CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

May 2019



A good benefit plan in place?

What's Inside?

Current benefit planning; G.O.T. style

Mandatory EEO pay reporting

Special USERRA meeting soon

AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

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EHRA Evansville Area Human Resource Association



cover

Winter is coming! Do you have your benefits plan in place?

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Join Ben Schmitt as he discusses benefit trends going into planning season.

Legal update– p.4

Workplace Violence is becoming all too common. Does your workplace have a plan?

USSERA event—P5

EHRA is co-sponsoring an event with the USGR on USERRA. Learn more about military leave trends.

President's Letter—P. 8

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

Welcome—p9

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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05 23 2019

ABOUT OUR
EVENT

Winter is Coming: Steps to getting your employee benefits house together

Do you find yourself trying your best to keep up with the latest employee benefits trends and cost solutions but "HR" happens? Are you under the knife to find new revenue or suffer the consequences? Join Ben as he shares steps to consider in order getting your house in order as we move into 3rd and 4th quarter.

Ben's talk will include:

- What's trending in employee benefits
- The conversations happening between HR and the executive office
- Steps to consider taking to create better benefits at lower costs

Winter is coming! Let's be strategic in the coming months, gather the troops and put a great plan of action in place!

Warning: You may want to consider reviewing the first 7 seasons of GOT to fully appreciate the content to be presented.

SCHEDULE

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

11:30am-12:00pm - Lunch

12:00pm-1:00pm - Program

LOCATION

Evansville Central Library
Browning Rooms

Read more

COST

Before May 20
Member: $15 Guest: $30

May 20 and later
Member: $20 Guest: $35

ABOUT OUR
SPEAKER

Ben Schmitt works with HR and Executives to identify and eliminate the medical overspend in their health plan to drive the best value. By focusing on quality, efficiency, and best-in-class care within the healthcare supply chain, he helps clients achieve a competitive advantage through talent acquisition and increased EBITDA. Yes, it is possible. Ben has made it happen and will continue to stay on the forefront of innovative ways to make it happen.



Each of Ben's clients has different goals and priorities, and he helps guide them to create a customized benefit program that fits their unique needs.

Ben graduated from University of Southern Indiana with a Bachelor of Science Degree. Before joining the German American insurance team, he gained experience working for one of the 40 largest insurance agencies in the country. Ben lives in Newburgh with his wife, Jennie, and kids Tyler, Emma, Abe and Weston. Ben enjoys family fun like trips to Disney, coaching youth sports, and relaxing in their backyard treehouse.



Federal and State Updates: Pay Data Reporting and Illinois Minimum Wage
By: Joshua B. Gessling

According to a federal judge's ruling on April 25, 2019, employers with 100 or more workers and certain federal contractors must turn over 2018 pay data to the EEOC. Pay data for 2018 must be provided by September 30, 2019.

In addition to 2018 pay data, employers will be required to provide the EEOC with another year of pay data. As of the date of the court's ruling, the additional year and deadline for which pay data must be reported is uncertain. The court allowed the EEOC a brief period to determine whether it will collect pay data for 2017 or 2019.

Going forward, the EEOC will be required to select the second year for which it will collect data, and provide the public with an update. If the EEOC opts for 2017, employers will be required to submit 2017 pay data on September 30 (with the 2018 pay data). If the EEOC choses 2019, pay data will be due during the 2020 reporting period. Any forthcoming appeal of the court's ruling could impact these deadlines, so members are urged to carefully follow legal developments in this area.

Additionally, remember the effective dates for minimum-wage increases at the state level in Illinois. The minimum wage under Illinois state law is currently $8.25 per hour. The minimum wage is set to increase to $9.25 per hour by January 1, 2020, and to $10 per hour on July 1, 2020. Thereafter, the minimum wage will increase by $1.00 per hour on January 1 of each year until 2025, when it reaches $15.00 per hour.

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.



EHRA Sponsored Event

APPROVED for 3 SHRM & HRCI Credits

Save the Date!

What

Employer Appreciation Day / USERRA Training

When

June 28, 2019

9:00am – 1:00pm CST

Where

Cambridge Golf Course

1034 Beacon Hill

Evansville, IN 47725

Cost

FREE

More Info:

https://www.esgrevents.org/Events/EventDetails.aspx?

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.

Spring Seminar Recap

The Evansville-Area Human Resource Association (EHRA) held its annual Spring Seminar on April 24, 2019 at the Old National Events Plaza. First hand feedback from attendees indicates that the event was a success!

