CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

August 2019

25th ANNIVERSARY

HR INDIANA ANNUAL CONFERENCE 2019

What's Inside?

Kentucky Pregnant Workers Act

Evansville Mayor needs your help!

Multiple Scholarship opportunities!

AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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EHRA Evansville Area Human Resource Association

explore - cover

CHAPTER CONNECTION

As with every August we encourage you to attend the HR Indiana 2019.

What's Inside?

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events

The Indiana State HR Conference is this month. Register today and don't forget to volunteer.

Legal update- p.3

Check out our Legal update for information on the Kentucky Pregnant Worker's Act and guidance on Indiana Pay Deductions for Uniforms

Got Jobs?—P3

If you have jobs, we have ad space. Find out how EHRA can help you find your next great employee!

President's Letter—P. 5

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

Welcome—p6

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

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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Earlier this summer, Indiana Governor Holcomb signed legislation amending Indiana's wage deduction statute. Under the amendment, employers in Indiana may now deduct the rental cost of employees' uniforms. Prior to this change, only the cost associated with the purchase of work uniforms could be deducted. Indiana law continues to limit permissible deductions to those categories identified in the statute, and requires that deductions be made part of a written agreement that is signed by and revocable at the election of the affected employee to be lawful.

Governor Bevin recently signed the Kentucky Pregnant Workers Act ("KPWA"), which amends the Kentucky Civil Rights Act. The KPWA requires that certain employers provide reasonable accommodations to employees who are limited due to pregnancy, childbirth, and related medical conditions unless doing so would impose an undue hardship. The KPWA also provides certain notice and posting 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.

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

The Mayor's Substance Abuse Task Force is seeking HR professionals to join the HR Work Group subcommittee. The purpose of the group is to provide HR expertise in order to develop and provide resources to prevent and/or reduce the risks associated with substance use for employers and employees. If you are interested or would like more information, please email Wendy at president_elect@ehranet.org.

PRESIDENT'SMESSAGE



Greetings members,

Our July meeting was one for the books! For those of you who could not make it, Michael Palmer was an engaging speaker who gave great details regarding the changes in state regulations and suggestions for possible policy changes to continue compliance. As EHRA has previously done in the past, there will be no monthly meeting in August because we encourage our members to attend the Indiana State Conference.



Unfortunately, I will not be able to attend the State Conference this year however it will not be one to miss! HR Indiana is celebrating their 25th year of hosting a State Conference! This accomplishment will be celebrated all three days. Be sure and download the Whova app to your smartphone to stay up to date on all the conference events. There will be receptions Monday and Tuesday night and all details can be found in the Whova app.

Additionally, if you are attending, please be sure to volunteer. The State Conference would not be successful without all the dedicated Conference Committee Members, but they need help to keep all the operations running smooth. There is a large variety of tasks and time frames to choose from. All the information can be found on the volunteers site. If you have not registered to volunteer, you can sign up here.

Lastly, we are pleased to continue our chapter dinner. Stay tuned for an email about details and registration.

As always, if you have any questions or concerns please contact me.

Follow EHRA on Twitter @EvansvilleHR

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*

RICK BARRON
BRAKE SUPPLY COMPANY, INC.

HOLLY BITTNER
BERRY GLOBAL—INTERN

ADAM ELKINS
BERRY GLOBAL—INTERN

SHELBY FORD
BERRY GLOBAL

TAYLOR MCCORD KOONTZ
BERRY GLOBAL—INTERN

JUANITA RAGER
EVANSVILLE GOODWILL INDUSTRIES, INC.

MELANIE SIMPSON
SHOE CARNIVAL

HANNAH WISCAVER
STERLING BOILER

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

Congratulations to EHRA member Madeline Smith for obtaining her SHRM-CP badge. What a great accomplishment!

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