# CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

June 2019

# THERE'S AN ELEPHANT IN YOUR OFFICE



## What's Inside?

**Mental Health Support**

**Be Mindful of the NLRA: EE Relations**

**Multiple Scholarship opportunities!**

AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER 2018

EHRA Evansville Area Human Resource Association

## explore – cover




Mental health in the workplace. Sometimes it is the Elephant in your Office.

## events – p.3

Join Ashley Sides Johnson as she discusses the common mental health concerns that are seen in each office and how to manage them.

## Legal update– p.4

Is it okay for an employee to share an executive's salary rate with those who are not privy to it? Find out in our legal update.

## USSERA event—P5

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

## President's Letter—P. 7

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

## Welcome—p8

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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06 20 2019

**Please bring in Adult Coloring Books for SIRS as our June non-profit!**

HR CARES

SIRS

ABOUT OUR

# EVENT

*There's an Elephant in Your Office*

Knowing how to recognize and support employees with a mental illness or psychiatric disability is the key to meeting performance, business, and financial expectations. It also keeps you safe from potential discrimination claims and lawsuits.

During this presentation, we identify mental health conditions that commonly exist in the workplace. Then, through real life examples and best practices, we offer practical steps you can take as a manager to notice, identify, and properly lead those individuals to peak success.

Bottom line – you can meet people where they are, show empathy, and find new ways to accomplish tasks without jeopardizing your career, office morale, or the business.

**SCHEDULE**

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

11:30am-12:00pm - Lunch

12:00pm-1:00pm - Program

**LOCATION**

Deaconess Pavilion Conference Center

Read more

**COST**

Before June 17

Member: $15 Guest: $30

June 17 and later

Member: $20 Guest: $35

ABOUT OUR

# SPEAKER

A communication specialist in the marketing and public relations field, Ashley Sides Johnson has spent the past 13 years working in health care. Areas of focus include the Community Health Needs Assessment, Hospital Incident Command System, and content creation. She served on the Society for Healthcare Strategy and Market Development (SHSMD) Editorial Advisory Board to provide content advising and as a faculty member for the SHSMD U educational series. Ashley is an advocate for homeless services and played an instrumental role in creating the Homeless Medical Respite Program at United Caring Services in Evansville, IN. She writes about parenting and mental health on her blog, ASJ Explains, and serves as a contributing author for The Mighty and Scary Mommy. Ashley earned a Bachelor of Arts degree in Government from Centre College in Danville, KY, and a Master of Arts degree in Communication from Western Kentucky University. She lives in Henderson, Kentucky with her family.



Ashley cowrote the book, *There's an Elephant in your Office*, with her sister, Andrea Sides Herron. Andrea has worked in a variety of human resources positions across diverse business sectors. Her experience includes service to the Oregon Humane Society, Berry Global, and WebMD among others. Read the rest of her bio here.




**Be Mindful of the NLRA when Disciplining Employees**

By: Joshua B. Gessling

In a non-union environment, it can be easy to forget the impact that the National Labor Relations Act ("NLRA") can have on your company's employment-related decisions. A recent decision from the National Labor Relations Board ("Board") – *MCPc, NLRB, 06-CA-063690 (5/23/19)* – provides an excellent reminder of how NLRA-protected rights might be implicated in a union and non-union environment.

In the *MCPc* case, an engineer suggested during a team-building lunch that he and other engineers were overworked, and that the company should have hired more engineers to handle the excess work rather than spending $400,000 on a newly hired executive. Several of the engineer's colleagues agreed. Shortly thereafter, the employer terminated the engineer for "accessing and disseminating confidential salary information" in violation of the employer's confidentiality policy.

The NLRA prohibits, among other things, employers from discriminating against employees for engaging in "protected concerted activities." The Board found that the engineer's suggestion constituted protected concerted activity, and the termination of his employment based on his suggestion violated his rights. The Board ordered the employer to reinstate the engineer and to compensate him for pay and benefits lost during his period of unemployment and any adverse tax consequences associated with receiving a lump-sum backpay award. Such an award could be substantial, given that the engineer was terminated in 2011.

As the *MCPc* case illustrates, union and non-union employers must be mindful of the NLRA when making employment-related decisions.

*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.

# 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

EHRA is proud to offer the EHRA Certification Scholarship. These funds can be used for course related expenses up to $750.

Read more on the application

Download Application

**Chemo Buddies is seeking bags of chocolate for patients. Please bring to the June meeting**



# PRESIDENT'S**MESSAGE**



Greetings members,

I hope everyone is enjoying the hot summer weather like I am! June always seems to be one of the busiest months with vacation, open enrollment preparation, SHRM National conference, etc. Ben Schmitt had a great presentation last month and I know our upcoming presentation this month will be just as good. I, unfortunately, will not be able to attend as I will be traveling back from the SHRM National Conference.




For those attending the SHRM conference in Las Vegas be sure to register for the North Central networking event on Monday night. The event is from 7-9p at Gordon Biersch. To make a reservation follow this link. Additionally, if you are SHRM certified, there is an exclusive event Monday night. Be sure to check your email to register.

Next, I would like to remind our members what all goes into planning a monthly meeting. I hear positive feedback frequently from our members regarding the agenda, topics, and planning and our board works extremely hard to pull that off. The monthly meeting fee, $15, goes toward securing top notch speakers (they are no longer free), securing a venue, and providing lunch (no more bland chicken and rice!). We as board members are always open to constructive feedback and do our best to accommodate each member, but it's not always possible.

**Follow EHRA on Twitter @EvansvilleHR**

As we move into the latter half of the year, we are looking for more volunteers and new board members. We have some board members who are ending their term and looking to backfill their position. In addition, we always need additional committee members to assist with frequent activities relating to monthly meetings, networking events, and membership. If you are interested in volunteering, please reach out to me directly.

As always, if you have any questions or concerns please reach out to 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*

SHANE **BLAIR**
LNB COMMUNITY BANK

STEPHANIE **FUQUA**
SWAT PEST MANAGEMENT

YVETTE **LACER**
HYDRO ALUMINUM METALS USA, LLC

NICHOLAS **MONTEE**
COUNTRY MARK

JULIA **PILLOW**
EVANSVILLE CONVENTION AND VISITORS BUREAU

NICOLE **SCHENK**
VALERO RENEWABLES

SARALYN **TORRANCE**
GIBSON GENERAL HOSPITAL

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



**CONGRATULATIONS TO EHRA MEMBER JENNIFER SKODINSKI FOR OBTAINING HER SPHR CERTIFICATION.**

**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**