After opening comments from our President, Sara Garrett, PHR, the day was kicked off with our keynote presentation called **Attracting the Future: How Culture and Campaigns Drive Talent**. Brian Carter, a popular speaker and bestselling author selected to be IBM Futurist and recognized by LinkedIn as "an expert you should listen to" brought his 20+ years of business success to us with a bit of humor too. His presentation was lively and fun and provided ways to engage your current employees by using UBIQUITY. He reminded us that if we are not building a relationship with our current employees (and asking them questions) we probably won't know how to best engage and retain them. He offered thought provoking information about recruiting talent using a very economical path_facebook ads! And he backed that path with studies done on other sites. He really had a way to lead us to think more about selling and marketing to meet our recruiting and retention goals.

During the morning break and at lunchtime, attendees had the opportunity to visit vendor booths and interact with the Spring Seminar sponsors, Reference Services, ONI Risk, Brentwood Springs and NFP.

Our own Josh Gessling, partner at *Ziemer*, *Stayman*, *Weitzel & Shoulders and EHRA member,* shared his expertise with the attendees as he presented **Practical Strategies for Conducting Workplace Investigations and Eliminating Unconscious Bias from the Investigative Process**! Josh walked through how to do an investigation and provided detailed invaluable ideas/resources to be used when carrying out an investigation and retaining records for future use.

After lunch our presenter from Purple Ink HR (Customized HR services, Indianapolis), Erin Brothers, presented **Creating Inclusive Workplaces**. Erin did not let us go to sleep after our lunch, but had us talking, laughing, and thinking about INCLUSION. She also took us down the path, in a very gentle and interactive way, to recognize hidden bias and microagression. True to her promise to keep the presentation active, she had the room buzzing with ideas and thoughts about strengthening inclusion in each of our workplaces.

Then we had a quick break and another legal professional and EHRA member, Chad Sullivan from Jackson Kelly. Chad led us in a FMLA Master Class about how to manage daily issues to effectively administer leaves and reduce your company's liability. Chad opened the room to questions from the beginning which was a great way to keep all of us engaged after a full day! His presentation was thought provoking, he made us comfortable with asking questions, and he led us through several actual cases (names left out to protect the innocent) so we could check our understanding!

The 2019 Spring Seminar concluded with prize drawings and closing comments by Debbie Tucker, Director of Professional Development. Many thanks to the Spring Seminar planning team: Wendy Seitz, Amanda Gries, Samantha Witte, Amanda Mitchell as well as other board members that so strongly supported the event, Wendy Gumbel, Sara Garrett, Sydney Martin, Mary Scheller, Erika Maurer, Jennifer Zimmer, and Brook Kilian. We very much appreciate the 2019 sponsors, vendors, EHRA board members, and others who helped with or attended this event.

What's Happening at SHRM?

SCHOLARSHIP AVAILABLE

CERTIFICATION

OR

STATE CONFERENCE

Apply by June 30th

Provided by:

Barnes & Thornberg

STUDYING FOR THE SHRM-CP?

$750 CERTIFICATION

SCHOLARSHIP AVAILABLE

Apply by September 1st

Provided by:

SHRM FOUNDATION

PRESIDENT'S**MESSAGE**



Greetings members,

Thank you to all who attended the Spring Conference! It was an extremely successful event with great content and amazing attendance. I would like to give a special thanks to our Spring Conference Committee as the amount of work going into every detail is considered.

Our next monthly meeting will be on **May 23rd** at the Central Library Browning Rooms A & B. Ben Schmitt has been a long time supporter of EHRA and I have no doubt he will deliver great content relating to employee benefits.



Our board has received several questions regarding the Indiana State Conference specifically relating seeking roommates for the conference attendance. As we understand that company budgets are staying the same or shrinking, EHRA would like to assist in any way possible to ensure our members are exercising every opportunity to attend. If you are looking for a roommate for the State Conference, email Info@ehranet.org and we will do our best to provide a list of members who are also looking for roommates.

Lastly, I would like to take time to say thank you to each of our board members. Our board is strictly volunteer based and we frequently ask each of them to give more and more. If you happen to see one of our board members at a meeting or out and about, please be sure to give them a quick thank you.



Follow EHRA on Twitter @EvansvilleHR

As always, 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*

JAMES **BARROW**
VIBRACOUSTIC

SUSAN **BENKARSKI**
IRELAND HOME BASED SERVICES

HOLLY **BRITTINGHAM**
ENVIROPLAS

MARY **BROWN**
PIA AUTOMATION US, INC.

AMY **FALDA**
SHINE ON CAR WASH

CANDI **OTT**
VUTEQ

LESLIE **OUSLEY**
SHOE CARNIVAL

AARON **PIERCE**
ESCALADE SPORTS

*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