

Winona, Minnesota

Winona Area SHRM Newsletter

October 2018



President's Notes

By: Rebecca Rowe

Fall has officially arrived! It's already getting brisk in the air and leaves are changing colors!

Did you know that SHRM is now offering a Talent Acquisition Specialty credential? Sourcing, engaging and retaining the best talent are top priorities for organizations. Earning the SHRM Talent Acquisition Specialty Credential recognizes the key role that talent acquisition professionals play in today's challenging business environment by demonstrating your proficiency as a strategic talent acquisition partner. If you are interested in learning more about the SHRM Talent Acquisition credential click [here](#)!



Are you attending the 2018 MNSHRM State Conference in St. Cloud October 14th – 16th? The planning committee is searching for volunteers to assist with a variety of tasks from introducing breakout session speakers, assisting at the registration table and greeting and directing attendees. If you are interested in volunteering some of your time, please click [here](#) to sign up for a volunteer shift.

As a reminder, the Board of Directors elections will be coming up soon! The positions currently open and need to be filled include:

- President-elect (2 yr. term)
- SHRM Foundation Advocate



If you are interested in any of our open Board of Directors position, please contact me to learn more!

Upcoming Events

By: Rebecca Rowe, President



Date	Speaker	Topic
October 23 rd	Winona Area SHRM Board of Directors & MN SHRM State Conference Attendees	HR Roundtable: MNSHRM State Conference Recap
November 13 th	Nicole Kauphusman – Express Employment Professionals	HR Analytics and Me: Why Can't We Be Friends?
December 11 th	Holiday social – Topic & Venue TBD	

Monthly Meeting- Tuesday, October 23rd from 12:00 p.m. – 1:00 p.m. MNSHRM State Conference Recap

Winona Area SHRM will be hosting a HR Roundtable to discuss the MNSHRM State Conference which will be held at the Green Mill. Networking will take place from 11:30 a.m. – 12:00 p.m. and the roundtable will begin promptly at 12:00 p.m. No cost to attend for Winona Area SHRM members; non-member cost is \$15.00.

Employment law and Human Resources is an ever changing environment. Sometimes it changes so quickly it's tough to know what the law is going to be from week to week.

Click [here](#) to register!



JOIN US FOR A MOTIVATIONAL LEADERSHIP EVENT

Join Express Employment Professionals for the ninth annual Refresh Leadership Simulcast to hear a distinguished lineup of speakers share their insight and experience on what makes leaders great.



LESSONS IN LEADERSHIP: COMPETING WITH CREATIVITY — MARK KING —

Innovation Expert and Former President of adidas North America

King will share how to inspire a workforce of creativity and confidence to create things consumers won't believe are possible by coming to work with big dreams, vision, and energy.



LEADERSHIP: TAKING CHARGE — GEN. COLIN L. POWELL, USA (RET.) —

Secretary of State (2001-2005)

Drawing on examples garnered from experience as a leader on the world stage, Powell illustrates precisely what it takes to be a leader, providing strategies for "taking charge" during times of great change and great crisis.



1MT1MT: ONE MORE THING, ONE MORE TIME — JOSH SUNDQUIST —

Author, Speaker, and Paralympian

When Sundquist was training for the Paralympics, his motto was 1MT1MT (one more thing, one more time). What's the 1MT1MT you could do today to get closer to becoming the best leader you can be?

WHEN:

Wednesday, Oct. 24, 2018
8:30 a.m. Registration
8:45 a.m. Welcome
12:00 p.m. Simulcast Concludes

WHERE:

MN State College Southeast
Tandeski Center
1200 Storrs Pond Road, Winona

No cost to attend.

Refreshments provided.

Please register by October 17th.

For more information,
contact the Express office
at 507-457-3311 or
autumn.herber@expresspros.com.

Register today at
RefreshLeadership.com/Simulcast





Even though some people take HR for "granite", we know how important human resources is!

Join us in Granite City (a.k.a. St. Cloud) to earn your SHRM and HRCI credits!

To register and learn more, please visit:

www.mnshrm.com

HR ROCKS

MN SHRM 2018 State Conference



**October 14-16, 2018
St Cloud, MN**



	Early Bird Registration by Jan 31, 2018	Regular Rate Registration between Feb 1- Sept 30, 2018	Late Registration between October 1-14, 2018
SHRM Member	\$397	\$448	\$567
Non-SHRM Member	\$443	\$494	\$613
Single Day - Monday	\$206	\$258	\$361
Student - Full Conference	\$103	\$129	\$155
Student Conference - Sunday Only	\$37	\$37	\$46



Go to <https://mnshrm.com/Attendee-Information-and-Registration>



Human Resources Generalist
Home and Community Options, Inc.

Wage: \$20.05 per hour (level I), benefits as outlined in the Personnel Policy.

Hours: Monday 9:00 AM – 5:00 PM, Tuesday 9:00 AM – 5:00 PM, Wednesday 9:00 AM – 5:00 PM, Thursday 9:00 AM – 5:00 PM, Friday 9:00 AM – 5:00 PM; with flexibility to meet agency needs.

Start Date: Training to begin as soon as possible.

BASIC FUNCTIONS:

The Human Resource Generalist is responsible for performing HR-related duties on a professional level and works closely with the Management Team and Executive Director. This position carries out responsibilities in the following functional areas: employee relations, training, performance management, onboarding, policy implementation, recruitment/employment, affirmative action and employment law compliance. This person will work as part of the Benefits Group and Safety Committee and will provide guidance for both the Policy and Personnel Committees.

