CHAPTER Connection

April 2017



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL 2015 SILVER AWARD SILVER CHAPTER

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

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Volume 18, Number 4

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Welcome new EHRA members.

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: newsletter@ehranet.org.

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EHRA Spring Seminar

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711
7:30 am—4:30 pm

Agenda

7:30 am—8:00 am: Registration/.Breakfast—Time to visit vendors
8:00 am—8:15 am: Welcome and Opening Remarks
8:15 am—8:45 am: Certification and Networking
8:45 am—10:15 am: Interplay– business stimulation game
10:15 am—10:45 am: Break– Time to visit Vendors
10:45 am—12:15 pm: Continued Interplay
12:15 pm—1:15 pm: Lunch and Exhibitor Time
1:15 pm—2:45 pm: National HR Speaker Margaret Morford—Running With the Big Dogs– How to Make HR a Strategic Player
2:45 pm—3:00 pm: Break
3:00 pm—4:15 pm: Employment Law—Moderated Panel
4:15 pm—4:30 pm: Prize Giveaways & Closing Remarks

Cost

$125 Member Ticket—Full Day
$75 Member Ticket—Half Day Morning
$75 Member Ticket—Half Day Afternoon
$80 after 7am on April 14th

$175 Guest Ticket—Full Day
$100 Guest Ticket—Half Day Morning
$100 Guest Ticket—Half Day Afternoon
$105 after 7am on April 14th

$15 Student Ticket—Full Day
$15 Student Ticket—Half Day Morning
$15 Student Ticket—Half Day Afternoon
$20 after 7am on April 14th

SHRM RECERTIFICATION PROVIDER 2015-2016

This program is valid for 5.75 PDC for the SHRM-CP or SHRM-SCP. For more information about certification or recertification please visit www.shrmcertification.org.

This program has been approved for 5.75HR recertification credit with HRCI.

The EHRA is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP℠ or SHRM-SCP℠. For more information about certification or recertification, please visit www.shrmcertification.org."

The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute's criteria to be pre-approved for recertification credit. All members are responsible for retaining information on each event for submission to the HR Certification Institute. A certificate of attendance will be emailed to all attendees upon the completion of the event.

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Description

Interplay$_{TM}$– Business Simulation Game

Interplay is a fast-paced, experiential learning business simulation that has been called "an MBA in a day." EHRA has customized a special version of this training and you can become a part of it at the Spring Conference!

Working in small teams, you will be facilitated through a complex leadership training scenario. You will make decisions and take risks, working through multiple business cycles. You may win or you may lose—the outcome is based on both your leadership skills and luck. Key learning outcomes include:

1. Strategic thinking and real-time decision making
2. Cross-functional teamwork and collaboration
3. Business and financial acumen
4. Strengthened leadership capabilities.

Normally these sessions cost many hundreds of dollars per participant. EHRA has included this learning experience in the cost of the Spring Conference.

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Description

Running With the Big Dogs

Are you tired of working really hard and being seen as a "necessary evil" within your organization? Margaret Morford identifies six crucial areas which HR professionals need to impact to be seen as contributors (and not just as administrators), and offers numerous suggestions for how to transform HR's role within your organization. Identify the top mistakes that chip away at HR professionals' credibility and understand how your current behavior might be eroding your effectiveness. Margaret will share numerous unsettling questions all HR professionals must ask themselves in order to gain respect from the senior level executives. All of this is interspersed with funny—and not so funny—real life stories and examples from Margaret's career and the careers of other HR "Big Dogs."

Legal Issues Impacting HR—A Panel Discussion

A moderated panel of labor and employment law experts will discuss recent legal developments impacting the employer-employee relationship. These laws and regulations are often packed with ambiguous directives that may trigger doubt in the minds of even the most seasoned HR professionals. Be sure you understand these obligations to protect your company from risk.

If you're looking to enhance your strategic and tactical approach to resolving lablr and employment law problems in a hands-on formal, this event was designed for you.

