CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

April 2018



What's Inside?

Spring Seminar details

Paid leave for all? Just maybe

New member spotlight

AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

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HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

explore – cover



Spring has sprung… kind of. But that shouldn't keep you from attending our annual Spring Seminar at Old National Events Plaza.

meet – p.3

EHRA welcomes you to join us for our annual Spring Seminar including Neen James, Chuck Gillsepie and more!

Sponsored by Ultimate SOFTWARE

Legal Update– p.5

Paid leave for all? Maybe. Check out this and information about HSA changes in our legal update.

President's letter– p.6

President, Sara Garrett shares her thoughts including a great volunteer opportunity

Renewal Deadline—p.7

Did you miss the renewal deadline? If so, you will have to register as a new member.

Welcome—p.7

EHRA has added more new members from local companies. Please help us welcome them to EHRA.

HR Association CARES

Do you know of an organization who can benefit from volunteers? If so, contact a board member about how we can help!

Chapter Connection is a publication of the Evansville-Area Human Resources Association made possible by contributions from it's members and the board of directors. If you have suggestions, please email them to: niclind@atlasworldgroup.com

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Evansville-Area Human Resource Association Presents

2018 Spring Seminar

The Human Workplace

April 19, 2018 - 8:00 AM to 4:30 PM

Old National Events Plaza in Ballroom A

Visit EHRAnet.org to for more details and register for the full or half day event!

EHRA would like to thank all our sponsors

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Seminar Schedule:

7:30 AM - 8:00 AM Registration/Breakfast - Exhibitors Open

8:00 AM - 8:15 AM Welcome and Opening Remarks

8:15 AM - 9:15 AM **Attention Pays™: How to drive profitability, productivity, and accountability** with Neen James

We all want (or at least need!) attention to get the results we want. The question is: how? Too often we approach attention as a transaction: we think we have to give it to get it. But that's not how the most valuable attention works. In fact, attention really only pays when we pay attention to attention itself -- when we invest our attention with intention and focus on what truly matters.

Neen shares strategies on how we can focus personally, professionally and globally to pay attention to what matters. In this session you will discover how to:

- Accelerate the internal customer experience to create off the chart results
- Attract and engage top performers so they are ready and able to conquer the world
- Dramatically increase productivity to invest your time and focus on the highest return activities
- Fuel team engagement and collaboration across the organization

9:15 AM - 9:45 AM Break - Exhibitor Time

9:45 AM - 11:15 AM **Ethics and Financial Well-being with** Chuck Gillespie

With over 50% of Americans having less than $10,000 saved for retirement, financial stress is a major issue. In this presentation, Chuck Gillespie will discuss the need for a focused strategy for financial wellness, and how money issues can create moral and ethical dilemmas for employers and employees.

- The need to educate all employees young and old on financial related issues
- The ethical dilemma of delayed retirement and its effect on innovation, productivity,

{ Certification }

SHRM Approved for 6.5 credit hours and HRCI pending approval

Spring Seminar Speakers:


Neen James


Chuck Gillespie


Leah Brown


Karl Ahlrichs



Bonus Speaker

Spring Seminar Legal Panel:


William Hussman


Erin Borcherding Bauer


Jake Fulcher


Josh Gessling

2018 Spring Seminar - The Human Workplace

Seminar Schedule Continued:

11:15 AM - 11:45 AM **Disability Employment Wellness Opportunity** with **Secret Bonus Speaker**

11:45 AM - 12:45 PM Lunch - Exhibitor Time

12:45 PM - 1:45 PM **How Just Two Minutes A Day Can Change Everything** with Leah Brown

People think and communicate differently, and with more communication channels emerging through technology, leaders need to expand their knowledge and comfort level in diverse ways of communicating.

- Assess the individual communication styles of oneself and others in their workplace
- Learn the evolution of workplace communication channels over the last several decades
- Discuss various types of diversity and cultural differences that impact communication effectiveness.

1:45 PM - 3:15 PM **Respect, Safety and Ethics - A Fresh Look at Harassment Avoidance** with **Pam Geodde and Sean Georges will present Karl Ahlrichs' program***

2018 promises to be a year of accusations and resignations – and this presentation will explain how we got here, what we should do, and what challenge is on the horizon once we work through these issues.

You may think we are going through a "perfect storm" of harassment in the workplace, but it is bigger than that. It appears to be fundamental climate change in how we handle power and ethics. We will discuss the past, confront the present and anticipate the future:

This fast-paced agenda includes:

- Modern "trigger points" that started the avalanche
- What is, and what isn't harassment
- How to measure your organization's level of harassment risk
- Changing the training model to get traction with modern audiences
- Anticipating the next wave of change

3:15 PM - 3:30 PM Break

3:30 PM - 4:30 PM **The Do's and Don't of Settlement Conferences and Mediations**

William Hussman, Erin Borcherding Bauer, Jake Fulcher & Josh Gessling

If your company is sued in federal or state court for an employment-related claim, you will likely be required to participate in a

Visit EHRAnet.org to for more details and register for the full or half day event!

