CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

May 2018



What's Inside?

What's Going on at the Statehouse?

Wait, there is still an ACA penalty?

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.

May 2018 Volume 19, Number 5

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What is going on at the Statehouse? Check out this month's meeting to learn more about recent and upcoming developments that will impact your workplace.

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EHRA welcomes Chris Schrader who will tell us more about what is going on at the statehouse.

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ACA regulations are still in place and unions are on the rise. How can you help your company prepare?

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Check out photos from the Spring Seminar and a recap from Debbie Tucker.

President's Letter—P. 7

President Sara Garrett discusses the upcoming Indiana State conference and Diversity and Inclusion Conference

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EHRA has added more new members from local companies. Please help us welcome them to EHRA. Also, one of our own has won a prestigious award. Read more about it!

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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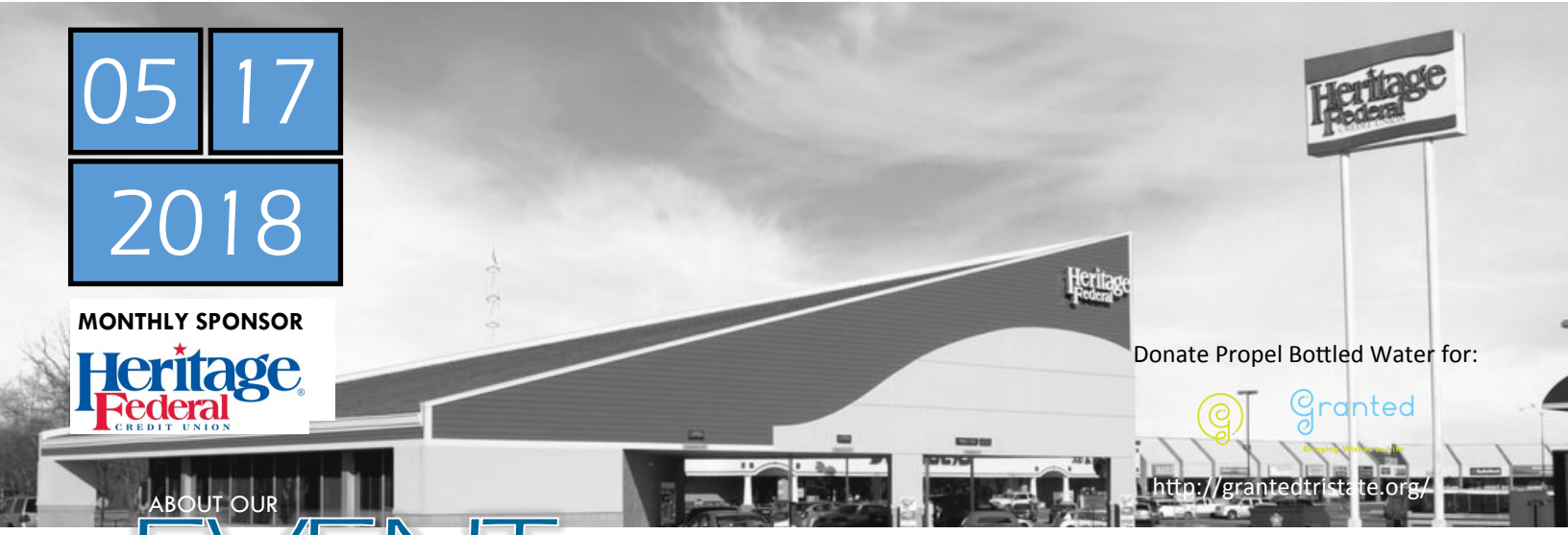
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ABOUT OUR

EVENT

Federal and State Legislative and Regulatory Update

What is the Federal and State Government Up To?

What are they up to in Washington DC? What are the political developments how will they shape the upcoming mid-term election? Indiana's government is held by the Republicans by a supermajority. What legislation passed the Assembly session and how may they affect us? How much do you know about the bills and public policy efforts that may well shape our profession for the next 50 years? Do you know what to do? How to make a difference?

SCHEDULE

11:00am-11:30am - Registration and Networking

11:30am-12:00pm - Lunch

12:00pm-1:00pm - Program

LOCATION

Bauerhaus Event Center
13605 Darmstadt Road
Evansville, IN 47725

Map it

COST

Before March 12

Member: $15 Guest: $30

March 12 and later

Member: $20 Guest: $35

ABOUT OUR

SPEAKER



Chris is president of Schrader and Associates, a full-service HR consulting firm focused on helping small and medium businesses excel and grow. Prior to starting his own company he worked for several firms in the publishing industry for more than 25 years, holding leadership positions in Operations, Sales, Finance & Accounting and Human Resources. He is also an Adjunct Professor of Human Resources at Indiana University.