Company and Speaker Bios

10,000 FEET

Advantage

The Interplay™ simulation was developed by Ten Thousand Feet, LLC, and presented for EHRA by a team from Advantage Performance Group. Partnering with best-in-class learning providers, Advantage creates custom learning solutions to help leaders lead, sellers sell, and businesses flourish.

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Company and Speaker Bios



Margaret Morford: Margaret is CEO for *The HR Edge, Inc*., an international management consulting and training company. Her clients have included Lockheed Martin, Chevron, Time Warner, Sara Lee Foods, Home and Garden Television, Roche, Nissan North America, HealthStream, Nationwide Insurance, Aegis Sciences Corporation, NAPA Auto Parts, Homeland Security, U.S. Treasury Department, New York Presbyterian Hospital (Cornell & Colunbia Medical Centers), Domino's, Chimerix, Schneider Transportation, U.S. Marine Corps, Deloitte, Legistlative Assembly of Ontario, Blue Cross Blue Shield, Vanderbilt University, Comcast, Intercontinental Hotel Group, National Institutes of Health, McKee Foods, Skanska, Fox Broadcasting, Schwarz BioSciences, Tractor Supply Company, Cook Medical, Fifth Third Bank, Verizon, Northwestern Mutual Life Insurance Company, SAS (computer software), The Nashville Predators (a National Hockey League franchise), Northrop Grumman, American Pacific Mortgage, Alliance Data, Miami University, Skogen Foods, Wells Fargo, The Peabody Hotel, The Hartford, TECO Energy, AmSurg, Quorum Health Resources, the U.S. Naval Nuclear Submarine Group and various local and state governments.

Prior to owning her own company, Margaret was Sr. Vice President, Human Resources Consulting for a national consulting firm out of Winston-Salem, North Carolina. She has a B.S. degree from the University of Alabama and a J.D. degree from Vanderbilt University School of Law. She has worked as an attorney, specializing in employment law as well as been Vice President of Human Resources for three large companies. She has written for *The Sunday New York Time*s, is often quoted as a business expert in newspapers and magazines across the country including Wall *Street Journal, New York Times, Chicago Tribune, USA Today, MSNBC, CBS Money Watch* and *Entrepreneur* and appears regularly on local *ABC, CBS* and *Fox* television affiliates.

She is the author of the business books "Management Courage—Having the Heart of a Lion" and "The Hidden Language of Business—Workplace Politics, Power & Influence." She has served on the Board of Directors for various corporations and charities.

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Company and Speaker Bios



Brad Chapman: Brad Chapman—Deputy General Counsel—OneMain Holdings, Inc.

OneMain is the largest consumer finance company in the US with over 1,000 branches in 42 states and has over 10,000 employees. Since joining OneMain's predecessor in 2006, Brad has been responsible for all employment-related matters, including employment litigation (agency matters up to class actions); advising on discrimination, hiring and leave issues; and providing advice regarding employee benefit plans.

Brad graduated cum laude from the University of Evansville with a Bachelor's of Science in Mechanical Engineering in 1984. After a short stay in the Texas oil business, Brad graduated magna cum laude from the Texas Tech University School of Law in 1990. He then joined Mullin Hoard & Brown in Amarillo, TX, where he became partner and practiced for 16 years before returning to the Midwest. In private practice Brad's focus was on employment issues and complex financial litigation.

Out of the office, Brad enjoys his horses, playing golf and spoiling his 3 grandkids.

Kyle F. Biesecker: Attorney—Biesecker Dutkanych & Macer, LLC

Kyle is passionate about issues related to civil rights and discrimination. He infuses this passion into each case he handles. His track record has earned him various honors, such as an **AV Preeminent® Rating by Martindale-Hubbell®** and inclusion in *Indiana Super Lawyers® Rising Stars*℠ in 2011 and 2013 *and Indiana Super Lawyers® in 2014 - 2016.* Before establishing the lawfirm of Biesecker Dutkanych & Macer, LLC, he worked for the Evansville Human Relations Commission and the Indiana Civil Rights Commission. Kyle has taught courses in Public Administration and Management, American Government, and Constitutional Law at the University of Evansville.

