CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

October 2019



What's Inside?

FLSA Exemption rate approved

Meet: How to recruit and retain talent for the future

October business meeting

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

CHAPTER CONNECTION



The landscape of the workplace and employee expectations is changing.. Or is it? Find out what the survey says in this months meeting.

Legal update- p.4

It's official, on January1, 2020. But what is that new rate for exemption?

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.

events

Join us this month as Cindy Clayton and Mollie Knight share their research on what worker's value.

Center for Vein Restoration

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

10 17 2019

Monthly Not for Profit

EVANSVILLE CHRISTIAN LIFE CENTER

@restoringpeople
restoringpeople.com

Please bring canned meat

Center for Vein Restoration

ABOUT OUR EVENT

The iGen at Work - an interpretation of data collected in the classroom regarding workplace values

Today's young people will become tomorrow's leaders. This generation of young people don't necessarily wait for a leadership title or a position of authority to take leadership roles when they are passionate about something. This poses a real opportunity for employers to fill positions with passionate young people and to give them the support they need to succeed.

400+ USI senior business majors were asked to rank their "work values" from a list of ten.

This presentation will cover the results of that small study, and contain additional information about the generation to come and how to recruit and retain the talent of the future.

The lecture will be co-presented by Cindi Clayton, instructor at USI, and USI senior Management major/honors student/Berry HR intern Mollie Knight.

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 October 14

Member: $15 Guest: $30

October 14 and later

Member: $20 Guest: $35

ABOUT OUR SPEAKER



Cindi Clayton is an instructor in Business Communication at the University of Southern Indiana and the president of C. Clayton Consultants. Her consulting company offers HR support and training, management coaching, team coaching, and life coaching for individuals. Her website is www.cindiclayton.com.

Cindi has 20+ years of experience in Human Resources and 17+ years of teaching college students. She has two degrees from the University of Southern Indiana- a Bachelor of Science in Psychology (1999) and a Master of Arts in Communication (2015).



Cindi's research interests include family communication, privacy management, leadership communication, and corporate communication. She is the mother of 3 children.



DOL Issues Final Overtime Rule; Effective January 1, 2020

By: Josh Gessling

On September 24, 2019, the U.S. Department of Labor (DOL) released its final rule increasing the minimum salary requirement for white-collar-exempt workers under the Fair Labor Standards Act (FLSA) from $23,660 to $35,568 (annualized).

Workers classified as exempt under one or more of the white-collar exemptions – which includes employees classified as exempt under the executive, administrative, and professional exemptions – must generally satisfy a three-part test to be properly considered exempt. First, the employee must receive a minimum salary level. Second, the employee must be paid on a salary basis. Third, the employee must actually perform certain exempt job duties. While the DOL's new rule raises the minimum salary level to $684 per week, the job duties and salary basis tests remain unchanged.

The new rule also increases the salary level required for highly compensated employees from $100,000 to $107,432, and allows employers to use nondiscretionary bonuses and incentive payments (e.g., commissions) paid at least annually to satisfy up to 10% of the standard salary level. The DOL's new rule becomes effective January 1, 2020. The DOL anticipates that its new rule will make 1.3 million U.S. workers eligible for overtime pay.

Members may recall that the Obama-era DOL attempted to increase the salary level in 2016, but a federal judge in Texas issued an eleventh-hour injunction blocking implementation of the rule nationally. While the DOL's new rule is sure to be litigated, too, employers cannot assume this final rule will also be blocked. Accordingly, employers are encouraged to immediately consider how this change will impact the continued classification of certain employees as exempt, hiring, and budgets heading into the new year. Employers may also consider reassessing the job duties of exempt employees who will make more than the new minimum salary level as of January 1, 2020, to ensure these employees continue to perform the job duties required under the applicable exemption.

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 everyone enjoyed Chris Schaefer last month! He is an entertaining speaker who consistently has positive feedback. This months we are continuing the trend of college professors with Cindi Clayton speaking on workplace values. The data she has gathered while working with college students is guaranteed to be valuable!



In conjunction with the October membership meeting, we will be having our Annual Business Meeting. All members are invited to attend and vote. This year we will be attempting to vote online to avoid printing paper and manually counting the votes. We are still in need of board members, so if you are interested, please let me know as soon as possible!

If you have not seen, the Department of Labor has (finally) released the new overtime exemption salary. Stay tuned for additional details on a webinar from EHRA on the topic. We are still finalizing the details but will have communications coming out this month. Our very own Josh Gessling has agreed to round up some legal friends and present to our members!

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

TAMARA KLEIMAN

ORG CHEM GROUP, LLC

*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