

Winona, Minnesota

Winona Area SHRM Newsletter

January 2022



President's Note

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

I hope everyone's new year is off to a healthy and productive start!

As we continue to traverse through 2022 and our ever-changing world, Winona Area SHRM wants to ensure we are offering a professional association that is valuable. If you have topics you'd like us to focus on, please email me at rebecca.rowe@behrens.com.

In order for Winona Area SHRM to continue to thrive in future years, we need volunteers.

We have the following roles open on our Board of Directors:

1. Treasurer
2. President-elect

If you are interested in either role, please let me know!

January 11th, 2022, Monthly Meeting

Building Your Immunity to People's Negativity – Maximizing Teamwork & Customer Relations

Other people's negativity, such as complaining, grumpiness, or pessimism, can drain our energy and bring us down. This program is all about helping you (and your people) be your best. Even though it can be difficult to change colleagues and customers, we can reduce our stress and frustration by changing how we respond. Staying positive and calm is easier when we learn how to build our immunity.

Click [here](#) to register:





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 [SHRMs Veterans at Work Certificate Program](#) website.

Join us for a HR discussion in Slack – click [here](#)!



Winona Area SHRM has started a Slack channel. Slack is an online platform, specific to Winona Area SHRM. You are able to ask questions and get guidance from other Winona Area SHRM members. For our longtime members, you may remember a Yahoo email group that we had been utilizing. Unfortunately, the capabilities of this are limited and we are hoping to have an easier way for our members to communicate with each other.

SHRM Foundation **Cassie Zinns, Membership Director**

Are you interested in attending any SHRM conferences in 2022? Looking for professional Development opportunities in 2022 but need the funding?

Check out the SHRM Foundation website for numerous opportunities:
<https://www.shrm.org/foundation/ourwork/scholarships/Pages/all-deadlines.aspx>

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!



2022 Winona Area SHRM Calendar of Events

Date	Presenter	Topics
February 8 th , 2022	Thomas Thibodeau	Servant Leadership

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



WNB Financial has an opening for a Human Resources Coordinator. The Human Resources Coordinator assists in the areas of recruitment, coworker benefits, payroll, performance management, coworker relations, and training -specifically with an emphasis on recruitment. Responsible for completing job responsibilities in accordance with human resources policies, procedures, and programs as well as federal and state regulations such as Affirmative Action, EEO, FLSA, etc.

Visit www.wnbfinancial.com for a full job description and to apply

Melissa Shore-CHRO

WNB Financial

204 Main St Winona, MN 55987

EEO/AA Employer/Vets/Disability



Talent Acquisition Specialist

This co-worker will provide talent acquisition support to the company. This position is responsible for recruiting and hiring quality coworkers in a high volume and fast-paced environment primarily for manufacturing openings. The applicant must possess self-motivation, enthusiasm, and a positive disposition toward the job, the company, and coworkers. Effectiveness in this role requires the ability to maintain confidentiality and handle sensitive situations with solid judgment. This position will travel between the Lewiston and Winona facilities.

To learn more about this role, please click here: <https://riversideintegratedsolutions.com/careers/>

Posted 12/15/2021

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HEALTH SYSTEM®

Recruiter

Sources, recruits, interviews, and recommends placement of candidates. Partnering with all levels of management, develop and initiate needs assessment processes to support departments/clinics in determination of need for new or replacement staff. Strong focus on relationship building, talent management, and actively tethering potential candidates is required. Develop and use expert sourcing knowledge and skills to find the best candidates. Following established procedures, work collaboratively with Compensation and Employee Relations departments to expediate the hiring process and meet the expectations of hiring managers. Engage in and lead project work focused on hiring and retention.

To learn more about this role, please click [here: https://gundersenhealth.wd5.myworkdayjobs.com/Gundersen/job/La-Crosse-WI/Recruiter_JR-7826?shared_id=0a79b2de-647d-4f5a-b878-5097fc59d4af](https://gundersenhealth.wd5.myworkdayjobs.com/Gundersen/job/La-Crosse-WI/Recruiter_JR-7826?shared_id=0a79b2de-647d-4f5a-b878-5097fc59d4af)

Posted 12/16/2021

Legislative Update

Beth Ede

Supreme Court to Hear Challenges to Biden Administration Vaccine or Test Rule

We continue to have developments and then wait for more guidance as it relates to the Biden Administration mandate under the OSHA Emergency Temporary Standard (OSHA ETS) to require health care workers and employers with 100 or more employees require full vaccination or weekly testing.

