

Winona, Minnesota

# Winona Area SHRM Newsletter

May 2021



## President's Note

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

Have you been thinking about joining the Winona Area SHRM Board of Directors? Not sure which role would be a good fit for you? Chat with me! We have three openings on our Board of Directors:

- SHRM Foundation Director
- SHRM Certification Director
- President-elect

There are a ton of benefits when you join our board of directors and I would love to discuss them! Let's set up an in-person or virtual coffee meeting to discuss the role and see if it would be a good fit for you.

**Join us Tuesday, May 18<sup>th</sup> from 12:00 p.m. – 1:00 p.m. via Zoom for our May Monthly Meeting:**

### **Being, Belong & Becoming: An Interactive Experience Exploring Diversity, Strengthening Equity, and Cultivating Inclusion**

To be seen, heard, and valued is a common human desire. In this session, we begin by focusing on how we can strengthen and accept our sense of identity – our being. We then transition to how we can create more inclusive spaces at work and beyond so that we can ultimately become the best version of ourselves leveraging both our self awareness and connection with others. Through storytelling, reflection, interactive exercises, and resource sharing, we equip participants with the mindset, knowledge, skills, and tools to explore diversity, strengthen equity and cultivate inclusion.

A volunteer role with a YMCA summer camp at the age of 12 sparked Daniel's passion for service and building community. At the age of 18, Daniel pioneered the first youth led Community of Promise in Pittsburgh under Retired General Colin Powell's national America's Promise movement, landing him a seat on the national board of directors and recognition from President George W. Bush. Daniel has over 20 years of experience working in the business and nonprofit sectors, fueled by his commitment to increasing others' access to relationships and opportunities that transform their lives. At CoLabL, Daniel is working at the intersection of talent development and community building with a specific focus on creating and facilitating brand, relationship and skill building experiences that support existing and future talent.

Facilitator: Daniel Horgan, CEO of CoLabL He has worked with some of the world's largest brands including Starbucks, Nike, Cisco, and LinkedIn, school districts, national and local nonprofit organizations, and government agencies. Daniel has proudly served on several nonprofit boards and advisory councils including City Year DC, the Community Foundation of the National Capital Region, Team Kids, and the Greater Pittsburgh Nonprofit Partnership. Named one of Pittsburgh's 40 Under 40 Honorees, Daniel has keynoted and facilitated hundreds of conferences and training experiences, published several articles on Forbes.com, and is the author of Tell Me I Can't...and I Will. He currently resides in Arlington VA.

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.

Join us for a HR discussion in Slack – click [here!](#)



Winona Area SHRM has started a Slack channel. Slack is an online platform, specific to Winona Area SHRM. You are able to ask questions and get guidance from other Winona Area SHRM members. For our longtime members, you may remember a Yahoo email group that we had been utilizing. Unfortunately, the capabilities of this are limited and we are hoping to have an easier way for our members to communicate with each other.

**Cheri Duffenbach- Foundation Director**

**About the SHRM Foundation**

The SHRM Foundation's mission is to mobilize the power of HR and activate the generosity of donors to lead positive social change impacting all things work. The Foundation is committed to elevating and empowering HR as a social force through its innovative solutions to workplace inclusion challenges, programming designed to inspire and empower the next generation of HR leaders, and awarding scholarships and professional development grants to educate and develop students and HR professionals. The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management.

**PURPOSE**--Elevate and empower HR as a social force.

**MISSION**--Mobilizing the power of HR and the generosity of donors to lead positive social change impacting work, workers and the workplace.

**VISION** --A world of work that works for all

**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!**



**2021 Winona Area SHRM**

**Calendar of Events**

<b>Date</b>	<b>Presenter</b>	<b>Topics</b>
May 18 <sup>th</sup>	Daniel Horgan	Being, Belonging & Becoming: An Interactive Experience Exploring Diversity, Strengthening Equity, and Cultivating Inclusion
June 8 <sup>th</sup>	Jason Hunt	Full Body Leadership
June 20 <sup>th</sup> – June 23 <sup>rd</sup>	SHRM Annual Conference Chicago, IL	
July 13 <sup>th</sup>	SHRM Board of Directors and Members	Coffee and Convos – Topic TBD
August 10 <sup>th</sup>	Alexander C. Pullen, Sr. SHRM-SCP	Servant Leadership
September 14 <sup>th</sup>	Nancy Vollertson	FMLA Update
October 10 <sup>th</sup> and 11 <sup>th</sup>	MNSHRM Annual Conference	
November 9 <sup>th</sup>	WA Group   Ron Linneman	TBD
December 14 <sup>th</sup>	Sue Sieger	Year End Compliance Review