He volunteers as Director – Government Affairs for the Indiana State Council of SHRM and serves on the healthcare and labor law policy committees at the Indiana Chamber of Commerce.



No ACA Penalties for Individual Mandate: **Per the request of a member, we investigated the timing of the individual mandate under the Affordable Care Act. In February, President Trump announced that the recently enacted tax reform included the elimination of the individual mandate. He was referring to the requirement that employees must have health coverage that meets minimum essential coverage or pay a tax penalty. However, it is still in effect for the 2017 and 2018 tax years.**

Republicans included the repeal of the individual mandate in their tax reform bill. Known as the Tax Cuts and Jobs Act of 2017, it lowers the individual mandate's tax penalty to $0 as of January 1, 2019—which effectively eliminates the requirement-- but not for another two tax years.

Individuals will still have to pay the penalty for 2017 and 2018. Please note that although it states that no ACA penalties will be assessed for tax year 2019, we will still have to pay the penalty for the prior 2018 tax year no later than 4/15/2019.

The cost for this penalty if you want to share it with your staff is below:

Tax Year	Penalty (Single)	Penalty (Family)	Maximum Penalty
2019	No Penalty	No Penalty	No Penalty
2018	$695 or 2.5% of Income	$2,085 or 2.5% of income	$13,100
2017	$695 or 2.5% of Income	$2,085 or 2.5% of income	$13,100

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Unions on the rise: **Last month, Kahn, Dees, Donovan & Kahn LLP hosted a labor and employment law update for its clients and friends. EHRA Board Members Jake Fulcher and Josh Gessling provided the labor law update. Specifically, Fulcher spoke regarding the uptick in union activity in our area. According to Fulcher, the NLRB is represented by regional offices. Our region is represented by region #25. This region alone has had 19 petitions for union representation in February, 2018. He stated that these petitions span all industries in southern Indiana. Additionally, the new NLRB election rules reduce the time from 42 days from a union petition that an employer could campaign prior to the election of union representation to as few as 13 days. Additionally, employers cannot communicate with employees in a group setting 24 hours prior to an election, so this timeframe is effectively reduced to 12 days.**

Fulcher stated that the union win rates are increasing and unions are organizing 'micro-units'—small groups of employees that focus on smaller, sharply defined groups of workers. Unfortunately, it is the employer's burden to appeal the union's description of the micro-unit at a face-to-face hearing in front of the regional director. This shortened period gives employers little chance to analyze the micro-unit to make that appeal and generally employers are stuck with the union description of the micro-unit. ***Continued on next page ——>***



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Fulcher stated that reasons why a union could come to your facility start with supervisors who have no relationship with their employees. Employees view their company as they view their supervisor. Supervisors who do not have a relationship with their staff may not have issues brought to their attention in a timely manner. This creates a void and there is a risk that the void is filled with union promises. Employees want to be "in" on things that affect their employment and they want a relationship with the supervisor. Fulcher recommends that supervisors communicate with staff and make it a point to talk with their employees every day and get to know them and their families.

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<u>Register to Join the A-Team</u>: The SHRM Advocacy Team has been developed by SHRM Government Affairs as a way to assist HR Advocates — professionals like you — in making their voices heard on public policy issues impacting the workplace. It's time that policymakers — both in Washington and in state capitals across the country — understand the role HR plays in today's workplace. The SHRM Advocacy Team is a crucial component of SHRM's advocacy efforts, and works with you to advance the interests of the HR profession at both the federal and state levels. As a member of the SHRM Advocacy Team, you will join the ranks of other HR Advocates committed to moving the HR profession forward, and be the voice of our profession.

A key goal for this program is to establish a network of committed volunteers to serve as the "go-to" people for lawmakers and their staffs on workforce-related issues. These individuals, termed "Advocacy Captains," will reside in each of the 435 congressional districts across the country. Each Advocacy Captain will serve as the face of HR within the district and act as the point of contact for SHRM's Government Affairs Team when the need for in-district advocacy arises.

