CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

July 2019



What's Inside?

Dealing with the legalization of marijuana

Leave Pay update

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



With the continued legalization of marijuana usage in the United States, what are employers to do?

events – p.3

Join Michael Palmer as he discusses how to navigate the law changes that continue to legalize marijuana for medical and recreational use.

Legal update– p.4

The DOL has issued a ruling on FMLA pay. Find out more in our legal update.

Volunteer/Scholarship—P5

There are multiple scholarship opportunities available to members of EHRA with fast approaching deadlines. Also, learn more about volunteer opportunities.

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—p7

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

2019 board

President
Sara Garrett, PHR, SHRM-CP
saragarrett3601@gmail.com

President Elect
Wendy Gumbel, PHR, SHRM-CP
wgumbel@gmail.com

Treasurer
Jennifer Zimmer
jennifer.zimmer@countrymark.com

Secretary
Mary Scheller
mary.scheller@oldnational.com

Diversity Chairperson

Professional Development
Debbie Tucker, SPHR, SHRM-SCP
djtklt@yahoo.com

Legislative Affairs Chairperson
Josh Gessling
jgessling@zsws.com

College Relations Chairperson
Brook Kilian
brokili@atlasworldgroup.com

Communications Chairperson
Erika Maurer
emaurer@prorehab-pc.com

Finance Chairperson
Kelly Rideout
kelly.rideout@aschulman.com

Workforce Readiness Chairperson
Amanda Gries
agries@kellerschroeder.com

Membership Chairperson
Mary Thompson, PHR, SHRM-CP
metst53@hotmail.com

Past President
Jake Fulcher
jfulcher@kddk.com

SHRM Liaison and Certification Chairperson
Sydney Martin
smartin@expresswaydodge.com

Web Chairperson
Wendy Seitz
wrseitz@usi.edu

Newsletter Editor
Nick Lindy
niclind@atlasworldgroup.com

07 18 2019

ABOUT OUR
EVENT

Are Recent Developments Causing Your Drug Policies to Go Up in Smoke?

Michigan voters decided to legalize the recreational use of marijuana during last November's election. Michigan was the ninth state to legalize marijuana and now more than half of the 50 states permit some form of medical marijuana use, while others are contemplating CBD-product laws. This mismatch of laws, coupled with federal law that still criminalizes marijuana, leaves many employers wondering what they can prohibit and test for in the workplace. For example, if an employee engages in legal drug use off-the-clock, can the employer with a zero-tolerance policy still discipline or terminate the employee who fails a drug test? What are an employer's rights and obligations under the Americans with Disabilities Act when disciplining employees for behavior stemming from their addictions? Do employers have an obligation to allow employees time off to attend drug addiction counseling?

During this seminar, Mike will help analyze the choices employers face from the patchwork of marijuana laws, the opioid crisis, and other employee drug and alcohol issues, and discuss best practices and policy approaches that flow from them.

Topics to be covered include:

- How Michigan's and other states' laws legalizing recreational or medical marijuana impact your policies and practices
- How the opioid crisis and other common employee drug and alcohol use impact your policies and practices
- How to detect employee drug use
- Practical advice for policies and practices to address this issue

SCHEDULE

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

11:30am-12:00pm - Lunch

12:00pm-1:00pm - Program

LOCATION

Sweetwater Event Center

Map

Catered by Biaggi's

COST

Before July 15

Member: $15 Guest: $30

July 15 and later

Member: $20 Guest: $35

ABOUT OUR
SPEAKER



Michael Palmer is a partner in the South Bend, Indiana and Grand Rapids, Michigan offices of Barnes & Thornburg. He primarily represents private and public sector employers in all aspects of labor and employment law. Michael also devotes a portion of his practice to fair housing issues.

Michael's employment-related litigation practice includes representing employers before state and federal courts, and administrative agencies in cases alleging employment discrimination, sexual harassment, breach of employment contract, wage and hour violations, workplace torts, wrongful discharge, and enforcement of non-compete agreements. He actively litigates cases in Indiana, Michigan and Illinois.



DOL Clarifies Position on the Practice of Delaying FMLA Leave in Favor of Other Types of Leave

The U.S. Department of Labor ("DOL") recently released guidance related to the practice of delaying job-protected leave under the Family and Medical Leave Act ("FMLA") in favor of other forms of leave (e.g., paid time off). Specifically, the DOL was asked to clarify whether an employer may "voluntarily permit employees to exhaust some or all available paid sick (or other) leave prior to designating leave as FMLA-qualifying, even when the leave is clearly FMLA-qualifying." The DOL answered this question in the negative.

According to the DOL, neither employers nor employees are free to choose when qualifying leave counts as FMLA-qualifying leave. Under the DOL's interpretation of the FMLA, once an employer determines leave is for an FMLA-qualifying reason, the qualifying leave is FMLA-protected and counts toward the employee's FMLA leave entitlement immediately even if the employee asks that the designation be delayed.

Going forward, employers may wish to revisit their FMLA-related policies and practices to determine whether Opinion Letter FMLA2019-1-A impacts their administration of leave.

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.

Get your job filled quicker!

EHRA members have the opportunity to post jobs on the EHRA website. The job posting will run for 30 days on our home page at ehranet.org and cost $100.

You can personally post a job on our website by going to ehranet.org→quick links→job posting link→submit ad. Your job posting will then be reviewed and approved. Please contact Erika Maurer at emaurer@prorehab-pc.com if you have further questions.

What's Happening at SHRM?

VOLUNTEERS NEEDED

Carver Community Organization is seeking volunteers for the intergenerational literacy program. They need tutor volunteers for grades K-3rd grade to help up 2-3 days per week for 2 hours. Interested volunteers should contact Erika Maurer at emaurer@prorehab-pc.com.

STUDYING FOR THE SHRM-CP?

$750 CERTIFICATION SCHOLARSHIP AVAILABLE

Apply by September 1st

Provided by:

SHRM FOUNDATION

August 1st deadline approaching!

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 enjoyed the June monthly meeting with Ashely Sides Johnson! This months meeting will be one you do not want to miss. With new CBD products and legalization of medicinal and recreation marijuana, it is difficult to anticipate any changes that will be needed in workplace policies. I know this meeting will be beneficial to our group as well as C-Suite executives so be sure to extend the invite.

If you ever get the chance to attend the SHRM National Conference, DO IT! As I just returned from Las Vegas and attending the conference, I reflect on what an amazing experience it provides. The ability to meet other HR Professionals in different states with different backgrounds is invaluable. Add in the education it provides on a large scale, the focus on big picture HR hurdles, and seeing Lionel Richie in concert, it is an experience I will never forget. I encourage you to make the business case to your employers to attend.



Additionally, I wanted to remind our group that we have an HR Department of One group for our members. This group meets quarterly to discuss topics and offer solutions or share experiences others may have. To join this group, reach out to Gayle Arvin at garvin@enviroplas.com.

Stay tuned for details regarding our chapter dinner at the state conference in August. As always, if you have any questions, please let me know. Thank you for being a member.

Sara

Follow EHRA on Twitter @EvansvilleHR

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*

MEGAN **CLEVIDENCE**
SHOE CARNIVAL

CHERYL **COBB**
PROLAM PRODUCTS INC

ALICIA **EGLI**
REFERENCE SERVICES

CHERYL **MARTIN**
YMCA EVANSVILLE

ANGELA **WILSON**
ENCOMPASS HEALTH

*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