-SCP PDC.

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



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.

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!

**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
March	Kate Bischoff, SHRM-SCP	Policies The Work
April	Zachary Schmoll	Navigating Short and Long-Term Disability Claims
May	Penelope "Penny" Phillips	10 Tough FMLA Questions and Their Answers – Working Through Leave Law Issues That Are Often Difficult and Confusing
June	SHRM Annual Conference San Diego, CA Click here for registration information!	
	David Gramer	TBD
July	Jay Kirschbaum	Why Does Our Plan Say That? Hard Facts Make Bad Law
August	Winona Area SHRM Leadership & Development Conference	
September	Tom Revnew	Avoiding the Wrongful Discharge Claim
October	MNSHRM State Conference Prior Lake, MN Registration Coming Soon!	
November	Sue Sieger, ACFCI, CAS	Year End Compliance Review: Updates, Reminders, Toolkits and More
December	TBD	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

**2020 State Conference | October 12-13, Mystic Lake Center
Information and [Registration](#)**





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 fulfills 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.rwowe@pfc.coop or (608) 784-5798 x 1007 to set up a meeting to discuss your interest and answer any questions you have.



SHRM Foundation

Cheri Duffenbach – Foundation Director

Case Study: Prudential's Veterans' Program

In 1919, Prudential president served as the American Legion's first commander and in World War II, the company donated the use of its downtown Newark, N.J. building to support troops. Prudential has a long history of commitment to the military, and today, Prudential is a leader in supporting military families and civilians.

This case study will dive into the five pillars of Prudential's military hiring and retention strategy and provide the three key takeaways to transfer the success at Prudential to your company.

[READ THE CASE STUDY](#)

Case study sponsored by:



"The company's motivation for establishing this comprehensive program for veterans was twofold. First, Prudential sees talent as a differentiator ... and wants to ensure that the company has the best and brightest employees. ... Second, it's the right thing to do. We believe we have an obligation to help veterans establish a civilian career after they have had a career protecting our freedom."

— Chuck Sevola, head of Prudential's Veterans Initiatives Office

[DONATE TODAY](#)

Workforce Readiness

Julie Kiehne – Workforce Readiness Director

HR professionals report that veteran recruiting is a top three priority to help meet their workforce needs. Proactive and well-informed employment practices targeted at attracting, hiring and retaining veterans can mitigate challenges faced by employers and veterans.

68% of employers report that veterans perform "better than" or "much better than" their civilian peers. Source: Center for a New American Security (2016).

How can you get certified? [The SHRM Foundation 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 NBCUniversal. Through this certificate program you can:

- **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 SHRM Foundation Veterans at Work Certificate is completely free and **open to all**. Veterans are valuable members of our workforce who have in-demand skills that are strengthened and enhanced by military service [READ MORE](#)

Over 350 Chapters have taken the pledge.....Join our partners and take the [PLEDGE](#) today!

SHRM Board of Directors

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Vacant

Certification Director

Vacant