# CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

October 2018




## What's Inside?

**How to be a Professional Troublemaker**

**NLRB accepting briefs on whether Unions should use company email**

**Indiana HR web series available**

AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER 2018

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

October 2018 Volume 19, Number 10

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The NLRB is accepting feedback about Unions using company email to recruit. Read more in the legal update.

## events – p.3

The drama just started when you walked in…to that employee situation. Learn more at our monthly meeting from Stefanie Krievins

## Legal update– p.4

The NLRB is about to make a big ruling on whether unions should use company email to recruit and is seeking feedback. Learn about how to give your feedback in our legal update.

## Indiana SHRM Webinars—P4

The Indiana SHRM webinar series in still going on. Check out the final three topics for 2018

## President's Letter—P. 5

Check out upcoming event dates from our President.

## Welcome—p.8

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

*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

# 2018 board

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## ABOUT OUR EVENT

*How to be a Professional Troublemaker*

Do you find yourself caught in the crossfire of workplace drama? Are you tired of dealing with other people's problems? What you probably don't know is that the drama started when you stepped in…to the drama triangle. Join me as I share stories from a 13 year career in HR, recognizing the drama triangle, navigating it and coming out on the other side. Are you ready to end to the drama?

**SCHEDULE**

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

11:30am-12:00pm - Lunch

12:00pm-1:00pm - Program

**LOCATION**

Southwest Indiana Career and Technical Center

Map it

**COST**

Before October 15

Member: $15 Guest: $30

October 15 and later

Member: $20 Guest: $35

The 4 things I will talk about include:

-The Back story on how I got here

-The introduction of the drama triangle,

-The roles we play that cause conflict and toxicity in the workplace,

-The steps to take to get out of the drama triangle to resolve conflict, build and maintain relationships and improve organizational productivity.

The 3 Learning Objectives include being able to:

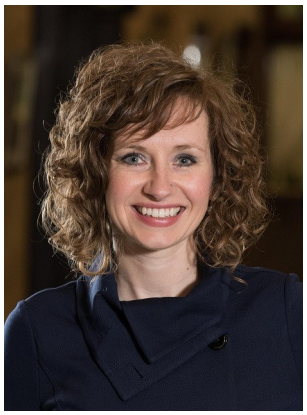
-Identify the role you play in creating and maintaining effective work relationships

-Navigate the role you and your team play in the drama triangle

-Learn 3 strategies to engage in an effective dialogue balancing work relationships and the organization

Instructional method include large group discussion and small group discussion.

## ABOUT OUR SPEAKER



Stefanie Krievins focuses her coaching and training on workplace cultures that love their people and want them to stay and take ownership of their results. Her clients are typically leaders and teams struggling with conflict and stalled growth and want to innovate and grow again. Using solution-focused coaching methods, both individuals and groups find new solutions to old problems, work collaboratively, and design processes that skyrocket their success. Learn more at StefanieKrievins.com.




Legal Forecast: NLRB Likely to Provide Employer-Friendly Employee Handbook Update Soon

By: Joshua B. Gessling, Ziemer Stayman Weitzel Shoulders, LLP

The National Labor Relations Board's (NLRB or Board) deadline for the public to file briefs in *Caesars Entertainment Corporation d/b/a Rio All-Suites Hotel and Casino* expires on October 5, 2018, signaling the Board's decision on whether employers must continue to permit employees to use workplace email for union-related purposes should be coming soon.

Earlier this year, the Republican-majority-controlled Board invited the public to file briefs in the *Caesars* case to weigh-in on whether it should adhere to, modify, or overrule *Purple Communications, Inc*., a controversial case decided in 2014 by what was then a Democrat-majority-controlled Board. In *Purple Communications*, the Board overruled a Bush-era decision (*Register Guard*) and held that employees could use employer-provided email for union-related purposes. In doing so, the Board limited the ability of union and non-union employers to control their employees' use of employer-provided email and made the maintenance of work rules prohibiting such use unlawful. As a result, many employers were required to revise their employee handbooks to amend language that prohibited the use of employer-provided email for union-related purposes.