What is the purpose of the A-Team and why is it important: When Congress or state legislatures are developing workplace policy; HR's voice needs to be heard. As advocates for the HR community, SHRM members understand and can communicate how public policy issues may affect employees and employers. By working together, we can help advance effective workplace public policy and strive to move our profession forward.

If you are a member of SHRM, check out the public policy section on the web and register today!

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.

Spring Conference 2018!

The Spring Conference was a fantastic event with national, local, and regional speakers, more than 2 dozen vendors and sponsors, and nearly 100 participants. A huge 'thank you' to the Spring Conference team: Mary Thompson, Lori Counts, Laura Alexander, Julie Brauser, Wendy Summers, Mary Scheller, Josh Gessling, and Debbie Tucker. Many hands make light work! We had more help than the Conference Team. We had many from the Board of Directors helping too. Thank you!

We also want to thank our Conference sponsors, Ultimate Software and Reference Services as well as all of our exhibitors that participated in our Conference. Exhibitors included: AFLAC Insurance, Deaconess Health System, ERA 1st Advantage, Gilda's Club Evansville, HireLevel, Holiday World & Splashin' Safari, HRI, Mesker Park Zoo, NFP, Oswald Marketing, Passport, ProMark, USI, and Votaire.









PRESIDENT'S**MESSAGE**



Greetings members,

What a Spring Conference! From Neen James setting the bar high for all speakers to Magistrate William Hussman calling the shots in the mock mediation, we had a great day of learning and development. We, of course, cannot forget to thank our sponsors and vendors for helping us fund this event. Without them we would not be able to bring in high profile speakers. Please be sure to complete the post-event survey as we will use this information to plan for 2019.



I hope you took advantage of the discounted registration rate for the Indiana State Conference! If not, you can still register for this great conference hosted by our State Council. In addition to the traditional three day conference, there will be a Midwest Diversity Inclusion & Disability Awareness Conference (DDIA). This is a 1 ½ day conference covering a wide spectrum of Diversity & Disability topics. The DDIA conference is only $250 and begins immediately after the closing lunch of the State Conference. For additional information visit www.indianashrm.org or download the conference app Whova.

Follow EHRA on Twitter @EvansvilleHR

Additionally, be on the lookout for our 2018 meeting dates. We have a great lineup for the rest of 2018 and we want to be sure you mark your calendars. On May 17th, Chris Schrader will be speaking on legislative affairs. Chris always brings insightful information regarding upcoming legislation and legislators, it is sure to be a meeting you will not want to miss. Please note the location of our May meeting is at Bauerhaus.

If you have any questions or concerns please contact me. Thank you for being a member!

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*

MICHELLE RENNER IS ONE OF OUR NEW MEMBERS FOR MAY 2018. MICHELLE IS THE BENEFITS AND RETIREMENT SPECIALIST AT KIMBALL INTERNATIONAL. WHEN ASKED WHY SHE CHOSE TO JOIN EHRA, MICHELLE SAID SHE LOOKS FORWARD TO NETWORKING WITH OTHER HR PROFESSIONALS AND GAINING KNOWLEDGE THROUGH THE EDUCATION SESSIONS. PLEASE HELP US WELCOME MICHELLE AND OUR OTHER NEW MEMBERS.



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*MEMBERSHIP REQUIRES DUES TO BE PAID TO BE RECOGNIZED IN EHRA SYSTEMS AS A MEMBER



Kent Hortin, center, with his HR Professional of the Year award along with Jim Schwartz, CEO and Lonnie Walbert, People Leadership SVP, at the NPC International conference in Asheville, NC

EHRA AND SHRM MEMBER, **KENT HORTIN**, WAS RECENTLY RECOGNIZED AS NPC INTERNATIONAL'S 2017 HUMAN RESOURCE PROFESSIONAL OF THE YEAR. KENT SERVES AS PEOPLE DEVELOPMENT MANAGER FOR NPC INTERNATIONAL, THE LARGEST FRANCHISEE OF BOTH WENDY'S AND PIZZA HUT. KENT BEGAN HIS CAREER WITH NPC IN 1991 AND HAS SERVED IN VARIOUS ROLES ON THE HUMAN RESOURCE TEAM. CONGRATULATIONS FROM EHRA!

LET US RECOGNIZE YOU (OR A TEAM MEMBER).
IF YOU KNOW OF AN ACCOMPLISHMENT OF ONE OF OUR MEMBERS, SHARE IT WITH US AT NICLIND@ATLASWORLDGROUP.COM



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