

Winona, Minnesota

Winona Area SHRM Newsletter

July
2019



President's Note

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

Summer is here and so is the beautiful weather! I hope each of you get a chance to get outside and enjoy this summer. From June 23rd – June 26th three Winona Area SHRM members were able to attend the SHRM19 Annual Conference in Las Vegas, NV. The keynote speaker lineup included Martha Stewart, Brene Brown, Vineet Nayar and Blake Mycoskie (founder of TOMS shoes). All of the speakers were uplifting, inspiring and full of great information.



Who is planning to attend MNSHRM19 SuperHeRo Conference in Rochester, MN October 13-15? Keynote speakers Neen James and Judson Laipply will not disappoint! Click [here](#) to register!

Neen James

Presentation: *Attention Pays: How to drive profitability, productivity, and accountability*



Judson Laipply

Presentation: *Lead Your Evolution*



2019 State Conference
October 13-15, 2019
Mayo Civic Center - Rochester, MN



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

**MaxAbility**
Growing Your Workforce

SAVE THE DATES

To maximize career success for people with disabilities as the trusted resource network for regional business.



FEBRUARY 27, 2019 8:30 – 10:30 a.m. Disability Friendly Culture and Etiquette <i>Focus on Person First Language: Learn how to incorporate Person First Language into your onboarding and training materials</i> Location: Wood Lake Conference Center	JUNE 26, 2019 8:30 – 10:30 a.m. If We Knew Then What We Know Now: An Interactive Discussion on Discovering Talent <i>Visual Resumes, Job Shadowing, Internships, Career Pathways, and Accommodations</i> Location: Wood Lake Conference Center	OCTOBER 2019 9:00 a.m. to 1:00 p.m. Career Connections: Annual Career Fair Date and Location: TBD
APRIL 24, 2019 8:30 – 10:30 a.m. 2nd Annual Reverse Job Fair <i>Tap into a diverse workforce of candidates ready to transition to work</i> Location: Wood Lake Conference Center	AUGUST 21, 2019 8:30 – 10:30 a.m. Inclusive Job Descriptions: Attracting The Right Talent <i>Learn how to revise or create an inclusive job description</i> Location: Wood Lake Conference Center	DECEMBER 2, 2019 Events from 12 to 6 p.m. International Day of Persons with Disabilities <i>Keynote speaker 3-4:30 p.m.</i> Location: TBD

SOUTHERN MINNESOTA | Disability Employment Network Meetings



Monthly Meeting- Tuesday, July 9th, 2019 from 11:30 a.m. – 1:00 p.m.

Drowning in Documentation: Staying Compliant and Current with Handbooks, Investigations, and Other Employment Documentation

The meeting will begin slightly earlier than usual. We will have a short presentation on the new Main Square Development in Winona, Winona Area SHRM Updates and allow time for networking.

Presentation Summary:

Both employment lawyers and human resource professionals agree that documentation of employee issues – from performance and discipline to investigations, policies and procedures – is crucial to minimizing liability and litigation risk. Yet, gaps in documentation, such as vague or inaccurate performance evaluations, confusing policies, and the lack of documentation with respect to investigations abound. This presentation will discuss strategies for systematically improving the quality of employment documentation within your organization, and thus better protect your company.



Brian A. Moen

To learn more about Brian, click [here](#)



Cynthia Bremer

To learn more about Cynthia, click [here](#).

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
August	Liz Uram	Performance Feedback: The Gift That Keeps Giving
September	Anna Kraemer & Jim Miley	Creating Confident Retirees
October	MNSHRM State Conference in Rochester, MN	
November	Jana O'Leary Sullivan	Free Speech in the Workplace
December	Holiday Social	

Click [here](#) to register and learn more about the 4th Annual Breakfast Forum *From: Handshake to #Hashtags*

**4th Annual
Breakfast Forum**
From: Handshake to #Hashtags

9.10.19
Celebrations on the River

Keynote Speaker:
Scott Zimmer


BRIDGEWORKS


Callie Zipple


Garrett Jerue


Jami Gerke


Jeannette Schreier


WorkforceConnections
Your connection to work and training.

WWW.WCIBREAKFASTFORUM.COM

The U.S. Department of Labor and an Education Campaign Coordinator with EBSA will be holding a free educational seminar in Des Moines, Iowa on **Employer Retirement Plan Compliance with Fiduciary Responsibilities**.

When: Wednesday, July 17th

Where: Des Moines, IA

What: **Getting It Right – Know Your Fiduciary Responsibilities Seminar**

If you are interested in attending, please use the links below to learn more, register and learn about other educational opportunities.

[Seminar Agenda](#)

[Registration page \(Eventbrite\)](#)

[Other EBSA Seminars & Webcasts](#)



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
-

How to earn the SHRM HR Department of One Specialty Credential?

