

Winona, Minnesota

Winona Area SHRM Newsletter

November 2019



President's Note

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

First, I'd like to start by sharing a recent change to the Winona Area SHRM Board of Directors. I'd like to sincerely thank Ashley Clark, SHRM-CP for her years of dedication to the Winona Area SHRM Board of Directors. Ashley served as President-elect, President, Past President and most recently as of Membership Director. Ashley will no longer be on our Board of Directors but will continue to be a member of our chapter. Again, THANK YOU, Ashley for your hard work and dedication to Winona Area SHRM and the HR Profession.

That leads me to our next topic! With Ashley stepping away from her Membership Director role and 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.

Workforce Readiness Director (1 yr. term)

Serves as an appointed member of the chapter board of directors. Monitors and evaluates on a continuing basis local activities concerning workforce readiness issues and plans and encourages chapter involvement and activities impacting the workforce readiness arena. Presents a report or update to the chapter president and fellow chapter members. Works in cooperation with state-level workforce readiness advocates.

If you are interested in fulfilling any of the roles listed above, please contact Rebecca Rowe at rowe@ci.winona.mn.us or (507) 457-8291 to set up a meeting to discuss your interest and answer any questions you have.

Veterans at Work Certificate Program

Veterans at Work Certificate Program

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!



Monthly Meeting- Tuesday, November 12th, 2019 from 11:30 a.m. – 1:00 p.m.
Say What? Protected Speech for Employees

Presentation Summary:

Marches, protests, Facebook, Twitter, kneeling, hand gestures: freedom of speech is a hot topic these days. Explore the free speech rights and limitations of employees, focusing on the First Amendment and real-life situations.

Speaker: Jana O'Leary Sullivan | Attorney at the League of Minnesota Cities
The Tandeski Center Southeast Technical College Campus
1200 Storrs Pond Road Winona, MN 55987
Click [here](#) to register!

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
November	Jana O’Leary Sullivan	Free Speech in the Workplace
December	Heidi Wilkins	Inclusive Job Descriptions: Attracting the Right Talent <i>This will be our member appreciation event for the year so lunch will be provided to all members who attend.</i>
January	TBD	TBD
February	Jessica Roe	Managing Complicated FMLA and ADA Requests
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	TBD	TBD
June	SHRM Annual Conference San Diego, CA Click here for registration information!	
July	Jay Kirschbaum	Why Does Our Plan Say That? Hard Facts Make Bad Law
August	TBD	TBD
September	Tom Renew	Avoiding the Wrongful Discharge Claim
October	MNSHRM State Conference Prior Lake, MN Registration Coming Soon!	
November	TBD	TBD
December	TBD	TBD

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

Beth Ede – Legislative Representative

Reminder on the DOL Overtime Final Rule

In late September, the U.S. Department of Labor (DOL) announced a final rule updating the earnings thresholds necessary to exempt executive, administrative and professional employees from the Fair Labor Standards Act's (FLSA) minimum wage and overtime pay requirements, and allows employers to count a portion of certain bonuses/commissions towards meeting the salary level. You are being reminded that the changes are effective January 1, 2020.

The final rule does the following:

- Raises the "standard salary level" from \$455 per week (\$23,660 annualized) to \$684 per week (\$35,568 annualized)
- Raises the total annual compensation requirement for "highly compensated employees" from \$100,000 per year to \$107,432 per year
- Allows employers to use nondiscretionary bonuses and incentive payments (including commissions) paid at least annually to satisfy up to 10% of the standard salary level
- Revises the special salary levels for workers in the U.S. territories and the motion picture industry

Note that there were no changes made to the duties test for each exempt classification. Additional information can be found [HERE](#) – including the final rule, news release by the DOL, fact sheet, FAQ, etc.

DOL Proposes Changes to FMLA Forms – No Formal Changes Announced Yet

Reminder – The U.S. Department of Labor (DOL) is suggesting changes to the forms employers commonly use to administer the Family and Medical Leave Act (FMLA). The DOL said its goal is to make the optional forms easier to understand, but some management attorneys worry medical providers will be confused by the revisions. The formal comment period is closed but no formal changes have been announced – stay tuned.

9th Circuit Blocks Trump Administration Contraceptive Rules

A panel of 9th Circuit Court of Appeals has upheld a lower court's order blocking two Trump administration rules that would exempt employers with "sincerely held religious beliefs or moral convictions" from being required to provide female employees with contraceptives at no cost under the Affordable Care Act (ACA). This and a similar ruling are expected to once again place before the U.S. Supreme Court the issue of requiring employers to pay for birth control.

BE ADVISED – Form I-9 expired August 31, 2019. Until further guidance is received from the Department of Homeland Security, continue to use the most recent version (marked 8/31/2019).

SHRM Board of Directors

President

Rebecca Rowe, SHRM-CP
(507) 457-8291
rowe@ci.winona.mn.us

President-elect

Lisa Towner, SHRM-CP, PHR
(608) 323-6992
ltowner@ashleyfurniture.com

Secretary

Melissa Shore
(507) 494-3018
melissas@WNBFinancial.com

Treasurer

Linda Digby, SHRM-CP, PHR
(507) 452-1855 Ext. 108
ldigby@winonaorc.org

Legislative Representative

Beth Ede, SPHR, SHRM-SCP
(507) 457-1193
baede@merchantsbank.com

College Relations Chair

Nicole Volner
(507) 454-5430 ext. 28
nicolev@wenonah.com

Marketing Director & Web Coordinator

Brandon McQuinn, SHRM-CP
(608) 787-4551
bmquinn@altra.org

SHRM Foundation Director

Cheri Gabbert
(507) 474-9520
Cheri.gabbert@hco.org

Past President & Membership Director

Vacant