

*Winona, Minnesota*

# Winona Area SHRM Newsletter

September 2017



## President's Notes

By: Ashley Zweep



I hope everyone enjoyed their Labor Day weekend! The Pinnacle Award Submission deadline is approaching the end of this week so we are working hard to gather the data needed. The Pinnacle Award is an annual recognition program honoring the highest achievement in affiliation development and contributions that serve HR professionals, advance the HR profession and enhance the SHRM community. Each year National SHRM recognizes up to nine chapters for their innovative initiatives. Finalists will be notified early October. All winners will be announced at the Pinnacle Award celebration event during the 2017 SHRM Volunteer Leaders' Summit in Washington DC November 16<sup>th</sup> – 18th. Below are more announcements you should be made aware of as well.

### **2018 SHRM Member Dues Adjustment**

The SHRM Board of Directors has adjusted dues by \$10 for national SHRM Professional memberships effective January 1, 2018, bringing the cost of annual membership to \$209.

### **September SHRM Membership Tote Bag Promotion**

Encourage your friends and colleagues to join SHRM for their first time and they will receive a free SHRM tote bag and a \$20 savings by using promotion code 0118 valid until 09/30!

### **SHRM Certification Study Group Starts TONIGHT!**

It's not too late! If you are looking to receive your SHRM-CP certification during the test window of December 1, 2017 to February 15, 2018 you still have time to register! Regular application deadline is October 20 2017 and late application deadline is November 10, 2017. The SHRM-CP exam fee is \$300 for SHRM members. Tonight will be our first casual meeting to discuss the first section of how the test is created, details of the exam, and to confirm our study group agenda. The study group will be today, September 5, 2017 at 5:00pm meeting at ANOVA Furnishings. We will meet once a week on Tuesdays to review designated sections, review practice quizzes and discuss. If you are interested in attending please contact Kelsey Franzen at [Kelsey.v@anovafurnishings.com](mailto:Kelsey.v@anovafurnishings.com).



Business needs **evolve.**

## SHRM 2017 FALL SEMINARS

**\$200 OFF\* SHRM Seminars in MINNEAPOLIS, Oct 30-Nov 1**

Enter **17SEMMN** at checkout.

So should your **education.**

**Your need for HR education is never-ending because business needs are ever-changing.**

SHRM Seminars are designed to help HR professionals succeed amid evolving workplace norms, changing regulations and shifting organizational priorities.

Register for a SHRM Seminar coming to Minneapolis this fall and learn to **implement new HR strategies** and **develop innovative solutions** that will help you **overcome challenges** and support your organization effectively.

### Upcoming SHRM Seminars in Minneapolis

Oct 30-31 .....	Mastering Your HR Generalist Role
Oct 30-Nov 1 .....	SHRM-CP/SHRM-SCP Certification Preparation
Oct 31-Nov 1 .....	Total Rewards: Designing a Compensation System

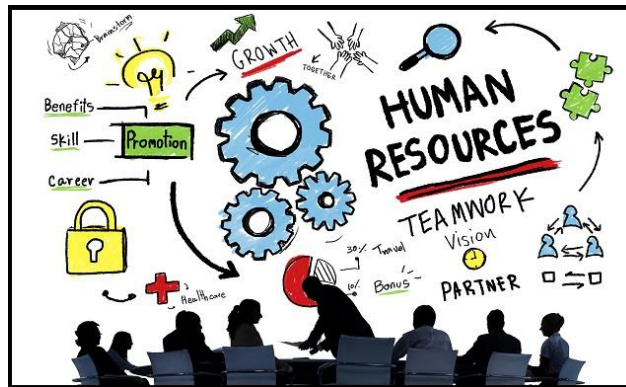


\*Offer only applies to SHRM Seminars hosted during October and November 2017 in Minneapolis, MN, excluding SHRM-CP/SHRM-SCP Certification Preparation. Offer does not apply to SHRM Seminars in other cities, Seminars hosted virtually, Seminars outside the U.S., SHRM Conferences or Seminars held at SHRM Conferences. Offer does not apply to other SHRM products. Offer applies to online and phone orders only. It does not apply to mailed-in orders, faxed orders, or purchase orders. Offer is not valid on previous orders and cannot be combined with other promotions. Expires November 1, 2017 at 11:59 p.m. PT.

17-0782

**REGISTER NOW: [shrm.org/seminars/minneapolis](http://shrm.org/seminars/minneapolis)**

## 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!

# Upcoming Events

By: Rebecca Rowe

## SHRM Monthly Meetings Resume

**September 12<sup>th</sup>**

11:30am – 1pm at Greenmill



Nizam Arain, Director of Affirmative Action & Title IX Coordinator from the University of Wisconsin – La Crosse, will discuss emerging issues in civil rights and employment law, and the legal, ethical, and cultural challenges of maintaining an inclusive workplace.

Click [here](#) to register!

**October 17<sup>th</sup>**

11:30am – 1pm at

**Winona Chamber of Commerce (co-sponsored)**



The October 17<sup>th</sup> is co-sponsored by the Winona Chamber of Commerce and will be held at the Chamber of Commerce conference room.

This topic will be ADA and MN Human Rights Act Obligations for Employers.

Watch for the October newsletter for more information and registration for this meeting!

