

Newsletter

OUR MISSION Use our collective voice to foster the business community and empower the HR professional with education of best practices and strategic leadership.

PRESIDENT'S MESSAGE

SABRINA OLSON, SHRM-SCP



Dear FMHRA Members,

As your 2023 board President I wanted to express my gratitude and support to our serving board directors, including you as our membership. As a volunteer led organization, we rely heavily on the passion, energy, and commitment of our members to achieve our goals.

As a member driven organization we rely on your input and feedback to guide our decision making and prioritize our initiatives. I continue to encourage you to attend our meetings, participate in our events, and share your ideas and suggestions with us.

Continuing to look ahead, we face new opportunities and challenges. We are excited to continue building on our successes, while also exploring new ways to be a catalyst in connecting business leaders and HR professionals in our community.

Thank you for your continued support of FMHRA.

Sincerely,

Sabrina Olsen

FMHRA President

SAY HELLO
TO SPRING!



AFFILIATE OF



WELCOME NEW MEMBERS!

Michelle Chavez, Altru

Michaela Hamilton, Valley
City State University

Jaime Kallstrom, Valley
Veterinary Hospital

Harley May, Western State
Banks

Amber Stickford, Digi-Key

David Terfehr, NDSU

Willow Werlein, AgCountry Farm Credit Services

Candice Ahmann, Express Employment Professionals

Annika Dahl, Cooperative Response Center

Amber Delamater, Concordia College

Jasmine Gibson, National Hospitality Services

Renee Martin, Integrity Steel Supply

Megan Thompson, Aerotek

Brandi Anderson, Eventide

Beckie Braton, DGF Public Schools

Brandi Deutsch

Jim Nyhof, Marsh McLennan Agency

Megan O'Shea, Converdia Health Staffing

Osinaike Temidayo, NDSU

Lisa Stuhau, GardenValley Technologies

Alysha Oliphant, Orthopedic & Sports Physical
Therapy

Joseph Akiri, Concordia College

Bree Gahner, Burian & Associates LLC

Hunter Keller, Doosan Bobcat

Kristi Larkin, Workfoce Hope

Mark Melby, UNFI

Amanda Reil, Sagency

Rachel Williams, Fargo-Moorhead Convention &
Visitors Bureau

Camryn Falk, DFC Company

Natalie Feldhake, DFC Company

Samantha Ihringer, Rice Companies

Margaret Karl, MN State & Community & Technical
College

Kameri Olson, Planet Fitness Baseline, LLC

Kennedy Stromme, DFC Company

Kelsey Becker, Job Service ND

Melissa Osland, DFC Company

FMHRA SCHOLARSHIP WINNER – MAKENNA DUNCAN



The winner of the FMHRA Scholarship for the 2022-23 Academic Year is MaKenna Duncan from NDSU!

MaKenna is studying for her Bachelor's Degree in Human Resource Management while also serving as President of the student SHRM Chapter at NDSU

MaKenna works at Shcheels and is a native of Detroit Lakes, Minnesota. Congratulations to MaKenna on receiving the FMHRA Scholarship!

FMHRA MEMBERSHIP REFERRAL PROGRAM

Have you met someone recently who you think would be a great fit for our organization? Encourage them to register as a member of FMHRA and earn a \$50 gift card!

You can receive one for each referral, up to three referrals a year who are approved and become FMHRA members.

Head to fmhra.com/join/referral for more details on the program!



ARE YOU A 'COVERED EMPLOYER' UNDER THE FMLA?



The state of Minnesota is looking at proposed legislation that would set up a mandatory paid family and medical leave insurance program. [The latest update on that proposed legislation can be found here.](#)

How this proposed legislation impacts those with workers residing in Minnesota is yet to be determined. However, it does bring into question whether you are a "covered employer" or not under FMLA.

FMLA obligations don't kick in unless an employer qualifies as a "covered employer" under the statute.

Sometimes, determining whether an employer is covered can get a little tricky.

The questions abound: How many employees must be retained? For how long? What if we straddle the minimum number over the course of time? What about part-time employees? Those on leave? And the list goes on.

Let's take a closer look at which employers are covered by the FMLA, and which are not. After all, if it turns out you are not covered in the first place, it can save you a lot of unnecessary legwork.

The covered employer basics: The 50/20 rule

Let's begin with the basic rule for private-sector employers.

