

*Winona, Minnesota*



# Winona Area SHRM Newsletter

October 2016



## President's Notes

by Ashley Zweep

Happy Fall! I hope you are enjoying the nice weather! I would first like to welcome our new Winona Area SHRM member, Grant Carr! In addition, I want to congratulate and thank Melissa Shore for her interest in becoming our new interim Secretary Board Member! Elections for next term year is scheduled November 8th. Please provide a warm welcome to Grant and Melissa next time you see them!

A final reminder for the 2016 MN SHRM State Conference is October 9<sup>th</sup> - 11<sup>th</sup> at the DoubleTree Hotel in Bloomington, MN. [Click here](#) to register if you haven't already!

In addition, we want to remind everyone there are various opportunities to become involved and volunteer at the conference! All of the available volunteer positions have been updated on the website and are ready for volunteers to select which position interests them most. Please follow the information below to select a volunteer spot. Using 'SignUp.com' (the leading online SignUp and reminder tool) you can 'sign up' to volunteer at the State Conference.

Hello, my name is Grant Carr and I am currently a couple of weeks away from completing my Master's degree in Human Resource Management from Saint Mary's University of Minnesota. Prior to graduate school, I also earned my Bachelor's degree in Human Resource Management from Winona State University. Currently, I am working as the Winona area's MillerCoors sales representative for Northern Beverage Distribution. I am actively seeking an HR position and hopeful I will soon find the right fit. In the past, I worked at MGM Wine and Spirits as an Assistant Manager where I implemented multiple HR policies and procedures. These policies assisted with streamlining the recruitment, hiring and onboarding processes. Additionally, I completed a brief internship in Human Resources at Home and Community Options, Inc. While there I helped facilitate weekly screening interviews, and gained direct experience on various HR procedures.

I currently live in Winona with my wife and two dogs. Right now, most of my free time is used up for homework. Otherwise, I enjoy working on house projects (building and remodeling). I also love taking my dogs for walks around the lakes, cooking, watching and playing sports, and just hanging out and having fun with friends and family. I look forward to getting more involved in SHRM so I can learn more, share my knowledge, and develop new ideas. I am very excited to network and meet more SHRM members!

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## October Monthly Meeting! Hiring Policies/Practices after "Ban the Box"



When: October 13<sup>th</sup>  
8:00am - 12:15pm  
The event is FREE

Where: Winona History Center - Wanek Hall  
160 Johnson Street, Winona MN

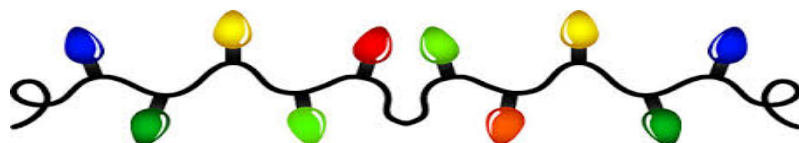
Topic: SHRM is Co-Sponsoring the Winona County Criminal Justice Coordinating Council Event

Overview: Employers, human resource managers and anyone interested in learning more about "Ban the Box" legislation prohibiting employers from inquiring about a job seeker's criminal history on initial employment applications and other, related concerns. 4 CEU and SHRM credits available!

Presenters/Topics: Commissioner Kevin Lindsey of the Minnesota Department of Human Rights, who will discuss the Ban the Box legislation in policy and practice. Emily Baxter of WE ARE ALL CRIMINALS will provide a video message about collateral sanctions of crimes. Josh Esmay, attorney will discuss criminal background checks and avoiding liability. A local panel of employment professionals and others will have a panel discussion about Winona's experience and efforts regarding employment of individuals with a criminal past.

To Register: Contact Claire Exley at [cexley@co.winona.mn.us](mailto:cexley@co.winona.mn.us) or (507) 457-6586 by October 10, 2016. Space is limited; register ASAP!

Other: Light refreshments will be served. Free admission (except for attorneys seeking CLE credits (see below)); however, registration is required due to limited space. 4.0 Standard CLE and SHRM-CP/SCP Credits applied. \$20 charge for CLE credits; make checks payable to CJCC.



*Save the Date*

*Holiday Party  
December 8th 5:00 - 7:00pm*

*Details coming soon!*



## 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

## FLSA Overtime Rule Update - SHRM Eager for Lawmakers to Push Back on Overtime Changes before December 1st

The clock is ticking for when the Department of Labor's (DOL's) changes to the overtime regulations go into effect on December 1st. In response, the House of Representatives passed a bill on September 28th that would delay by six months the effective date of the DOL's new overtime regulations after small businesses argued that the original deadline would force them to lay people off.

More time is still needed to adjust to the rule, though, according to Representative John Kline (R-MN), who said, "More than half of businesses don't even know the rule is out there." Representative Jim McGovern (D-MA) replied that the bill is not going anywhere, referring to President Obama's opposition to the bill – despite the bill's widespread support from organizations ranging from business groups to educational organizations. The Office of Management and Budget (OMB) issued a statement asserting "the administration strongly opposes H.R. 6094 which would delay implementation of the DOL's overtime rule until the middle of next year – endangering a critical step toward promoting higher pay and undermining efforts to allow workers to better balance their work and family obligations.

In addition, lawsuits by numerous states begin to gain a bit of momentum – but is there enough time on the clock before the changes go into effect on December 1st? Stay tuned.

## Winona Area SHRM Board of Directors

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