CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association



What's Inside?

#MeToo movement data / workplace impact

Meet: What to do if someone is struggling with mental illness

Multiple volunteer opportunities

AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

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EHRA Evansville Area Human Resource Association

explore - cover

CHAPTER CONNECTION



What do you do when an employee comes to you with concerns over their mental health or even if you notice yourself?

events

Join us this month as Susie Schenk discusses what we should do if we notice an employee is dealing with mental health concerns.

Brentwood Springs
There's hope. There's help.

Legal update- p.4

#MeToo: Now that we have had time to review data, what is going on now at the State level in support of the movement?

What's happening at EHRA—P5

EHRA is seeking volunteers for two great upcoming events. Also, we are holding a special webinar on the FLSA changes. Find out more on page 5.

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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11 20 2019



ABOUT OUR
EVENT

From Observation to Action

A few months ago you were encouraged to start noticing and seeing how the effects of mental health are present in your office. Now what?

Let's talk about what you can do if you think or know someone is struggling with mental health or substance use issues – prior to the time when disciplinary action is your only option. We will discuss ways to navigate those conversations as well as talk about making referrals to additional sources of support. We will also look at ways to start shifting the culture of your workplace to ensure that it is and feels like a safe place to get help rather than hide the symptoms.

SCHEDULE

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

11:30am-12:00pm - Lunch

12:00pm-1:00pm - Program

LOCATION

Deaconess Gateway Pavilion Conference Room

Map

COST

Before November 18

Member: $15 Guest: $30

November 18 and later

Member: $20 Guest: $35

ABOUT OUR
SPEAKER

Susie Schenk grew up in Mt. Vernon, IN and has recently moved back to Evansville after being on the West Coast for the last 20 years. She has her Master's in Counseling Psychology from Pacific University in Oregon, with a focus in both Clinical Counseling and Organizational Behavior. She is a licensed mental health and addictions counselor who is now consulting to businesses, helping to improve workplace dynamics and reduce the impact that mental health and substance use has on the workforce. She has been a Mental Health First Aid Instructor since 2011 and was named a "Top 100 Instructor of All Time" in 2018 by the National Council for Behavioral Healthcare.





Emerging Trends: #MeToo Data and Initiatives at the State Level

By: Joshua B. Gessling, Esq., EHRA Legislative Updates Chairperson

The "#MeToo" campaign exploded onto the national scene in October 2017, after the reports about Harvey Weinstein became public and actress Alyssa Milano encouraged sexual harassment victims to speak out by using the hashtag on social media. As new reports surfaced seemingly daily and use of the hashtag spread nationally (and even internationally), employers braced for a new wave of charges and litigation.

Today, we're beginning to get a clearer picture of the impact the campaign is having on area employers. Nationally, the EEOC's charge-filing statistics show a substantial year-over-year increase of 13.6% for fiscal year 2018. However, state-specific data shows not all regions have been affected in the same way. In Kentucky and Indiana, there were fewer sexual harassment charges filed with the EEOC in fiscal year 2018 than in 2017. In Illinois, however, sexual harassment charges filed with the EEOC spiked almost 35%.

Charges and litigation only tell part of the story, however. Employers with operations in states other than Indiana should also monitor and be aware of #MeToo-inspired legislation emerging from state capitals across the U.S. In Illinois, for example, starting January 1, 2020, the "Workplace Transparency Act" will reshape the protections available to individuals (employees and contractors) and the obligations of Illinois employers. These changes include, but are not limited to, expanding protections to non-employee contractors and requiring certain disclosures in employer-provided agreements. Certain employer-imposed obligations – e.g., annual sexual harassment prevention training and reporting requirements – won't become effective until July 1, 2020.

While many causes experience a social media *moment*, based on the data and several initiatives occurring at the state level, it is clear that the #MeToo campaign has solidified itself as a sustainable *movement*. Members are encouraged to analyze these #MeToo-inspired developments to determine how they may impact operations.

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.



Best renewal deal is now!

Renew your EHRA membership today!

Early renewals get free meetings*.

***SHRM Members get 3 free meetings, Non-SHRM members get 1 free meeting**

To renew your membership, log into your account at ehranet.org and select Member Dues on the left side of the page. You will see 2020 membership renewal fee and will have the opportunity to pay your dues via the site. Vouchers will be added to your account upon receipt of payment. Email info@ehranet.org if you have any questions.

What's Happening at EHRA?

Don't Forget our special webinar on FLSA!

November 7th

8:30-9:10am

Speakers:

Cory Kuhlenschmidt

&

Josh Gessling

Register now!

VOLUNTEERS NEEDED

EHRA is once again assisting with the Gobbler Gathering. We are seeking 20 volunteers to help:

November 26th from 4-6pm

@ Old National Events Plaza

Email Amanda Gries if you are interested:

agries@kellerschroeder.com

WEHT / WEVV Interview with HR

WEHT / WEVV is seeking local HR employees to discuss challenges of hiring in the local market. If you are interested in sharing your feedback on a local TV segment, please contact **Ray McKinnon** at:

ray.mckinnon@pmrhealthcare.com

OR

812-401-1881

PRESIDENT'SMESSAGE



Greetings members,

For those of you who attended the October membership meeting, thank you! Your patience is greatly appreciated as we sort out the miscommunication and confusion with the speaker. It reminds me how great each and every one of our members are and how lucky I am to be a part of such an amazing organization.

Coming up in November, we have TWO amazing programs offered. On November 7th, we have the Department of Labor webinar presented by Josh Gessling and Cory Kuhlenschmidt. For organizations that have more than 1 person tuning in, it would be appreciated if you could gather in one location to watch together as we have limited subscriptions available. The presentation will be roughly 30 minutes with a short Q&A after. We also have Susie Schenk presenting on a hot topic – mental illness in the workplace. This meeting will be at the Deaconess Gateway Pavilion on the 2nd floor.



We have a couple of volunteer opportunities available this month, too, which makes November a jam packed month of events! The Gobbler Gathering volunteer event that EHRA has done as a group the last few years and WEHT has approached a member in our organization about interviewing employers and discussing the challenges of hiring in today's world. If you're interested in either of those opportunities, please email the contact listed on the volunteers page.

We are coming into the final homestretch of the year and we have our new board members elected and appointments finalized. Stay tuned for details on the new board members and holiday party coming up in December.

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*

*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