Given the Board's current composition and request for comments in *Caesars*, its reversal of *Purple Communications and* return to a more employer-friendly standard seems likely. Management should monitor the Board's *Caesars case for developments*, and be prepared to reevaluate and revise impacted employment policies if the Board overturns *Purple Communications*.

## Check out the HR Indiana SHRM Webinar Series!

Each session will be on a Friday from Noon-1pm EST
Cost for members is $20/each and non-members is $30/each.

**October 26th**
Tony Moore: Creating Order from Chaos

**November 30th**
James Tongate: Hiring Veterans

**December 21st**
JoDee Curtis, SHRM-SCP: Personal Branding

**Click HERE to register**

## Congratulations to Jordan Cannon from Old National and Erika Maurer from Tri State Orthopedic Surgeons who are the winners of the 2018 EHRA scholarships.


Jordan Cannon


Erika Maurer

Photo Credit: LinkedIn Profile

# PRESIDENT'S**MESSAGE**



Greetings members,

Thank you to the 100 members and guests who attended our September meeting! Erin Stevens was an amazing presenter. She spoke on an engaging topic that was relevant and directly applicable to all employers today.




We have a busy month ahead of us, so be sure to mark your calendars. On **October 11th** we have *Uncovered Talent: Tools to Implement Disability Inclusion* at ONB's Legacy Room. On **October 18th** will have our monthly membership meeting, *How to Be a Professional Troublemaker* by Stefanie Krievins. Note this meeting location will be back at the Southern Indiana Career and Technical Center.

Our meeting on October 18th will be our **Annual Business Meeting** where we will host elections for 2019 Board of Directors. It's a tight race, so be sure to contact me no later than **October 9th** if you're interested in a position on the board. Stay tuned for more information regarding our last membership meeting of the year on **November 15th** and our Winter Gathering on **December 6th**.

Follow EHRA on Twitter @EvansvilleHR

Lastly, as we roll into the last quarter of 2018, be on the lookout for details regarding membership renewal.

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*

**LAUREN GIBBS** IS ONE OF OUR NEW MEMBERS FOR SEPTEMBER 2018. LAUREN IS AN INTERN AT BERRY. WHEN ASKED WHY SHE CHOSE TO JOIN EHRA, SHE MENTIONED HER SUPERVISOR RECOMMENDED IT FOR HER CONTINUED GROWTH.



**NEERU TINDONI** IS ANOTHER NEW MEMBER THIS MONTH. SHE JOINED EHRA AS A WAY TO RECONNECT TO HR AFTER HER RETURN FROM THE UNITED KINGDOM.



**TRACI TYLER** IS ANOTHER NEW MEMBER THIS MONTH. TRACI IS THE HR DIRECTOR AT ALEXANDER THOMPSON ARNOLD PLLC WHO SAYS SHE ENJOYS HER JOB DUE TO IT EVOLVING INTO OPERATIONS AND CONSULTING FUNCTIONS WHICH HAS BEEN A GREAT CHALLENGE AT THIS POINT IN HER CAREER.



TONCHELLE **HULL**
PGP INTERNATIONAL

KENDRA **KRIETEMEYER**
PROFESSIONAL TRANSPORTATION, INC.

SCOTT **MILLER**
4C OF SOUTHERN INDIANA

VANESSA **SEILER**
EVANSVILLE SURGERY CENTER

ABBY **STALLING**
MATRIX INTEGRATION

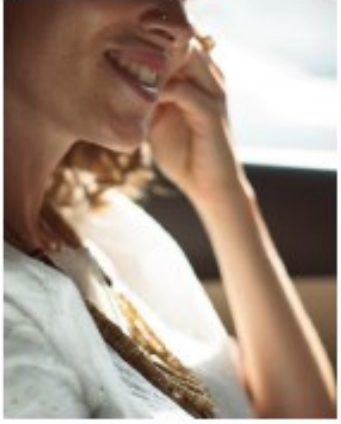
KASEY **SULLIVAN**
METRONET

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

EHRA MEMBERS JASON FERTIG, NICK LINDY, SHERRIE LAGRONE, JOHNATHAN OLIVER AND BROOK KILIAN BOWL WITH HR STUDENTS FROM THE UNIVERSITY OF SOUTHERN INDIANA.



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






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