Late day on Friday, December 17th, the 6th Circuit Court of Appeals reinstated the Biden Administration's vaccine or test rule which is now set to go into effect January 10, 2022. Late Wednesday, December 22nd, the U.S. Supreme Court agreed to take up the challenges to both the Biden Administration vaccine or test rule and the related vaccine requirement for health care workers. The abbreviated order stated that the Court would take up arguments on both cases on January 7, 2022, with ruling expected to follow in quickly.

At this time, the vaccine or test rule for employer with 100 employees or more remains in effect while the vaccine requirement for health care workers is on hold nationwide. Potentially impacted employers are encouraged to move forward with the required preparation to maintain compliance based on the ruling in early January.

SHRM resources are available [HERE](#)

Membership

Tabitha Newton, Membership Director



Policies at Your Fingertips

If the current situation has taught us anything, it's that the employment landscape is ever-changing! Another reason to leverage our National SHRM membership to our advantage. When it comes to workplace policies, they have really thought of everything for us.

Are you finding it challenging to navigate to create policies to manage the proposed upcoming vaccine mandate? Well, take heart because creating a policy from scratch is one less thing you have to worry about. You have the ability to download a draft policy pertinent to large employers whose employees are mandated to have the Covid-19 vaccination. This is great news because it's Word document that you can easily edit to meet the needs of your organization. This policy may be found at this link: <https://www.shrm.org/ResourcesAndTools/tools-and-samples/policies/Pages/Large-Employer-COVID-19-Vaccination-Policy.aspx>

Or maybe you're not a large employer, but you are a Federal Contractor who has an entirely different mandate. You can download a draft policy here complete with important vaccination timelines: <https://www.shrm.org/ResourcesAndTools/tools-and-samples/policies/Pages/Federal-Contractor-COVID-19-Vaccination-Policy.aspx>

Another Covid-19 policy you may need some help with is paid sick expanded FMLA, if your company has opted to offer to your employees. <https://www.shrm.org/resourcesandtools/tools-and-samples/policies/pages/covid-19-paid-sick-expanded-fmla-policy.aspx>

Of course, there are plenty of non Covid-19 related policies you may be interested in like background checks, sick leave, progressive discipline, equal employment opportunity, hiring policies and procedures, drug testing, and job posting. There are over 250 policies that you can filter and search for here: <https://www.shrm.org/ResourcesAndTools/tools-and-samples/policies/Pages/default.aspx>

You don't have to go it alone, start with SHRM and give yourself a great start!

Workforce Readiness

Julie Kiehne – Workforce Readiness Director

HR Lessons Learned in 2021



2021 has been a year in which HR professionals at all levels learned critical lessons.

SHRM Online asked business professionals to reflect on the key HR trends from the past year.

A few of the lessons learned include:

- **Show employees the company's purpose beyond profits**
- **Create a safe work environment**
- **Support professional development opportunities for employees to learn and grow**
- **Watch out for the well-being of workers**

[READ MORE](#) about the 14 most important HR lessons learned in 2021

Source: Bruce Horovitz, December 2021 SHRM

Contact Workforce Readiness Director, Julie Kiehne jkiehne@winona.edu for resources to explore professional development strategies for you and your team.

SHRM Board of Directors

President

Rebecca Rowe, SHRM-CP
(507) 454-4664 X 135
rebecca.rowe@behrensmfg.com

President-elect

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Secretary

Melissa Shore
(507) 494-3018
melissas@WNBFinancial.com

Treasurer

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Legislative Representative

Beth Ede, SPHR, SHRM-SCP
(507) 457-1193
baede@merchantsbank.com

College Relations Chair

Nicole Volner
bentlyvoln@hotmail.com

Marketing Director & Web Coordinator

Brandon McQuinn, SHRM-CP
(608) 787-4551
bmquinn@altra.org

SHRM Foundation Director

Cassie Zinns
(507) 454-4664 x 112
Cassandra.zinns@behrens.com

Workforce Readiness Director

Julie Kiehne
(507) 457-5088
jkiehne@winona.edu

Membership Director

Tabitha Newton, SHRM-SCP, SPHR, CCP
(507) 453-8619
tnewton@fastenal.com

Certification Director

Tyler Kiel, SHRM-CP
(507) 457-5959
Tyler.kiel@watkins1868.com