CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

February 2019



What's Inside?

FMLA/ADA: What's new?

Government Shutdown and E-Verify

Spring Seminar vendor booths now available

AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

explore – cover



What's new in the world of FMLA and ADA? Join us for our February meeting to find out.

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Join us as Jake Fulcher discusses what is new with FMLA and ADA.

Heritage Federal CREDIT UNION

Legal update– p.4

The Government Shutdown affected many including HR. Find out how the shutdown impacts E-verify in our legal update.

What's Happening at EHRA—P5

Learn more about Help wanted for the Spring seminar and a networking opportunity for HR professionals who are a "Department of One".

President's Letter—P. 6

Check out the monthly President's letter to learn more about all the great things happening with the EHRA.

Welcome—p.7

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

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ABOUT OUR EVENT

FMLA and ADA Current Issues

Jake will present on current issues in the FMLA and ADA, and will help navigate the difficult maze that HR professionals face on a daily basis.

SCHEDULE

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

11:30am-12:00pm - Lunch

12:00pm-1:00pm - Program

LOCATION

Sweetwater Event Center

Read more

COST

Before February 18

Member: $15 Guest: $30

February 18 and later

Member: $20 Guest: $35

ABOUT OUR SPEAKER



Jake Fulcher is a management-side labor and employer lawyer who devotes a significant part of his practice to negotiating labor contracts and defending employers in labor arbitrations. Jake's practice also includes union avoidance strategies, as well as counseling clients with labor agreements and the interpretation of those labor agreements in the day-to-day management of a business. Jake regularly counsels employers on employment-related matters, such as the Family and Medical Leave Act, Title VII of the Civil Rights Act, Americans with Disabilities Act, and the Fair Labor Standards Act. Jake prefers a proactive solution in lieu of litigation, but if litigation occurs, Jake defends employers in employment-related cases in both state and federal court and regularly appears in front of administrative agencies such as the National Labor Relations Board and the Equal Employment Opportunity Commission.



Partial Government Shutdown Shuts Down E-Verify; Form I-9 Must Still be Completed

E-Verify, the federal web-based system that allows enrolled employers to electronically confirm the employment eligibility of their employees to work in the U.S., has been shut down since the partial government shutdown began on December 22, 2019. The Department of Homeland Security (DHS), the federal agency charged with administering the program, announced that due to the lapse in federal funding, the website (www.e-verify.gov) will not be actively managed and services will be unavailable until funding is restored.

During this time, employers will not be able to access their E-Verify accounts or be able to enroll, create new cases, view or take actions, reset passwords, edit information, or run reports, and employees will be unable to resolve E-Verify Tentative Non-Confirmations (TNCs). In an effort to mitigate the inconvenience caused by these developments, DHS suspended the "three-day rule" for creating E-Verify cases affected by the unavailability of E-Verify, and extended the time period during which employees may resolve TNCs. DHS also announced that once funding is available and operations resume, it will provide additional guidance regarding the "three-day rule" and time period to resolve TNCs.

Employers are reminded to avoid taking adverse action against employees because a case is in an interim case status, even if the unavailability of E-Verify causes the interim case status to be extended for a period longer than usual.

Federal contractors with the Federal Acquisition Regulation E-Verify clause should contact their contracting officer to inquire about extending federal contractor deadlines.

The unavailability of E-Verify does not affect employers' Form I-9 obligations. Employers must still complete the Form I-9 no later than the third business day after an employee starts work for pay, and comply with all other Form I-9 requirements.

Disclaimer: This note is for informational purposes only and not for the purpose of providing legal advice. You should contact your legal counsel to obtain advice with respect to any particular issue or problem.

What's Happening at the EHRA?

EHRA NEEDS YOU!

Spring Conference Planning Committee open now. Contact Debbie Tucker!

dtucker@vectren.com

DEPARTMENT OF ONE HR MEETING

02/07/2019 @ 11:30AM

Turoni's Main Street

RSVP TO GAYLE ARVIN

garvin@enviroplas.com

What is Department of One?

