

Winona, Minnesota



Winona Area SHRM Newsletter

November 2016



President's Notes

by Ashley Zweep

The MN SHRM State Conference in Bloomington, MN was fantastic! There were knowledgeable and informative presentations and overall great topics to choose from. The 2017 MN State SHRM Conference will be held in Duluth, MN – more information to come!

With the MN State SHRM Conference complete and the 2017 term year elections around the corner this is the perfect time to begin planning for our Annual Winona SHRM Spring Conference forecasted for April 2017. If you are interested in participating in the planning committee please let any of the Board of Directors aware as the planning process will begin very soon!

Winona Area SHRM elections are November 8th! Below are the candidates' names that will be listed on the voting ballot. If you are interested in becoming a Winona Area SHRM Board Member please notify Ashley Zweep at azweep@winonahealth.org ASAP to be considered a nominee. To learn more on the below board positions please visit the website; winona.shrm.org under the 'About Us' tab.



President Nominee: Kubilay Gok

It is one of my great aspirations to mobilize the HR professionals for their continued professional development as well as engage and link the Winona SHRM chapter with other important institutions of our community. Also, mobilize the HR professionals and our members act as mentors and coaches to Winona State University's College of Business HR Major Students.

Kubilay Gok is an assistant professor of Organizational Behavior and Human Resources Management in the Department of Business Administration of the College of Business at Winona State University. Kubilay has completed his Masters' Degree in Human Resources Management and Labor Relations at the University of Wisconsin-Milwaukee and his PhD at University of Wisconsin-Madison. His research interests include leadership, reinforcement and punishment behavior, LMX, OCB, abusive supervision, and attributions for organizational failure and high performing work systems as well as the expatriate adjustment in cross cultural contexts. He teaches Compensation and Benefits, Human Resources Management, Organizational Behavior, and Managing Diversity.



President Elect Nominee: OPEN

Secretary Nominee: Melissa Shore

I am currently the VP Human Resources Manager at Winona National Bank where I have worked for the past 5 years! Since coming to work in Winona I have been a member of the Winona SHRM. I have truly enjoyed being a member and have gotten great benefit from it. One of the most beneficial things for me is the networking and resources. I am ready to give my time and resources back to other members and contribute at a board level.



Membership Director Nominees (2):

Brandon McQuinn

Hello, my name is Brandon McQuinn. I am the Human Resource Generalist at HBC, in Winona. I have been working in Winona for the last four years, but I have always called Winona home. I have a wife (Angela), two beautiful children (Dominic 11 & Chloe7), and two crazy dogs (Lord Essex & Bumpus).

As an active member of the Winona SHRM chapter, I have sought ways to get involved such as; attending meetings, events, and being a member of the 2016 Spring Conference Committee. I am now interested in pursuing the role of Membership Director. For those of you that know me, you know that I am a personable, hardworking, and social person that wants to see us take our local chapter to the next level. I know the benefits that SHRM brings each of us; having the opportunity to help others understand the benefits would be a privilege. My goals would be to not only increase our memberships, but also increase our attendance at local meetings. In SHRM you only get out as much as you put in, and I am all in!



Jackie Ebner

My name is Jackie Ebner and I am the Senior Human Resources Generalist at Winona Health and also the current Membership Director for Winona Area SHRM. I have been with Winona Health for 1 year and before that the Executive Team Leader of Human Resources / Guest Experience at Target Corporation. I graduated from Minnesota State University Mankato with my BSN in Community Health. The last semester before completing my degree I completed an internship with Target Corporate with their HR- Health and Wellness department where I found a passion which lead me into the HR field!

I currently live in Winona with my husband and two dogs. During my free time I enjoy spending time with friends and family, running, baking, shopping and bringing my dogs for walks. I enjoy SHRM because it creates a time and place for HR professionals to share knowledge, ideas and build relationship through networking.

I believe I would be the best fit for the Membership Director because I am a strong advocate for building our Winona Area SHRM by recruiting HR professionals around the area! I have been in the Membership Director position since July and would love to keep serving on the board.



Web Coordinator/Marketing Director: Kelsey Volk

Greetings Everyone, My name is Kelsey Franzen, I recently got married and am still adjusting to the name change! I am currently working at ANOVA Furnishings as their Human Resources and Safety Coordinator. I have always have a strong interest in Human Resources and it took 6 years of working in the wrong field to learn Human Resources was the right field for me! It provides the perfect combination of business and personal interactions. I am very excited to be apart of Winona SHRM and have to opportunity to belong to such a wonderful group.

A festive holiday-themed flyer for the Annual SHRM Holiday Party. The background is dark blue with white snowflakes, stars, and decorative swirls. Two large, ornate Christmas ornaments are positioned on the left and right sides. The text is centered and uses a mix of serif and sans-serif fonts.

Betty Jo - Wenonah Room
Thursday, December 15th, 5 - 7pm
RSVP (after the Nov 8th meeting) at winona.shrm.org
Tickets are \$20/per person
Enjoy some great food, drinks, games and mingling! Drink ticket & food provided!!
Annual SHRM Holiday Party

November Elections & Presenter "Mindfulness in the Workplace"



When: November 8th, 2016
11:45am - 1:00pm (Come before 1pm to enjoy Green Mill's pizza and salad buffet).

Where: Green Mill
1025 U.S. Hwy 61, Winona MN

Topics: 2017 Board Member Elections & Mindfulness in the Workplace

Erica Thibodeaux, M.S., is the founder of Mindful Winona, an organization committed to the personal growth and empowerment of individuals choosing to make a difference in their lives. She helps individuals go from a stressful life to a successful life by assisting them in creating balance and wellness. She uses transformational techniques to motivate and encourage individuals to shift their mindsets to finding true passion and discovering their authentic self.