A private sector employer is covered by the FMLA – meaning it must comply with applicable FMLA requirements – if it employs at least 50 employees in at least 20 workweeks in the current or previous *calendar* year.

[Click here to access the full article!](#)

LEGISLATIVE UPDATES

President Biden ends the National COVID-19 emergency

The National COVID-19 Emergency was originally supposed to end May 11, 2023. The bill to end the National COVID-19 Emergency sooner was signed by President Biden on April 10th, ending the COVID-19 Emergency a month earlier than originally planned.

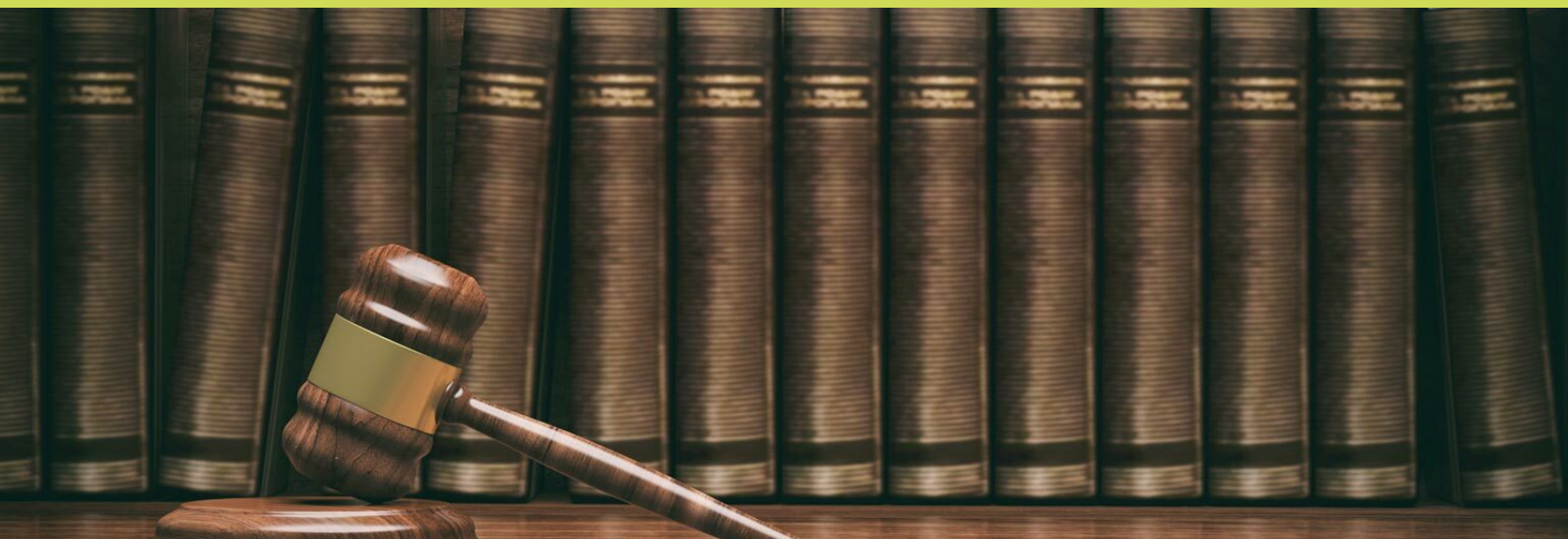
The Public Health Emergency is still in effect until May 11th. Read about the

bill, H.J. Res. 7 [here](#).

Restoring Overtime Pay Act of 2023 was introduced on March 29, 2023

The bill would raise the annual overtime salary thresholds to more than \$80,000 by 2027. To read more on the Restoring Overtime Pay Act of 2023 click [here](#).

Head over to the [Legislative Resources](#) page to read the latest legislative updates



WHAT HR NEEDS TO KNOW ABOUT PAY TRANSPARENCY



Pay transparency laws, which started gaining steam last year, are becoming more and more commonplace as companies try to keep up with a tight labor market and attract top candidates.

As little as a few years ago, it was somewhat rare to see salary ranges. In fact, a recent Indeed study found that since pay transparency laws took

effect across many states and cities, job postings that have included salary ranges nationwide have shot up to 44%, from below 18% pre-pandemic.

Even if you don't live in a state where pay transparency is legally required, it can be an essential tool to attract top talent, especially if you're hiring in states that do require salary ranges.

If you haven't yet implemented pay transparency, or just want to stay up to date, consider these benefits, best practices and action steps.

