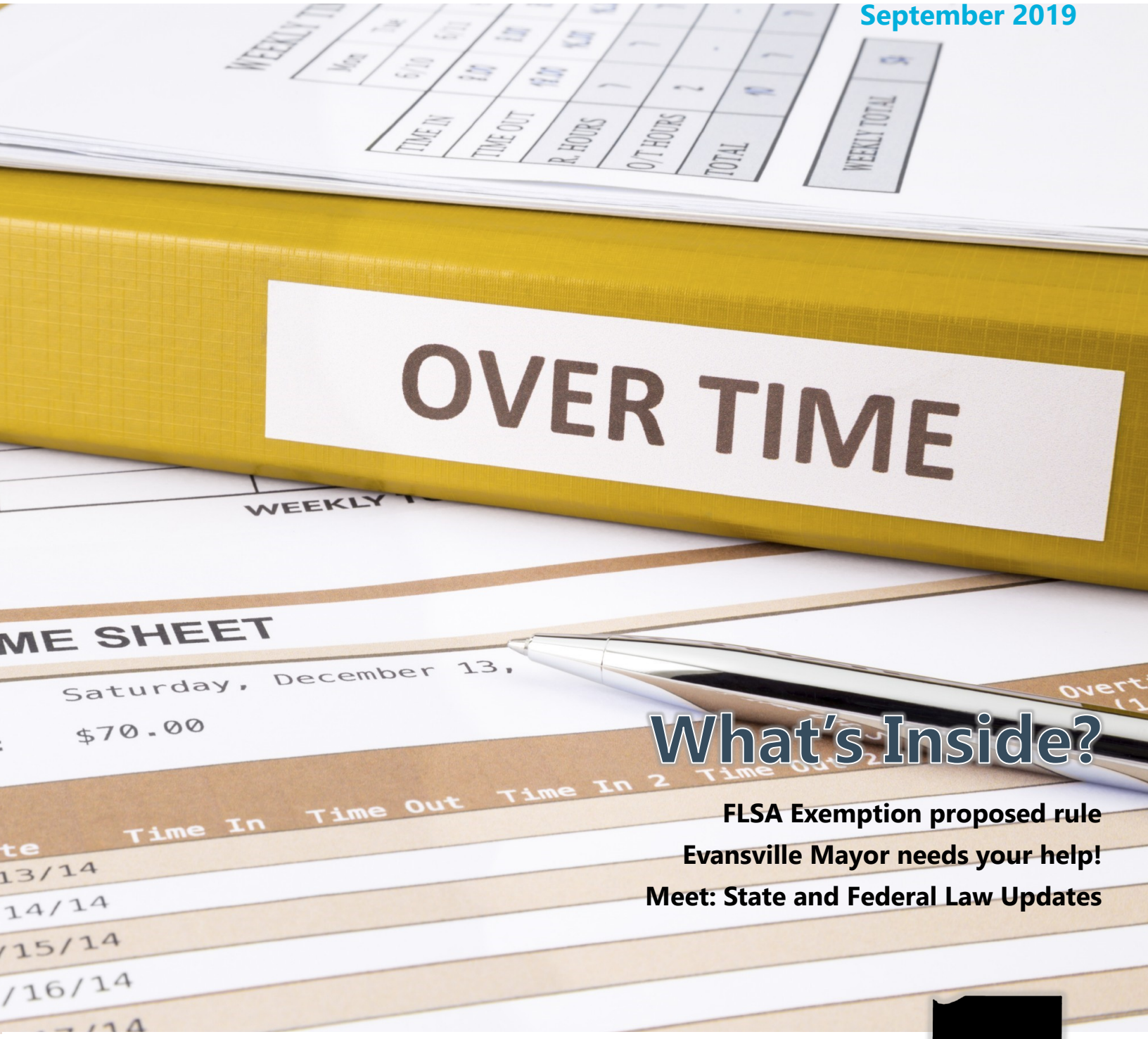
CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

September 2019



What's Inside?

FLSA Exemption proposed rule

Evansville Mayor needs your help!

Meet: State and Federal Law Updates

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



New overtime rules are being proposed again. Learn more in our Legal update.

events

Join us this month at Chris Shrader will review some key legislation changes that impact the workplace.

Legal update- p.4

Read more about the proposed exemption level salary threshold changes in our legal update.

EHRA Cares—P5

Look for ways to volunteer locally so we can show how much *EHRA cares*!

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

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09 19 2019

EMPLOYER SUPPORT OF THE GUARD AND RESERVE

Monthly Not-for-Profit

ABOUT OUR

EVENT

Federal and State Legislative and Regulatory Update

What is the Federal and State Government Up To? What are they up to in Washington DC? What are the political developments how will they shape the upcoming mid-term election? Indiana's government is held by the Republicans by a supermajority. What legislation passed the Assembly session and how may they affect us? How much do you know about the bills and public policy efforts that may well shape our profession for the next 50 years? Do you know what to do? How to make a difference? Attend this lively and fast-paced presentation to learn what's happening in Washington DC and the Indiana State House. And yes, we will be discussing the FLSA overtime rule changes.