After 21 years of meditation practice, Erica decided that teaching others was an integral part of her goal of giving back to others. Erica has undergone advanced professional Mindfulness-Based Stress Reduction training through the University of Massachusetts Medical Center. Throughout her career, Erica has been of service to her community as an agent of social change. After Hurricane Katrina, she worked as an outreach crisis counselor in Louisiana through Volunteers of America. She later served as a health volunteer in the Peace Corps in Ghana, West Africa. As the Health & Wellness Promotion Coordinator at Winona State University, Erica worked with students to create behavior change through participatory education and peer led initiatives.

As a graduate (professional development) of the Counselor Education Department at Winona State University, Erica devoted her graduate research to the effects of teaching mindfulness as a basis for healing communities. She has been an avid spiritual seeker since her teens and has completed two Vision Quests with Francine Straight Arrow, a respected and adopted Lakota elder.

Erica also has a bachelor's degree in Architectural Studies from the University of Louisiana at Lafayette. She attributes the architectural program at ULL to her desire to effect positive change through inclusive programming.

Erica currently works as a mental health therapist at Hiawatha Valley Mental Health Center in Winona, MN. She has instructed mindfulness courses at Winona State University, St. Mary's University Conservatory for the Arts, and Winona Senior Friendship Center.

RSVP today!!! Please [click here](http://winona.shrm.org) to register or visit the winona.shrm.org website!



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!

Legislative Relations

by Beth Eide

The 2016 Vote More than Just the Presidency at Stake at the November Polls

As we hope you exercise your right to vote on November 8th, voters throughout the United States will be deciding much more than who will occupy 1600 Pennsylvania Avenue.

In addition, voters will be deciding the fate of 34 U.S. Senate seats and all 438 seats in the U.S. House of Representatives. They will decide the winners of 12 governorships and 5,917 state legislative seats across the country – in 44 states, representing more than 80% of state legislative seats throughout the 50 states. Voters will also decide the fate of over 150 ballot questions in 35 states and the District of Columbia.

Of particular interest for those involved in employee benefits and health care reform, all eyes are on Colorado where voters will decide whether or not to adopt a universal, single-payer health care program for its residents – known as “Colorado Care” or Amendment 69. If adopted, the program will be funded by a 3.33% payroll tax on all employees and 6.67% on all employers. Non-payroll income would be taxed at 10% and the Affordable Care Act's health care requirements for employers and individuals would be eliminated.

Compliance Update Worksite Poster Revisions

The clock continues ticking toward the December 1st effective date for the Department of Labor's (DOL's) changes to the overtime regulations. Even though Congress turned out the lights and is on recess for the upcoming elections, it didn't leave Washington without first signaling that the overtime rule will merit attention when Congress returns to work for the lame-duck session beginning mid-November.

Congress continues to focus on S. 3464, the Overtime Reform and Review Act, which would phase in the DOL's final overtime rule over five years – starting with a salary threshold increase to \$35,984 on December 1, 2016. The legislation then proposes no salary threshold increase in 2017 and then an increase in 2018 & 2019, with the final rule's \$47,476 threshold taking effect on December 1, 2020. It would also prohibit the final rule's automatic annual increases to the salary threshold. The Senate has similar legislation which would phase in the overtime threshold over a four-year period.

Even with the current recess, it is critical that Congress continues to hear from us about the impact the overtime rule will have on our organizations. If you haven't already engaged, find out more [HERE](#).

Winona Area SHRM Board of Directors

President

Ashley Zweep
507-474-5174
azweep@winonahealth.org

President Elect

Kubilay Gok
kgok@hotmail.com

Secretary

Melissa Shore
melissas@winonanationalbank.com

Treasurer

Linda Digby
507-452-1855 Ext. 108
ldigby@winonaorc.org

Legislative Representative

Beth Ede, SPHR
507-453-6347
bede@winonaagency.com

College Relations

Jennifer Davis
507-457-3311
Jennifer.Davis@ExpressPros.com

Marketing Director/Web

Coordinator Kelsey Volk
kelsey.v@anovafurnishings.com

Membership Director

Jackie Ebner
jaebner@winonahealth.org

Past President

Rhonda Spece
507-864-7714
respece@goodshepherdushfor.org

College Relations Update

by Jennifer Davis

Happy Fall! The Student SHRM Chapter has been going full steam this semester! In September Mike Kreiling, Owner of Express Employment Professionals, spoke on the topic of how to research (and eventually choose) different career paths within the Human Resources field. On October 9th there was a large group of students who attended the Student HR Conference in Minneapolis, MN. This was a new experience for all the students and they came away with a lot of great information! Beth Ede, Human Resources Services Advisor from Winona Agency, was the 2nd speaker for the semester on 10.26.16 – we appreciated hearing about her different experiences and for the HR knowledge she shared. Kathy Gerry, Human Resources Manager at PlastiComp, has volunteered to be the next speaker on November 16th.

Our Fall SHRM Scholarship applications are due on November 2nd – we look forward to reviewing the applications and awarding our recipient. More news to follow!

This year the SHRM students have decided to have a strong focus on current events and topics to help them stay informed and educated about what's happening in today's HR world. We greatly appreciate all of the HR professionals who have already volunteered their time and for those that would be open to it in the future! With current FLSA changes occupying most HR professionals time until the end of the year we have decided to move the mentorship program to the spring semester.

Enjoy the beautiful trees and have a great November!