[Click here to access the full article!](#)

CERTIFICATION CENTRAL

Last year this feature discussed the Vets At Work certificate available from SHRM at no cost. Today let's talk about the Employing Abilities at Work Certificate program. This is also a free certificate from the SHRM Foundation and aims to educate HR professionals about the benefits of disability diversity in the workplace. Data from the CDC shows that more than 1 in 4 individuals in the U.S. identify as having a disability, nearly 80% of which are invisible disabilities. This segment of the population provides a large, unrealized pool of candidates with considerable skills and strengths.

The SHRM certification program is open to any individual in HR interested in taking the course and is free of charge. The program is an eLearning course that consists of seven modules and takes participants through the organizational life cycle of employing people with disabilities. Elaine Katz, a Senior VP with the Kessler Foundation states, "The new SHRM Foundation certificate program tool provides a roadmap for HR professionals on how to recruit, onboard, and train people with disabilities. This knowledge enables authentic disability inclusion."

Participants who are SHRM-certified can claim 10 PDCs toward their recertification after they earn the certificate. If you would like more information or to register for the eLearning course please click this link: <https://employingabilities.org/certificate/>

Have questions about recertification? Email Shelley Cummings at contactus@fmhra.com

UPCOMING EVENTS

APRIL 25TH

Food For Thought: Local Colleges & Internships presented by Alli Goossens, Samantha Gust & Jill Wenger

8:30 - 9:30 am, virtual

Being thoughtful and intentional as you design internship opportunities and engage with undergraduate students can mean a more successful and satisfying experience for all involved. [Register here.](#)

APRIL 25TH

Monthly Meeting: How to Hold People Accountable When It Feels Like a Losing Battle presented by Sarah West

11:50 a.m. - 1 p.m., Avalon Events Center or virtual

How do you build a culture of accountability that doesn't feel so gross? Join Sarah's session to learn how to take this on with confidence and grace. [Register here.](#)

LOCAL EVENTS

MAY 23RD

FMWF Chamber Event: Women Connect: The Power of Community. The Power of Women 3:30 pm - 5:00 pm @ Avalon Events Center

[Click here for more information](#)

NOVEMBER MEETING MINUTES

NOVEMBER 10TH, 2022 @ 11:00 AM

Present: Scott Wirth, Rachel Myhre, Erin Wagner, Shelley Cummings, Stacey Bangert, Sabrina Olsen, Paige Shockman, Brandy Miller, Molly Klein, Becca Brenden, Kacie Weber, Brett Longtin, Kriss Burns, Rachel Olson, Dan Gunderson (joining the board in January 2023)

Absent: Mitch Pribula

Approve September 2022 meeting minutes

- Motion made to approve Stacey Bangert
- Seconded Kriss Burns
- Motion approved by all

Approve September 2022 financials

Approve October 2022 financials

- Motion made to approve both the September and October financials Paige Shockman
- Seconded Kacie Weber
- Approved by all

President's report

- ND SHRM-leadership session Dec 1 & 2-Bismarck, Workforce Readiness Director
- Scott is asking for a rough count on those planning to attend the event
- Scott has been appointed by the state as a Workforce readiness Director for the State
- Sabrina will be the state board
- SHRM
- Discussion on the CLIF and SHAPE survey
- Sabrina and Scott will meet with the FMEDC on partnering on a survey
- Tiffani G from the FMEDC has asked to partner on survey for data – unsure what they are looking to gather
- May be a possible project for Brett to work on
- Sponsorship opportunities to begin in 2024
- Scott had emailed out some information that was worked on May of 2020 was the last time it was looked at or worked on
- Maybe a new incentives that we could work towards
- We will circle back to this topic if we have time at the end of the meeting

Old Business/Prior items to wrap-up

- 2023 Board election results – President-Elect (write in names)
- Kriss Burns, Kevin Cronen, Ben Zietz, Michele Klein, Travis Wilson, Shelley Cummings, Bonna Schultz
- The names haven't been shared with membership
- Discussion about how to appoint a President-Elect Position

- Erin talked about our current bylaws
- Scott plans to visit with all write-ins and see if there is any interest in the position

New business

- Programming Update
- Upcoming programs (Rachel O)
- Working on the coordination for the December meeting
- Kacie and Paige worked on a form to get the proposal in a digital
- Talked about some programing for 2023
- Oct college day
- Jan Law Update
- April All Day Event
- Nov All Day Event
- June Tech Conference? – Kriss and Rachel O