QUALIFICATIONS:

- Bachelor's degree (minimum) in human resources or related field.
- Three or more years' experience in a HR position preferred.
- PHR certification a plus.
- Experience in nonprofit organizations and programs who serve people with developmental disabilities preferred.
- Ability to implement policies, procedures, and practices and take action in the best interest of the organization.
- Work cooperatively as part of the team.
- Must possess a valid driver's license, as driving a vehicle may be required.
- Must pass a criminal background study.
- Must be able to fulfill the requirements of an I-9.

COMPETENCIES:

- Communication
- Consultation
- Ethical Practice
- Global and Cultural Awareness
- Relationship Management
- HR Expertise

ESSENTIAL JOB FUNCTIONS:

- Respond to individual needs by having a full range of communication abilities (hearing and vision).
- Respond to and provide guidance to operational situations.
- Move about and travel to program sites, given reasonable accommodations.
- Read and write printed material related to the job.
- Use a computer and develop written correspondence efficiently.
- Physical Demands: non repetitive lifting (35 lbs. max.), bending, twisting, ambulating up and down stairs, maintaining balance on a variety of surfaces, working with challenging behaviors, assisting with emergency situations.
- Access people's homes that are not handicap accessible as needed.

PLEASE SUBMIT A LETTER OF INTEREST AND RESUME TO: Executive Director, Suzanne R. Horstman to the address above. Questions regarding the position can be directed to Suzanne R. Horstman at 507-474-9527 or SuzanneH@hco.org.

This position will be open until filled

Affirmative Action/Equal Employer Opportunity

NEW MEMBER WELCOME



Lindsey Weisert is a Human Resource Generalist/Recruiter with WNB Financial, where she is a full cycle recruiter, administers policies and procedures, performs employee relations, and more.

Lindsey has experience working in a variety of industries including manufacturing, retail and financial services. She is skilled in applicant tracking systems, resume searching, interviewing, team building, management and sales.

Lindsey is excited to join the WNB team and continue developing talents and skills.



Cassy Messner attended school at WSU and majored in Human Resources and Business Administration with minors in Marketing and Management. In her junior and senior year of college she participated in a cooperative education program at RiverSide Electronics. Upon graduation she accepted a full-time position as a Human Resource Generalist and Marketing Development Assistant at RiverSide. She is still currently fulfilling those roles. The past two years she has worked remotely for the company while living in TN but now is now back on site.

Cassy is interested in SHRM because she thinks it is important to network in her role. She is always looking to learn from others and grow in her career.

College Relations

By: Jennifer Davis

Tuesday, September the 4th kicked off the official beginning of the student SHRM semester. An impressive group attended the welcome meeting and many new faces filled the room. On September 19th Winona Health's Director of Human Resources, Chad Decker returned to campus to help kick off the semester's speakers. Chad did a great job of reviewing a variety of basic HR topics and was able to get the students excited about the possibilities within the HR arena. A big thank you to Chad for his high energy and relatability; the students truly enjoyed having you as their first speaker of the year!

Next the group reached out to Anne Ruppert, Human Resources Director of Sauer Health Care to share her experiences. Anne did a great job at walking through her career path and the various learning opportunities she encountered along the way. Anne was also able to walk through a real-life situation working with reasonable accommodation. The students were enthralled with Anne's presentation and we want to thank her for volunteering her time and for providing a valuable learning experience for all!

Habitat for Humanity

Just recently the board organized a great volunteering opportunity with Habitat for Humanity. This was an excellent time for the club to bond and truly welcome the new freshmen and sophomores into the close-knit group! With many of the current student board members graduating this semester October will spent focusing on recruiting and training in new board members. Time to flex real-life HR responsibilities!

The club has shown a lot of interest in touring local companies so next up on the schedule the club will be touring both locations of Wenonah Canoe! We greatly appreciate Wenonah Canoe for opening up their schedules and facilities to the club! I'm looking forward to hearing how much the student enjoyed learning about one of Winona's famous companies!



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!

Legislative Update

Beth Ede, Legislative Representative

Washington Update

Federal Action on Overtime Rules

The U.S. Department of Labor (DOL) Wage and Hour Division held public listening session to gather views on the Part 541 white-collar exemption regulations – often referred to as the “Overtime Rule”.

Issued under the Fair Labor Standards Act (FLSA), these regulations implement exemptions from the overtime pay requirements for executive, administrative, professional, and certain other employees. The DOL plans to update the Overtime Rule in early 2019, so it was interested in hearing the views and ideas of participants on possible revisions to the regulations.

Listening sessions were held in:

- Atlanta, GA
- Seattle, WA
- Kansas City, MO
- Denver, CO
- Providence, RI

Members of the SHRM A-Team participated in each of the five sessions across the country, advocating for a reasonable increase in the salary threshold.

Once the DOL issues a Notice of Proposed Rulemaking on the overtime rules, SHRM will engage in a significant advocacy campaign to respond through both a robust comment letter and engagement of the SHRM A-Team – so stay tuned.

DOL Issues Updated FMLA Forms

On September 4, 2018, the U.S. Department of Labor’s (DOL) Wage and Hour Division released updated Family and Medical Leave Act (FMLA) notices and certification forms. The new model notices/forms are available for download from the [DOL website](#).

Except for an updated expiration date of August 31, 2021, the new versions are identical to the expired forms. Employers should make sure they are using the new forms going forward to remain compliant.

SHRM Board of Directors

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Open

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