

Winona, Minnesota

Winona Area SHRM Newsletter

October
2019



President's Note

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

I hope everyone is having a lovely fall season! "As SHRM continues to provide valued member benefits that empower people and workplaces, SHRM must also keep up with the operational costs of these resources. To that end, the SHRM Board has made the decisions to increase dues by \$10 for professional membership, effective January 1, 2020. This brings the cost of annual membership to \$219. Your membership dues allow SHRM to continue offering the HR solutions you know and trust, and to invest in new and additional resources to help you in your career." If your membership is up for renewal, use promo code STATE20 to receive \$20 off your membership dues.

Don't forget to register for the MNSHRM 2019 State Conference happening in Rochester, MN October 13th – 15th. Click [here](#) to register. If you are attending, please consider volunteering some of your time at the conference as well by introducing a speaker or working at the registration table. Click [here](#) to sign up for a volunteer spot!



2019 MNSHRM State Conference

October 13-15 | Rochester, MN

The 2019 MNSHRM State Conference is a can't miss HR industry event of education, networking and idea-sharing.

Keynote Speakers



Neen James



Judson Laipply

- Over 90 Breakout Sessions from top HR pros
- HRCI and SHRM CEU credits have been submitted with an estimated 15 that will be awarded
- Group Rate Discounts for 2+ attendees
- Monday Evening Concert featuring Deuces Wild Dueling Pianos

[Attendee Registration](#)

[Exhibitor and Sponsor Registration](#)

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 [SHRM's Veterans at Work Certificate Program](#) website.



Effective July 1, 2019, Minnesota employers are subject to several new record-keeping and notice requirements. This law amends existing state labor laws and provides for new wage and hour requirements, protections and sanctions. Greg Griffiths will provide up to date legal information on this new law, how it affects employers, and employees and what your company needs to do now to be in compliance.

When: Wednesday, October 9th from 12:00 p.m. – 1:00 p.m.

Where: RCTC Heintz Center 1926 Collegeview Road SE Rochester, MN - Room H1413

Cost: FREE, [Click here](#) to register!

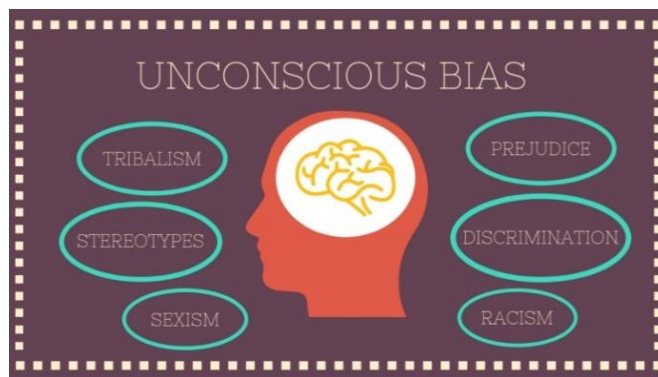
Do you wish you could request feedback from your local HR colleagues on various topics? Well now you can!!! Winona SHRM offers a private email group to all of its members!

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, October 8th, 2019 from 11:30 a.m. – 1:00 p.m.
Unconscious Bias

Understanding what unconscious bias is and how it impacts our decisions is key to fostering inclusive and diverse workplaces, practices and leadership. Unconscious preference and bias are the default settings in humans; It is universal and hard wired into every brain. Bias is based on experience and is personal, cultural and organizational.

We are unaware of these subtle influences and the potential reach of their implications. This interactive talk focuses on the unconscious processing that shapes how we engage those around us, make decisions and create our workplaces. We will also explore how we can work to change negative outcomes.

The Tandeski Center Southeast Technical College Campus
1200 Storrs Pond Road Winona, MN 55987

Click [here](#) to register!



2019 Winona Area SHRM Calendar of Events

Month	Presenter	Topics
October	Kelly Thorp	Good People, Bad Decisions – How to Manage Unconscious Bias
	MNSHRM State Conference in Rochester, MN	
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>



Human Resources Generalist

Join a winning company, Gillette Pepsi-Cola Companies, is the market leader in distribution of beverages, vending products and services in Southern Minnesota and Western Wisconsin.

We currently have an opening for a Full Time Human Resources Generalist in La Crosse. For a full listing of duties and responsibilities, **click [here](#)!**

Gillette Pepsi's ideal candidate will have at minimum:

- A bachelor's degree in Human Resource Management or related degree
- 5+ years' experience in human resources to include specific experience in recruiting, hiring and employee relations.
- Excellent communication skills, collaborate well with others, and work well in a team setting.
- Demonstrated professionalism, serving as a role model for work performance, ethical conduct and respect for others.
- Strong decision making; ability to objectively gather and use information to resolve problems from a position of non-bias
- Demonstrated continuous learning through ownership of personal development to stay current with HR trends and knowledge
- HRCI-PHR or SHRM-CP certification preferred.

Pepsi offers a competitive wage and excellent benefits package! Candidates will primarily work weekday hours. Qualified candidates interested in this opportunity should apply online at www.gillettepepsicola.com or stop in or call for an application.

Gillette Pepsi
1900 West Ave South
La Crosse, WI 54601
(608) 789-6503

EEO/AA Employer

Administrative Assistant II

The Winona Family YMCA is a charitable organization dedicated to putting Christian principles into practice through programs that build a healthy spirit, mind and body for all. We are currently seeking an Administrative Assistant II to help fulfill the onboarding needs of new employees within the organization. This is a part time position consisting of 20-25 hours per week with variable start times. We only ask that you are available M-F and one weekday evening if needed, otherwise normal business hours. Please submit cover letter and resume to Jobs@winonaymca.org.



QUALIFICATIONS:

1. Certifications required within 30 days of hire: CPR/AED, and First Aid.
2. Must possess a high level of professionalism, customer service and data entry skills.
3. Ability to relate effectively to diverse groups of people from all social and economic segments of the community.
4. Proficiency in Microsoft office and the ability to create and manage excel spreadsheets required.
5. Excellent interpersonal, multitasking and problem solving skills.
6. High attention to detail and commitment to confidentiality.
7. Previous accounting or human resources experience is a plus.

For more information, click [here](#) !

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

Nicole Volner

College Relations

The student SHRM chapter had their first meeting last Wednesday, September 18th. They have some amazing great new plans for the year and speakers lined up! They will be volunteering at the MN SHRM conference in Rochester on Sunday and looking forward to the experience. They implemented a new mentor program among their members to have upperclassmen working with new or interested underclassman to get better insights into the major, knowledge of professors and classes, ideas and help on applying for and working towards internships and so much more. They have also worked on updating and creating new social media sites for their members on instagram, facebook, etc. so please feel free to check them out! Great and exciting year planned for the students and they expressed so much thanks for the swag provided by our members that they can share at upcoming events.



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

Beth Ede – Legislative Representative

DOL Overtime Final Rule Released

On September 24, 2019, 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. 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

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 proposed changes would include fewer questions requiring written responses and instead have statements with check boxes. There would also be a reorganization of the medical certification forms to more timely be able to determine if an impairment is a serious health condition covered by FMLA.

You can review the proposed changes below in the draft forms. Comments on the proposed revisions are welcome through October 4, 2019. More information can be found [HERE](#).

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

Past President & Membership Director

Ashley Clark, SHRM-CP
(507) 457-8706
aclark@smumn.edu

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