Administrative Director - Rachel Myhre

- Possible discussion on Avalon room/pricing options for 2023
- We are getting a great deal with the room reservation
- Prairie Room or Dakota Room might be a better option
- Hybrid options will be through March 2023
- Paige is going to pull some numbers on who is attending virtually
- There are other options for companies that can provide the hybrid options
- Smaller room – cut food cost

Certification Director - Shelley Cumming

- Prep Class is going great
- working on approval with SHRM (have approval) and HRCI for certification in 2023
- For the spring session they will have a Study Group that meets for a number of days rather than over many weeks

College Relations Director – Kriss Burns

- All that attended the College Day on Oct 4th– Student enjoyed the event as well as the faculty and college career centers
- Planning to have the event again in the future
- Split of our streaming – virtual – 8/4 or 10/2 so we coordinate with Livewire (or other company) Special Events could be in-person only

Communications Director – Kacie Weber

- Plan on a transition over to Dan
- Meeting slide and quarterly newsletters

Finance Director – Erin Wagner

September - We had a net income of \$9,323.55 for September and here is a summary of our main income and expenses for the month:

Income:

- Membership Revenue
- Guest Fees
- SHRM Chapter Financial Support
- Disrupt HR Sponsorship (reference only)

NOVEMBER MEETING MINUTES (*CONTINUED)

Expenses:

- Credit Card Processing Fees
- September Speaker Fee
- Annual mailbox renewal
- September Avalon Fees
- Disrupt HR expenses (reference only)

October -We had a net loss of **-\$7,070.28** for October and here is a summary of our main income and expenses for the month:

Income:

- Membership Revenue
- Guest Fees
- November Conference Registration
- Disrupt HR Sponsorship (reference only)

Expenses:

- Credit Card Processing Fees
- October Avalon Fees
- Flights for Volunteer Leader Meeting
- Disrupt HR expenses (reference only)

Foundation Director – Brandy Miller

SHRM contribution for 2022

- \$14 dollars made from the books
- Contribution must be made by the end of 2023
- Brandy will have an something at the Dec meeting

Professional Development Director – Stacey Bangert

- Update on mentor program interest
- Mentor application – 12 have submitted interest
- Mentee applications – 16 have submitted interest
- Program for the mentorship program will run Jan 1 – April 30
- Book Club
- Planning for the end of January or mid-February
- Discussion on a balance due for those that don't attend the book club meeting
- Could we have the book club be virtual?

Legislative Director – Becca Brenden

- EEO did release a new compliance posters
- Emailed out an update to our members today

Membership Director – Molly Klein

- SHRM membership initiative before 12/31/22
- Current Membership number – Just over 400 members
- Membership goals for SHAPE and EXCEL Award

- Referral program
- SHRM memberships – how do we get an increase from our current membership base
- New or renewed
- Molly put out different options to incentivize becoming a SHRM Member
- Encourage members and have a drawing
- End of the year specials...
- One for new members
 - Motion to for the reimbursement for a new SHRM membership and a renewal
 - Kriss Burns seconded the motion for the incentives
 - Approved by all
- Have all the students that are SHRM member become FMHRA members
- Note for 2023 have the student sign up at the Oct meeting
- A certain percentage of our membership need to be SHRM members
- Unsure what the percentage needs to be

Program Director – Rachel Olson

Project Director – Brett Longtin

- At the start of 2023 – Survey
- Red Hawks has their schedule out

Technology Director – Paige Shockman

- Tuesday meeting issue – the password was 2021 rather than 2022
- 13 virtually attended rather than all those signed up
- Scott will send out an email to those that were signed
- Updating our email address – Hotmail with our new email address – admin@fmhra.com hasn't been checked
- Would like to add email address –
 - Motion made by Paige to have email address created for the President-elect, President and Administrative Director so they can be passed to new board members
 - Second Kriss –
 - Approved by all

Workforce Readiness Director – Mitch -not able to attend

Immediate Past President – Vacant position until Scott moves into the role

President-Elect – Sabrina Olsen

President – Scott Wirth

Other discussion:

Next meeting date: TBD in December (in-person event)
Please send ideas to Scott and Sabrina

Adjournment – at 1:02pm

JANUARY MEETING MINUTES

JANUARY 19TH, 2023 @ 10:00 AM

Present: Scott Wirth, Rachel Myhre, Shelley Cummings, Stacey Bangert, Sabrina Olsen, Paige Shockman, Brandy Miller, Brett Longtin, Mitch Pribula, Kriss Burns

Absent: Erin Wagner, Becca Brenden, Molly Klein, Rachel Olson, Dan Gunderson

Welcome / Introductions

Reviewing our Mission and Vision statement – written 8 years ago?

