

Winona, Minnesota

# Winona Area SHRM Newsletter

September  
2018



## President's Notes

By: Rebecca Rowe, President

Well the summer was here and now it's nearly gone! I hope everyone had a relaxing and enjoyable Labor Day holiday.

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 14<sup>th</sup> – 16<sup>th</sup>? 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
September 11 <sup>th</sup>	Alec Beck – Ford Harrison Global HR Lawyers	Legal Update
September 14 <sup>th</sup>	A Workforce Shortage Solution: Employing Past Offenders Who are Looking for Re-Entry	
October 23 <sup>rd</sup>	Winona Area SHRM Board of Directors & MN SHRM State Conference Attendees	HR Roundtable: MNSHRM State Conference Recap
November 13 <sup>th</sup>	Nicole Kauphusman – Express Employment Professionals	HR Analytics and Me: Why Can't We Be Friends?
December 11 <sup>th</sup>	Holiday social – Topic & Venue TBD	

**Monthly Meeting- Tuesday, September 14<sup>th</sup> from 12:00 p.m. – 1:00 p.m.**  
**Employment Law Update with Alec Beck**

Winona Area SHRM will be hosting a meeting titled **Employment Law Update** to be held at the Green Mill. Networking will take place from 11:30 a.m. – 12:00 p.m. and the presentation 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.

The session will cover:

- ✓ The impact of #MeToo on sexual harassment claims
- ✓ Increased ICE workplace enforcement actions
- ✓ Medical marijuana and its impact on employers
- ✓ General legislative update

Click [here](#) to register!

\*Approved for 1 SHRM PDC\*



# MNSHRM

MINNESOTA STATE COUNCIL

**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](http://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>



LAKES AREA HUMAN RESOURCE ASSOCIATION



# 2018 LEADERSHIP CONFERENCE

**Inclusion and Diversity:** Strategies and Actions  
to Make Organizations Successful

SEPTEMBER 19, 2018 // 11497 East Gull Lake Drive // Brainerd, Minnesota // Legacy Clubhouse

For more information go to [lahra.org](http://lahra.org)

You are invited!

# A Workforce Shortage Solution: Employing Past Offenders Who are Looking for Re-Entry

Friday, September 14, 2018

8:30 AM – 3:00 PM

MSC Southeast Tandeski Center, 1200 Storrs Pond Rd, Winona, MN 55987

### *Who should attend?*

Any employer - HR, business owner, manager - interested in addressing the workforce shortage with an untapped applicant pool and learning more about hiring past offenders.

### *What will I learn?*

Learn about the statistics, myths, and legalities around hiring individuals with criminal backgrounds, hear from employers about their experiences, challenges, and successes, hear from those affiliated in the criminal justice system about their experiences returning to employment, and learn about the various resources available to employers and past offenders to aid in successful employment.

**TO REGISTER:** Registration is required as space is limited

Contact Kate Sattler at [ksattler@co.winona.mn.us](mailto:ksattler@co.winona.mn.us) or (507) 457-6310 no later than September 6, 2018.

*Provide full name, job title, employer name, phone number, and e-mail*

**FREE ADMISSION with lunch provided**

6.5 SHRM-CP/SCP CEU credits available

Led by the Winona WorkForce Center in partnership and collaboration with the following organizations:





## **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!**

## 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!

## Legislative Update

Beth Ede, Legislative Representative

### Washington Update

#### ***Senate Hearing Calls for Improving Workers' Financial Literacy***

At an August 21<sup>st</sup> U.S. Senate hearing, experts on the topic warned that many workers are unable to retire because they lack financial literacy – including understanding the fundamentals of saving and investing, as well as budgeting and spending.

The Federal Reserve Board's May 2018 Report on the Economic Well-Being of U.S. Households in 2017 reported that less than 2 out of 5 adults feel that they are on track to retire with adequate savings and 25% of adults have no retirement savings at all. Even among those who have savings, many lack financial knowledge about investments and are uncomfortable making investment decisions – with 3 out of 5 adults with self-directed retirements savings accounts (such as a 401(k) plan) stating they have no or little comfort in their ability to make investment decisions.

As a result, for many workers, retirement is delayed or out of the question at this point.

Employers can plan a key role in improving this situation by helping individuals improve financial wellness by providing an opportunity to engage employees through a wide range of channels and around important life milestones – such as marriage or the birth of a child. Financial wellness programs can significantly improve reported levels of stress among employees as well.

Employers are encouraged to assist in addressing this issue by providing financial education and support programs for employees. If not comfortable doing this alone, find a financial partner who would welcome the opportunity to assist and help employees prepare for the future.

#### ***Senate Spending Bill and Workplace Impact***

Funding for the U.S. Department of Labor (DOL) would remain flat in a spending package passed by the Senate on August 23<sup>rd</sup>, and the DOL and the Education Department would be funded separately – despite talks earlier this year on combining the two departments. The appropriations bill would also fund the Defense and Health and Human Services departments.

The Senate and the House have until September 30<sup>th</sup> to agree on spending for the federal government or the government will suspend all but essential operations unless they pass a continuing resolution in the interim.

We will need to wait and see to determine the full impact.

## **SHRM Board of Directors**

### **President**

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### **President Elect**

Open

### **Past President & Membership Director**

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### **College Relations Chair**

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### **Marketing Director & Web Coordinator**

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