SCHEDULE

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

11:30am-12:00pm - Lunch

12:00pm-1:00pm - Program

LOCATION

Evansville Central Library

Map

COST

Before September 16

Member: $15 Guest: $30

September 16 and later

Member: $20 Guest: $35

ABOUT OUR

SPEAKER



Chris Schrader is president of Schrader and Associates, a full-service HR consulting firm focused on helping small and medium businesses excel and grow. Prior to starting his own company he worked for several firms in the publishing industry for more than 25 years, holding leadership positions in Operations, Sales, Finance & Accounting and Human Resources. He is also an Adjunct Professor of Human Resources at Indiana University.

He volunteers as Director Government Affairs for the Indiana State Council of SHRM and serves on the healthcare and labor law policy committees at the Indiana Chamber of Commerce. Chris grew up in a politically active family; both parents ran for office at one time or another. Both in his current role, and earlier as Chair of the Indiana State Chamber of Commerce's Labor Law Policy Committee, he has testified many times before Indiana Legislature. Chris holds a degree in Political Science from Indiana University and is certified a Senior Professional in Human Resources by the Human Resources Certification Institute.



U.S. Department of Labor's New Overtime Rule Coming Soon

On August 12, 2019, the U.S. Department of Labor ("DOL") sent its overtime rule to the White House for review following the close of the public-comment period. The DOL released its proposed rule for public comment in March 2019. Perhaps most notable, the DOL's proposal included an increase in the minimum salary that a "white-collar" employee must be paid to be overtime exempt from $23,660 per year ($455 per week) to $35,308 per year ($679 per week). The DOL's proposed rule did not revise the duties test.

While the DOL's proposed rule constitutes a significant increase over the current salary level requirement, it is substantially less than the amount set forth in the DOL's 2016 rule, which was never enforced. Members may recall that in 2016, the DOL issued a final rule that required white-collar exempt employees be paid $47,476 per year ($913 per week), but the rule was blocked at the eleventh hour by a federal judge in Texas.

It is currently unclear what changes, if any, the DOL has made to the rule since it released the proposed rule in March, but we are likely to see the final rule released sometime later this year. Given this timing, it might be prudent to begin analyzing how increasing the salary level to $35,308 annually might impact your classification of employees as exempt. While legal challenges to the rule are likely, the DOL believes it is well positioned to defend the increase in court. The DOL purportedly used the same methodology it used in 2004 (when it last increased the salary level) in formulating the increase stated in the proposed rule released in March.

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 EHRA?

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.

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,

I hope all members who attended the IN State Conference had a great time! I heard great feedback regarding Michael J. Fox and Cy Wakeman's presentation. I am very sad I was unable to attend this year, especially since it was such a large celebration for the 25th anniversary!

Coming up this month, we have Chris Schrader presenting his annual legislative update. For members who have seen Chris in the past, you know what to expect. For others, you are in for a treat! Chris always provides an enormous amount of information regarding local, state, and national legislature and how it may impact the HR profession. Chris serves on the State Council as legislative chair and is frequently in Washington, D.C. testifying as an expert on various topics. This meeting is sure one you do not want to miss.



As we move into the final quarter of the year, we are continuing to look for volunteers to serve on the board. We have several openings coming up this year which include, Secretary, Finance Chairperson, Professional Development, and several others. The most frequently asked question regarding volunteering is what does it entail? My answer is always the same: it varies. Some roles are not as time demanding as others, but I can guarantee you it is an experience that is invaluable. All positions are strongly encouraged to attend monthly board meetings and monthly educational luncheons.

If you are interested in joining the board or learning more about open positions, please email me for more information. All the board members may not feel the way I do, but the bond created between board members is unlike any other. It is an experience I am truly appreciative of.

Follow EHRA on Twitter @EvansvilleHR

As always, if you have any questions or concerns reach out to me.

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*

SIDNEY COOPER

STUDENT

SAMANTHA HILLENBRAND

S&S MACHINE SHOP

SHAHANSHAH MANZOOR

SIMPLIV LLC

BRAD ODIL

REFERENCE SERVICES, INC.

HANNA PLUMP

ACCURIDE CORP—STUDENT

CRYSTAL SMITH

PRIME FOODS, INC.

JADRIEN SUTTON

SHOE CARNIVAL, INC.

KALESA TAYLOR

PROFESSIONAL TRANSPORTATION, INC.

CHARLES WHITE

CHARLES WHITE INSURANCE

ASHLEY WRIGHT

BERRY GLOBAL

*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