Department of One is an opportunity for HR professionals who are a department of one to discuss challenges and network with others in a similar situation.

2019 Spring Conference vendor tables now available!

Contact:

Mary Thompson

metst53@hotmail.com

Spring Conference is April 24, 2019



EHRA Sponsored Event

APPROVED for 3 SHRM & HRCI Credits

Save the Date!

What

Employer Appreciation Day / USERRA Training

When

June 28, 2019

9:00am – 12pm CST

Where

Cambridge Golf Course

1034 Beacon Hill

Evansville, IN 47725

Cost

FREE

Program:

This class will include an overview of USERRA, FAQ's that employers have, Links to find information easier, contact information for local, state, and national ombudsman assistance with issues, and finally a question and answer session with on site Ombudsmen. In addition, presentation material will cover the Military Outreach Program (roles of a military outreach coordinator, purpose of the program, how to contact the units and command staff), it will cover the Ombudsman Services (purpose of the services, roles and responsibilities within the program, procedure for requesting services), Employer Outreach Program (importance of the statement of support, sponsored outreach events, roles of program volunteers), Awards Program (purpose, volunteer awards, presidential volunteer awards and employer awards).

Speaker: Stephen Williams



Stephen Williams joined ESGR in 2005 as a volunteer in Evansville. Since that time he has become one of the leading volunteers within the area in hours, training, events, and overall leadership. Stephen is currently pursuing his Bachelor's degree in Homeland Defense at Columbia Southern University. New volunteer training in October 2005; Basic Ombudsman in October 2014; Volunteer Leadership Training in June 2015; Advanced Ombudsman Training in July 2017, State Chair/Ombudsman 2019. Stephen lives in Poseyville with his wife and two daughters. He has received Employer Outreach Volunteer of the year 2015; Military Outreach Volunteer of the year 2016; Regional Ombudsman of the year 2016; Regional Ombudsman of the year 2017, Symbol of Volunteerism 2017, Presidential Volunteer Service Bronze 2014, Silver Award 2015, 2016, and 2017.

PRESIDENT'S**MESSAGE**



Greetings members,

Thank you to all who attended the January membership meeting featuring Debbie Tucker, Amanda Gries, and Shon Nelson. The drama triangle between those three was a hoot! Lauren Moffett was a great, engaging presenter at the new Deaconess Pavilion Conference Room. Be sure to give us feedback on this location during your survey.

Coming up in February, the board has the opportunity to attend the Indiana Volunteer Leadership Summit and meet with other volunteer leaders across the state to brainstorm, share ideas, and discover best practices. I am sure all board members will come back with innovative ideas and eager to incorporate them into our chapter.



Additionally, our next membership meeting will be on **February 21st.** The speaker will be EHRA's own Past-President, Jake Fulcher, presenting on FMLA and ADA. This topic is brought back by popular demand and a request we see monthly on survey feedback. I recommend members bring others from their organizations that are looking to gain clarity of the regulations surrounding these laws. If you have not seen Jake present, you will not be disappointed with his animation and clear takeaways!

Follow EHRA on Twitter @EvansvilleHR

As a reminder, please renew your EHRA membership. We have had several questions and comments regarding membership status and payments. This requires each member to log in to their individual account and ensure their dues are paid through 12/31/19. If your account does not show this and you believe it is in error, please contact us.

As always, thank you for being a member and contact me with any concerns.

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*

CONNIE **BROOKS-LUCHT**

EVANSVILLE MUSEUM ARTS HISTORY

TARA **ELLERMAN**

GOOD SAMARITAN HOSPITAL

JESSICA **LONG**

LEGENCE BANK

ANDREA **MONTGOMERY**

CRESCENT PLASTICS, INC.

TERRY **ROBERTS**

VICTORIA NATIONAL GOLF CLUB

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

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