1. Purchase the SHRM HR Department of One Specialty Credential Package, which includes:

- Enrollment in the HR Department of One: Strategies for Success Seminar – available in-person and virtually!
- Two comprehensive SHRM eLearning courses focused on the skills required of an HR Department of One:
 - HR Department of One: Developing Targeted L&D Solutions
 - HR Department of One: Gaining Support for HR Initiatives
- Pass a 50-question online HR Department of One knowledge assessment.



2. After passing the assessment, add your Specialty Credential to your resume, e-mail signatures and social media profiles, proving your HR Department of One credibility to your employer and your network.

3. You do not have to be SHRM-certified to earn the SHRM HR Department of One Specialty Credential; however, you will receive 17 PDCs toward your SHRM-CP or SHRM-SCP recertification upon completion of the Specialty Credential package.

Click [here](#) to learn more about SHRM's Specialty Credentials.

2019 Winona Area SHRM Professional Development Scholarship

The Winona Area SHRM is dedicated to advancing the HR profession by developing chapter members through monthly meetings, an annual Leadership and Development Conference, networking opportunities and other forms of professional development. To support professional development objectives, Winona Area SHRM has created a scholarship program where one (1) scholarship will be awarded to an eligible member for continuing their education or professional development.

Winona Area SHRM will provide one (1) scholarship up to \$1,000 to an active chapter member to be distributed at the discretion of the Winona Area SHRM Board of Directors. With the scholarship, the member could attend a national or state SHRM conference, study for the SHRM-CP/SCP certification, attend a HR-related workshop or further their education by working towards an Associates, Bachelors or Master's degree from an accredited school in an HR-related program.

Consideration for the scholarship will be heavily based on chapter involvement. Scholarship eligibility will include the following:

1. Active national SHRM membership
2. Active Winona Area SHRM membership
3. Actively participating on either the Winona Area SHRM Board of Directors or a committee
4. Attend at least 50% of monthly meetings

A timeline for the scholarship process will be released later in 2019. The application deadline will be in early fall 2019 and the scholarship will be awarded at the end of 2019. The award may be prepaid directly to the entity (school, organization, etc.) by Winona Area SHRM. Any applicant seeking the scholarship for the SHRM-CP/SCP certification will need to provide a receipt and proof of passing the test to be reimbursed.

Please email Winona Area SHRM President Rebecca Rowe at rowe@ci.winona.mn.us with any questions.

Are you thinking about getting your SHRM-CP or SHRM-SCP?

The SHRM Foundation provides 220 scholarships annually to those who want to obtain their SHRM-CP or SHRM-SCP certification.

To be eligible:

- Current SHRM member
- Meet eligibility requirements for SHRM Certification
- Plan to sit for the exam within 12 months after the scholarship notification date
- Is not receiving any organizational support or reimbursement for SHRM certification exam or preparation fees

If you are interested in apply for the scholarship, click [here](#) for more details.





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!



Earn a SHRM Talent Acquisition Specialty Credential

[LEARN MORE](#)



4 Steps to Earn the SHRM Talent Acquisition Specialty Credential

1. Purchase the SHRM Talent Acquisition Specialty Credential package, which includes:
2. Participating in the Talent Acquisition: Creating Your Organization's Strategy Seminar—available in-person and virtually!*
3. Completion of six comprehensive SHRM eLearning courses on Talent Acquisition.*
4. A 50-question online Talent Acquisition knowledge assessment to pass.*



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!



Hello! My name is **Lori Mann**. I am excited to become a member of the Winona SHRM Chapter. I am the HR Assistant of Acentek in Houston, MN and have been in this role for four years. I live in La Crescent with my husband Ron and two boxer puppies named Josie and Jasper. In my free time I like to quilt.



Cassie Frerks received her Associate's Degree in Business Management and a marketing certificate from Western Technical College in 2012. She continued her education and went on to receive her Bachelor's Degree in Business Administration/Marketing in March of 2015 from Baker College. She has worked in numerous fields, including nonprofit, retail, accounts receivable, accounts payable, collections, and tax offices.

She is currently employed as the Director of Business Services for the Winona Family YMCA where she handles all of the human resources, accounting, and other business related duties.

My name is **Jordan Paffrath**. I have been with ABR Employment Services for 1 ½ years. I started off as a Staffing Assistant and recently got promoted to a Staffing Coordinator this past February. I really enjoy working in recruiting and hope to continue my education down the road in Human Resource Management. I am looking forward to building more connections in the community and learning about other companies in the Winona area.



Legislative

Beth Ede – Legislative Representative

Important Minnesota Update – Minnesota Wage Theft Law

The Minnesota Legislature recent passed and the governor signed the new Minnesota Wage Theft Law which amends existing state labor laws and provide for new wage and hour requirements, protections and sanctions. Most all of the provisions went into effect July 1, 2019.

Please see the following resources to assist you in your compliance efforts:

- Minnesota Department of Labor and Industry [Summary of Minnesota's New Wage Theft Law](#)
- [Guidance for Employers on Minnesota's New Wage Theft Law](#)
- [Complete Text of New Law](#)
- [Pre-Recorded Webinar](#)

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