Registration Fee

	Full Day	Morning Only	Afternoon Only
Member	$125	$ 75	$ 75

Spring Seminar Speakers:


Neen James


Chuck Gillespie


Leah Brown

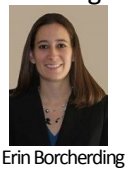

Karl Ahlrichs



Bonus Speaker

Spring Seminar Legal Panel:


William Hussman


Erin Borcherding Bauer


Jake Fulcher


Josh Gessling



HSAS ARE CHANGING FOR FAMILY CONTRIBUTIONS: The IRS announced on March 5, that the family limit on annual contributions to Health Savings Accounts (HSAs) is reduced by $50 to $6,850 for the 2018 calendar year. In 2017 the IRS set the 2018 HSA limit for families at $6,900 with the limit for individuals remaining the same at $3,450. However, the IRS changed their minds and did this because the cost of living index rose more slowly, consequently families have more income to spend. This decrease is retroactive to January 1, 2018 and there may be those of us who have already contributed the $6,900 to their HSA's. If that is the case, then the extra $50 is treated as excess contributions and will be distributed back to the employee by the employee's tax filing due date for 2018. The $50 is considered taxable. If the excess is not distributed by the tax filing due date, including extensions, it will be subject to a 6% excise tax. PLUS, some HSA vendors may charge a processing fee for a distribution of excess contributions. In a humorous note, the IRS is also considering mandating that word processing software stop auto-correcting HSA to HAS!

https://www.jdsupra.com/legalnews/irs-announces-change-in-2018-hsa-limit

HR-RELATED PROPOSALS IN FY19 TRUMP BUDGET: Chatrane Birbal, contributing author to SHRM's public policy forum, reports that President Trump's proposed fiscal year 2019 federal budget contains workplace related proposals. This budget is to begin on October 1, 2018, and if approved, it will contain the following:

- Reintegration of the Formerly Incarcerated-- called the Second Chance Act, this bill will help individuals exiting prisons by mentoring, offering job training and other services so that the person can be transitioned successfully back in the community.
- Apprenticeships—will support programs that are specific to states and also at local levels. It offers more opportunities to underrepresented populations through pre-apprenticeships and career paths.
- Paid Parental Leave—beginning in 2021, this program will offer six weeks of benefits for mothers, fathers, and adoptive parents and will be funded by the unemployment insurance programs.
- Affordable Care Act Subsidies—provides only a two year funding for cost sharing reduction (CSR) payments.
- ACA "repeal-replace"—endorses a plan that would reallocate the ACA's federal spending (insurance subsidies and Medicaid expansion funds) with a block grant given to states on an annual basis to help individuals to pay for health care. This plan also reduces the employer mandate penalties to zero, but would keep in place that insurance carriers offer coverage to individuals with pre-existing conditions.
- Employment Verification—is a proposal that offers funding for a national mandate requiring all employers to use E-Verify. This proposal includes a 35% increase in penalties for an employer who knowingly employs undocumented workers.
- Labor Certification Process—is a proposal to charge employers that want to hire temporary foreign workers.

https://www.shrm.org/hr-today/public-policy/hr-public-policy-issues/pages/hr-related-proposals-included-in-president%e2%80%99s-fy19-budget-proposal.aspx

Disclaimer: I am not a lawyer. This article should not be considered legal advice. You should seek appropriate counsel for your own or your companies' situation. Please note, that this article is directed towards Indiana employers only.

PRESIDENT'S**MESSAGE**



Greetings Members,

Thank you to all who attended the engaging March presentation by Jennifer Dickey! As previously noted, our Spring Conference is April 19th. It will be held at the Old National Events Plaza this year. Joining Neen James, we have a variety of speakers and topics including a mock mediation, financial well-being, and harassment avoidance. This is sure to be an event you will not want to miss!

As we all know, substance abuse is continuing to become a rising issue in our community. We were very fortunate to have Emily Reidford from Mental Health America speak at our March Membership Meeting and provide our attendees with some community resources available to employers and employees at no cost.



Additionally, EHRA has been asked create a Business Advisory Group for Mayor Lloyd Winnecke's Substance Abuse Task Force. Angie Brawdy and I recently met with Dr. William Wooten, who is a board member on the Task Force. As a result, EHRA is seeking 6-8 volunteers to join this advisory group. Initially, the group will consult regarding minimum standards for substance abuse programs offered by employers. Hopefully, it can evolve into much more! As EHRA strives to give back to the community, this is an amazing opportunity and recognition for our group to be sought out by public leaders. If you are interested in joining the task force, please contact me directly.

Follow EHRA on Twitter @EvansvilleHR

We appreciate you as members of EHRA and ask that you verify access to your EHRA account during the month of April. If you cannot access the account, it may be because we did not receive your membership renewal by the 3/31/18 deadline. To rejoin our group, you will need to complete a membership application online and submit it for approval. No lapsed members will be allowed to pay their dues to avoid this process. The EHRA Board of Directors consists of volunteers and it has become increasingly time consuming to monitor and manage individual accounts due to non-payment of financial obligations. If you feel there is an error in your account, contact a board member for assistance.

As always, if you have any questions or concerns please do not hesitate to reach out!

Sara

SHRM Tip:

HR Magazine is available to SHRM members to read on your phone as an app! Search for *HR Magazine SHRM* and download the app today!

HR Magazine

EHRA Mission

The mission of the Evansville-Area Human Resource Association, Inc. is to promote professionalism in the area of Human Resource Management by providing opportunities for networking, comprehensive education and proactive support for its members while serving as a resource and advancing initiatives in the community through the enlistment of engaged and talented volunteer leaders.

MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

KATELYN **BOZARTH**
CHAMPION

DR. NANCY **KOVANIC**
PROFESSOR—USI

ROBIN **GOEBAL**
VECTREN

ALESHA **SYKES**
UNITED LEASING

JENNY **HURLEY**
DEACONESS

NICOLE **WINTER**
STUDENT

Did your membership expire?

CHECK NOW at www.ehranet.org

Log in and click on member dues.

If your membership expired you will need to reapply for membership.



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