# Upcoming Events

## MN State SHRM Conference

Registration is now open for the 2017 MN State SHRM Conference. This year the conference will be held in Duluth, MN on October 8-10. Here is more information about this year's conference. You can also visit [www.mnshrm.com](http://www.mnshrm.com) for more information and to register!

Internationally recognized Keynote Speakers:



**Sarita Maybin**  
Motivational Speaker, Author  
and Communication Expert



**Steve Rizzo**  
World's Funniest Motivational  
Business Speaker

More than 30 targeted breakout sessions to choose from  
Lunch on Monday and Tuesday  
Exhibit Hall featuring over 100 organizations  
A ticket to the Wellbeing Spotlight Recognition Dinner

Rate Type	Early Bird	Regular Rate	Late Rate
	Registration By 6/16	Registration Between 6/16-9/29	Registration Between 9/30-10/8
<b><u>SHRM Member</u></b>	\$397*	\$448*	\$567*
<b><u>Non-SHRM Member</u></b>	\$443*	\$494*	\$613*
<b><u>Single Day - Monday</u></b>	\$206*	\$258*	\$361*
<b><u>Student - Full Conference</u></b>	\$103*	\$129*	\$155*



### 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!**



## Job Opportunities Update on Website

By: Rebecca Rowe

The Winona Area SHRM Board of Directors has been hard at work looking at ways to advance our chapter and provide great learning opportunities for our members. We are also looking for ways to continue to promote career advancement opportunities for our members. The Winona Area SHRM Chapter has made a change to our *Job Opportunities* section of our website.

If you click on the *Jobs* tab of our website you'll see some new information. Below is a summary of the changes that have been made.

If you would like to post an HR related position with Winona Area SHRM and for it to be sent to all of our members, please email [Rebecca Rowe](mailto:Rebecca.Rowe@ci.winona.mn.us), President-elect. All postings are 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 SHRM chapter member in good standing - **\$40.00**. *Proof of membership must accompany regional SHRM Chapter job submission.*
- ▶ HR internship and/or job postings for companies with no Winona Area SHRM or regional SHRM chapter membership - **\$60.00**.

**When applicable, payment must be received prior to posting**

If you have an HR position or internships you'd like to advertise on our website, newsletters and on our social media pages, please email Rebecca Rowe at [rowe@ci.winona.mn.us](mailto:rowe@ci.winona.mn.us).

<https://winona.shrm.org/job-opportunities>

---

## Seeking an HR Intern Fall 2017?

If your HR department is looking for a Fall 2017 intern please notify Jennifer Davis, College Relations Chair. She will inform students who are still looking for internships from Winona State University. Once classes resume this Fall for their Student SHRM Chapter we would like these companies to attend and advertise the internship. Jennifer will provide more detail as once they determine the date of their first meeting.

# Legislative Update

by Beth Ede

## Washington Update

### *Reminder: New Form I-9 Issued and Required Use by September 18<sup>th</sup>*

The U.S. Citizenship and Immigration Services (USCIS) issued a revised version of the Form I-9 on July 17<sup>th</sup>. Effective September 18, 2017, employers must begin to use this newest form with a revision date of 07/17/17 N. The revised version of the Form I-9 can be downloaded here: <https://www.uscis.gov/i-9>.

If you need additional resources on Form I-9 compliance, see the USCIS’s resource page at

<https://www.uscis.gov/i-9-central> - highly recommended is the “Handbook for Employers” which provides great guidance on completing Form I-9 found [HERE](#).

### *DOL Considers Issuing New Overtime Rule – Comment Period Still Open*

On July 25<sup>th</sup>, the U.S. Department of Labor (DOL) released a new Request for Information (RFI) regarding the overtime rule defining which employees are exempt from minimum wage and overtime requirements of the Fair Labor Standards Act (FLSA). The DOL is encouraging individuals and organizations to submit comments electronically, and can be done so by clicking on the “Comment Now!” button [HERE](#).

Specifically, the RFI is inviting the public to weigh in on the following 11 issue areas:

1. Salary Level Inflation Adjustment
2. Multiple Salary Level Standards
3. Exemption-Specific Salary Levels
4. Short and Long Salary Tests
5. Relationship Between Salary Level and Duties Tests
6. Effect of 2016 Final Rule
7. Possible Duties-Only Test
8. Non-Covered Occupations
9. Nondiscretionary Bonuses
10. Multiple Annual Compensation Levels for Highly Compensated Individuals
11. Automatic Updates to Highly Compensated Employee Salary Level

## SHRM Board Members

### **Interim President**

Ashley Zweep  
azweep@smumn.edu  
507-457-8706

### **President Elect**

Rebecca Rowe  
rowe@ci.winona.mn.us

### **Secretary**

Melissa Shore  
melissas@winonanationalbank.com

### **Treasurer**

Linda Digby  
ldigby@winonaorc.org

### **Legislative Representative**

Beth Ede  
bede@winonaagency.com

### **College Relations Chair**

Jennifer Davis  
Jennifer.davis@expresspros.com

### **Marketing Director/Web Coordinator**

Kelsey Franzen  
Kelsey.v@anovafurnishings.com

### **Membership Director**

Brandon McQuinn  
bmcquinn@exchange.hbci.com