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

**Membership**

**Tabitha Newton, Membership Director**

**Multi-state Law Comparison Tool**



Does your organization operate in multiple states? Sometimes it can be difficult to keep each state’s labor laws straight. Not to worry, because help is here for you! Your national SHRM membership gives you access to so many interactive tools including the Multi-state Law Comparison Tool. You select the states and employment laws you want to know about, and the tool delivers the results to you in an easy to digest document that you can download. Just log into the SHRM portal and click the Resources tab and select Interactive Tools and you’ll find other tools such as a COBRA Notices Generator, Interview Question Builder and more! You may also just visit this [link](#). Be sure to make the most of your membership and save yourself some time by accessing these amazing tools!



### **Membership Satisfaction Survey**

We want to hear from you! Please be on the lookout for email invitation to complete a membership satisfaction survey in the coming weeks. We will be soliciting your anonymous feedback on things such topics of interest, ideas for improvement, and meeting preferences. Please take a couple of minutes to complete it to help us deliver a SHRM chapter that meets your needs.

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### **Legislative Update**

**Beth Ede**

#### ***Small Business Tax Credits for COVID-Related Absences***

President Biden has brought focus to the tax credits available to applicable employers (under 500 employees) that choose to provide paid leave time to employees who leave work to receive and recover from the COVID-19 vaccination.

The tax credit is funded through an existing program under the American Rescue Plan Act (ARPA) that provides tax credits to eligible employers that voluntarily provide paid leave for certain COVID-19-related reasons through September 30, 2021. This is in response to Biden Administration officials who spoke and polled businesses and their response that employees would be highly persuaded to get vaccinated if their employers provided access to the shots.

As part of their efforts, the Biden Administration is asking employers to share how they are stepping up to support COVID-19 vaccinations. The form can be accessed [HERE](#).

As we all navigate how to safely move forward in our organizations, COVID-19 vaccinations are part of the equation. Employers are now struggling with new decisions such as:

- *Do we offer onsite vaccination clinics?*
- *Do we allow employees paid time off to receive a vaccine?*
- *Do we incent employees with additional cash or gift cards for receiving the vaccine?*
- *Will we pay employees to be off work if they have side effects from the vaccine?*
- *Will we require employees to have a vaccine as a condition of employment?*
- *If we require employee vaccination, how do we accommodate those unable to have a vaccine while protecting those that work with those employees?*

So many new questions for employers to consider and make decision on as we all figure out how to safely navigate forward.

#### ***American Rescue Plan Act (ARPA) Impact to Employers***

As we shared last month, the ARPA was signed into law on March 11, 2021 by President Biden. While it does require the extension of the Families First Coronavirus Response Act (FFCRA) for paid and emergency family leave, it does expand and extend voluntary provisions of the plan.

We reported on the COBRA subsidy requirement under the ARPA that is not optional for applicable employers. More information and model notices are now available through the Department of Labor [HERE](#).

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**Workforce Readiness**

Julie Kiehne – Workforce Readiness Director

**What to Consider When Moving to a Hybrid Work Model: What's the Ideal Balance?**

With a large-scale vaccine rollout underway, more organizations will be wrestling with how best to transition workers back into their offices this year after spending most of 2020 working from home. Research found that 68 percent of executives believe employees should be in the office at least three days a week to maintain company culture, but over half (55 percent) of workers prefer to continue working remotely at least three days a week.

Employers will need to think through role-specific criteria, but arrangements will also be driven by personal circumstances. Questions to work through include:

- Why does a specific employee need to perform his or her work in the office?
- To what extent does an employee need to collaborate with others?
- To what extent does an employee need to rapidly exchange information?
- To what extent are specific employees innovating rather than performing more-transactional activities?

Overall, motivating employees through meaning and purpose and connecting work to a larger sense of what the company is trying to accomplish will be critical to maintaining high levels of productivity and engagement.

Source: SHRM 2021, Roy Maurer

[READ MORE](#)

Contact Workforce Readiness Director, Julie Kiehne, at 507.457.5088 or [jkiehne@winona.edu](mailto:jkiehne@winona.edu) for resources on how to transition your team and create your ideal balance of in-person and remote employees in your workplace.

**SHRM Board of Directors**

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OPEN

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