- Mission - Use our collective voice to foster the business community and empower the HR professional with education of best practices and strategic leadership.
- Vision - To be a catalyst in connecting business leaders and HR professionals in our community.
- Could we better market the mission and vision of organization?
- Get our event information out to more than just our members.
- Cross references our member list with the chamber organization list
- How to campaign for new members with in Veteran HR members – Are we still engaging them with our programming and topics
- Vision statement looking out – Looking at the next three years –

Coffee Connect – Need to recreate the event and have the zoom meeting reconnect –

- Should we invite business leaders

Food for thoughts – are usually focused on an HR Topic

Review of our Bylaws:

- Removed neuter – changed to neutral pronouns
- Scott plans to reach out to Jenny from SHRM regarding sponsorship from businesses
- Discussion about Business membership vs individual membership

SHAPE requirements -

- Our requirements as a SHRM chapter

EXCEL awards

- Initiatives we had in 2021
- Sanford and Chamber

FM EDC Survey – Joe R, Tiffani and Sammy –

- Hybrid – snapshot of business and limited topic they would extract the data
- Would like to have higher involvement with our FMHRA

SWOT – Insert picture of the analysis

- Engagement – Member, community, volunteer
- Community Presences – Awareness – Marketing exposure
- Networking events – happy hours
- Have our mission and vision more visible
- Orientation for new members
- Go speak to the certification class in the spring and fall
- Board succession – committee succession – volunteer succession

Approve September 2022 meeting minutes

- Motion made to approve Brandy M
- Seconded Dan G
- Motion approved by all

Approve November 2022 financials

Approve December 2022 financials

- Motion made to approve both the November and December financials Brett L
- Seconded Paige Shockman
- Approved by all

Other discussion:

Next meeting date: Virtual meeting in February

Adjournment – at ??

FMRHA BOARD MEMBERS



SABRINA OLSEN
SHRM-CP

President
Alliance Management
Group



SCOTT WIRTH
SHRM-SCP, SPHR

Past-President
Roers



ERIN WAGNER
SHRM-CP, PHR

Finance Director
Midland Garage Door



RACHEL MYHRE
SHRM-CP

Administrative Director
Widmer Roel



SHELLEY CUMMINGS
SHRM-CP, PHR, GBA

Certification Director
Cash-Wa Distributing



KRISS BURNS
MBA

College Relations
Director/President-Elect
PRO Resources



DANG ANDERSON

Communications Director
Marsh McLennan Agency



BRANDY MILLER
SHRM-CP,

Foundation Director
Bell Bank



REBECCA OIE
MBA, PHR, SPHR,
SHRM-SCP

Legislative Director
Eide Bailly, LLP



MOLLY KLEIN
SHRM-CP

Membership Director
Dakota Supply Group



KEVIN CRONEN
SHRM-CP

Programming Director
Doosan Bobcat



STACEY BANGERT
SHRM-CP

Professional Development
Director
Bell Bank



BRETT LONGTIN
MBA, CPA

Project Director
Payroll Professionals, Inc.



PAIGESHOCKMAN
GBA

Technology Director
Calibrate Wealth Partners



MITCH PRIBULA

Workforce Readiness Director
Aerotek

OUR STORY

During the early 1970's a group of area personnel professionals identified a growing need amongst themselves and their colleagues for a networking vehicle to share information, ideas and concerns regarding issues to their profession. An organizational meeting was held in October 1976 to determine the interest in forming an area wide personnel organization. Because of the strong interest in forming an organization, the Constitution and Bylaws were adopted and the first officers were elected in January 1977.

In February that same year, the Fargo Moorhead Personnel Association (FMPA) was formerly installed as a chapter of the American Society of Personnel Administration (ASPA).

In September of 1989, the ASPA became known as the Society for Human Resource Management (SHRM). This marked a new era for the rapidly growing profession and before the end of 1989, the FMPA became known as the Fargo Moorhead Human Resource Association (FMHRA).