

*Winona, Minnesota*

# Winona Area SHRM Newsletter

May  
2018



## President's Notes

By: Rebecca Rowe

Thank you for all of our attendees at our **Annual Leadership & Development Conference** at the Tau Center on April 10<sup>th</sup>, 2018. Neil Ihde and Chris Heeter provided great knowledge and experience in leadership and left us with some fantastic take-aways. Thank you to all of our wonderful sponsors who made the day possible!



# Upcoming Events

By: Rebecca Rowe



Date	Speaker	Topic
May 8 <sup>th</sup>	Steve Warner	E-Verify and Other Employment Verification programs
June 12 <sup>th</sup>	Barry Platt – Veteran’s Employment Representative MN Dept of Employment and Economic Development	Integrating & Engaging Veterans in the Workforce
July 10 <sup>th</sup>	Logan Joyce – Strengths Consultant Leadership Vision	Making Sense of the StrengthsFinder Assessment
August 14 <sup>th</sup>	Aaron Tell – Communications/Outreach Specialist Lynne Batzli – Outreach Specialist MN Dept of Employment and Economic Development	Minnesota Unemployment Insurance Employer Discussion
September 11 <sup>th</sup>	Alec Beck – Ford Harrison Global HR Lawyers	Legal Update
October 23 <sup>rd</sup>	Winona Area SHRM Board of Directors & MN SHRM State Conference Attendees	HR Roundtable: MNSHRM State Conference Recap
November 13 <sup>th</sup>	Nicole Kauphusman – Express Employment Professionals	HR Analytics and Me: Why Can’t We Be Friends?
December 11 <sup>th</sup>	Holiday social – Topic & Venue TBD	

**Our next monthly meeting will be tomorrow, Tuesday, May 8th from 11:30am – 1pm on E-Verify and Other Employment Verification Programs.**

- U.S. law requires employers to verify the individuals they hire may legally work in the United States. Steven Warner, a U.S. Citizenship and Immigration Services employee, will present on these Employment Verification programs;
- E-Verify – a fast, free, and easy online system that allows employers to verify the eligibility of their newly hired employees to legally work in the United States.
  - Form I-9, Employment Eligibility Verification – the form that all United States employers are required to complete and retain for each person they hire.
  - myE-Verify - a voluntary, fast, free service that allows employees to check their own employment eligibility and protect their identity.

**Presented by:** Steven Warner, Management and Program Analyst Outreach Branch, Verification Division. Mr. Warner's ten year career with USCIS has incorporated positions as a Strategic Relationship Manager, Immigration Services Officer, and Congressional Liaison. In the Outreach Branch, Mr. Warner educates people, businesses, and government agencies on Verification Division Programs including E-Verify, Form I-9, and myE-Verify. Previously, Mr. Warner was a Reports Analyst and holds a B.S.B.A. from the University of South Dakota. Please [click here](#) to register!

## Membership

By: Ashley Clark (Zweep)

### 2018 Western & Central Wisconsin Wage Survey Final submission date is MAY 18th!



New regions added for 2018! Central Wisconsin will now be represented in this survey, so the survey name was changed from the Chippewa Valley & Coulee Region Wage Survey to the Western & Central Wisconsin Wage Survey.

The survey is distributed the week of March 12, due back by **May 18** and is published in mid-July. We are proud to be covering employers from nine chambers of commerce including Chippewa Falls, Eau Claire, La Crosse, Marshfield, Menomonie, Portage County, Rice Lake, Wausau, and Wisconsin Rapids. Also involved are the local chapters of Society of Human Resource Management in the Chippewa Valley, La Crosse, Wausau & Winona.

We need area employers to contribute their data in order to keep the wage survey viable and relevant; data is kept confidential. We have made it easy to participate, so please review the instructions and complete the forms. All documents for survey participation is on the [Eau Claire Area Chamber's website](#). To access the survey [Click Here](#).

There is a minimal cost to receive the report when it is available in mid-July, and Chamber or CVSHRM membership qualifies businesses for discounted pricing!

If you have any questions, please contact Casey Schumacher with the Eau Claire Area Chamber of Commerce via [email](#) or by phone (715-858-0614).



# College Relations

By: Jennifer Davis

Happy May! The last few months on the students side of the world has been an exciting blur. Below is a quick rundown of the events the students were involved with before the semester wrapped up.

In the month of March we had our annual Mentorship Panel. It's great to see that each year we continue to grow this event, thank you for everyone who was able to volunteer their time! Below is the list of 2018 mentors and pictures from the event.

Name	Company
Lori Reed, Chief HR Officer	Winona State University
Rebecca Rowe, HR Generalist	City of Winona
Lisa Lorisch, HR Manager	Mississippi Welders
Barb Breza, Director of HR	Benchmark Electronics
Kyle Bredeson, Support Center Recruiter	Kwik Trip
Beth Ede, HR Services Advisor	Winona Agency
Brandon McQuinn, HR Generalist	HBC
Mary Malmin, HR Payroll Manager	Fastenal
Jenn Davis, Business Developer	Express Employment Pros
Jen Cappello, HR Recruiter	Gundersen Health
Melissa Shore, HR manager	Winona National Bank



The month of April consisted of a road trip to Red Wing, MN for a tour and meet and greet with the company Bic. A handful of the students were also able to join us at the SHRM Leadership and Development Conference in April.

When we wrapped up the last meeting of the semester the new student SHRM board for Fall 2018 was announced (see picture below). We were also excited to present the Spring 2018 SHRM scholarship! The recipient was Madison Steffen. Madison has been a significant contributor to the student SHRM board over the last two years. We wish both her and all graduating seniors the best as they venture out into the workforce!



SHRM Board Members

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## 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!

Society for Human Resource Management

**SHRM**  
WINONA AREA

### 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!**