

Winona, Minnesota

Winona Area SHRM Newsletter

May 2020



President's Note

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

I hope everyone is well and taking care of themselves. The last few weeks have been a whirlwind of changes with the CARES Act, EPSL, EFMELA...who knew HR needed more acronyms! I have a few updates to share below for the month of May.



On Tuesday, May 12th we will be hosting our monthly meeting virtually. The topic this month is **10 Tough FMLA Questions and Their Answers – Working Through Leave Law Issues That Are Often Difficult and Confusing**. What a timely topic, huh? Attorney Penny Phillips will present and has also agreed to identify common FMLA problems and solutions and address recent developments from the DOL and the Courts along with answering questions about the FFCRA and the interplay between FFCRA and other leave laws. You don't want to miss this session! Click [here](#) to register!

For those who were registered or planning to attend the SHRM Annual Conference and Exposition in San Diego, CA, a recent communication was emailed but, in summary, I wanted to share with you an 'update'. SHRM has not cancelled the conference, as of now. The email from Johnny C. Taylor, Jr., SHRM-SCP, indicated that they are closely monitoring and will make an official announcement on or before May 11th. I will update on social media and via member email if I have more information.

I am humbled, honored and so excited to share that I was chosen to join SHRM YPAC for 2020! The Young Professional Advisory Council (YPAC) serves the interests of SHRM Young Professional members and provides guidance on building a community for the next generation of HR leadership through social media, membership and networking activities. To learn more about YPAC, click [here](#).



Our friends at Rochester Human Resources Association (RHRA) has invited our members to their next virtual meeting: **Leading in Challenging Times and COVID-19**. If you are interested in attending this free training opportunity, please click [here](#).

MNSHRM has announced on April 13th that after careful consideration and planning, they have decided to cancel the MNSHRM State Conference in October 2020. For the full press release, please click [here](#).





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.

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



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!



2020 Winona Area SHRM Calendar of Events

Month	Presenter	Topics
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

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!

Workforce Readiness

Julie Kiehne – Workforce Readiness Director

Winona SHRM is here for you

There is a huge shift taking place in the wake of the coronavirus that will fundamentally change the role of HR professionals. With this level of unpredictability circulating through every industry, how can HR professionals stay focused and move business forward?

Your [Winona SHRM Board of Directors](#) strives to be there for you through the challenges you are facing. As the convener and thought leader on issues impacting today's workplaces, we work to provide professional development opportunities that promote community, organizational and individual achievement for all levels of HR.

In April I participated in a SHRM Diversity & Inclusion and Workforce Readiness webcast. Attendees included a mix of state and local chapter Diversity Directors and Workforce Development Directors. We explored the [Volunteer Leader Resource Center \(VLRC\)](#) and how these tools can aid chapter boards to deliver top notch member services in the areas of:

- Leadership
- Awards/Scholarships
- Membership Resources
- SHRM Certification
- Business Operations
- Best Practices

Now more than ever, the Winona SHRM Board wants to make sure we are providing you with the resources that meet your needs. Please reach out to me to share your ideas of how we can best support you through our wealth of resources and peer support.

Legislative

Beth Ede, SHRM-SCP, SPHR – Legislative Representative

COVID-19 Resources – The Way Forward

As Minnesota businesses and organizations look for the way forward and next steps during the COVID-19 pandemic, below is a list of updated resource hubs that contain supporting information to assist you in your COVID-19 ongoing planning and program administration. Your preparedness and planning will be ever changing so be sure to stay tuned to updates from the state of Minnesota as well as other trusted sources. For those in other states, please reach out to those states for additional guidance and requirements.

Be Patient – Be Prepared – Be Well.

- [Society for Human Resource Management \(SHRM\)](#)
- [Minnesota Department of Health](#)
- [Minnesota Department of Labor and Industry](#)
 - [Minnesota DLI COVID-19 Preparedness Plan Template and Instructions](#)
- [Centers for Disease Control and Prevention \(CDC\)](#)

Families First Coronavirus Response Act (FFCRA) Compliance

The FFCRA requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. The FFCRA provisions became effective April 1, 2020 and apply through year-end. If you have not already done so, make sure to see if the FFCRA applies to your organization to maintain regulatory compliance.

Additional information can be found here:

- [FFCRA Poster](#)
- [DOL Guidance](#)

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