He earned his law degree from Indiana University School of Law—Indianapolis. He is a member of the Evansville, Tennessee, and Indiana State Bar Associations.

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Company and Speaker Bios



Cory A. Kuhlenschmidt: Attorney—Bamberger, Foreman, Oswald & Hahn, LLP

Cory works with company owners, executives, and human resources professionals to understand and navigate the complexities of employment law, including discrimination and harassment laws, the Fair Labor Standards Act, ADA and FMLA compliance, and more.

In his employment practice, Cory assists manufacturers, hospitals, and corporate management with employee hiring, discipline, and termination issues, employee accommodations and medical leaves, wage and hour compliance, union avoidance, drafting and enforcing non-compete and confidentiality agreements, and defending against discrimination claims.

Cory also works with physicians and healthcare facilities to understand and navigate the complexities of healthcare laws and regulations. He assists medical clients with employment agreements, recruiting agreements, and other areas specific to the healthcare industry so they can spend more time focusing on their practice.



Jake Fulcher: Attorney, Kahn, Dees, Donovan & Kahn, LLP.

Jake exclusively represents employers in all aspects of labor and employment law for a broad client base, including both private and public employers located in the US and abroad. Jake believes in a proactive approach to labor and employee relations. Accordingly, Jake devotes much of his practice to daily client counseling, developing best practices, and providing management and supervisor training on a variety of labor and employment-related issues. Jake also reviews and drafts employee contracts, consulting agreements, handbooks, non-compete//trade-secret agreements and severance packages.

EARLY BIRD DEADLINE IS FAST APPROACHING FOR HR INDIANA 2017!

We invite you to attend the 2017 HR Indiana Annual Conference, sponsored by the Indiana State Council of the Society for Human Resource Management (SHRM). The conference is celebrating over 20 years of advancing the human resources profession and is ranked as one of the largest state SHRM-affiliated conferences in the nation. Last year, over 1,600 professionals attended the 2016 HR Indiana Annual Conference. Don't miss out on all the fun and learning!

Event Details & Certification Credits Galore
The 2017 conference officially begins on Monday, August 28, and continues through Wednesday, August 30, 2017. This is a great opportunity to enjoy 3 premium days of learning **EARLY BIRD DEADLINE** (May 1, 2017) **IS FAST APPROACHING FOR HR INDIANA 2017!**

This year the conference will again be held at the JW Marriott Hotel in downtown Indianapolis. We have negotiated a rate of $176 per night. Please honor our hotel block by booking with our host hotel.

Spectacular Speakers
The conference again features nationally-renowned keynote speakers!

Don't miss football legend, Peyton Manning!
We're thrilled to announce 5-time NFL MVP and Two-Time Super Bowl Winner, Peyton Manning, as our Tuesday morning keynote speaker! He'll be doing a Q&A session as part of his presentation. Tweet your question ideas to **@IN_SHRM** with hashtag **#INSHRM.**

Anucha Browne, Opening Keynote
Anucha Browne, Vice President of Women's Basketball Championships for the NCAA, will be presenting "Women's Leadership Journey: One Woman's Journey Through Success & Learnings" on the first morning of the conference.

Cy Wakeman, Tuesday Afternoon
You'll love International Speaker and New York Times Best-Selling Author Cy Wakeman's dynamic speech on Tuesday afternoon!

Dan Heath, Closing Speaker
Our Closing Speaker is Dan Heath, Senior Fellow at Duke University's CASE center, which supports social entrepreneurs. At CASE, he founded the Change Academy, a program designed to boost the impact of social sector leaders. Dan is the co-author, along with his brother Chip, of three New York Times bestsellers: Decisive, Switch, and Made to Stick. Their books have been translated into over 30 languages.

Exhibit Hall
The HR Marketplace will be held in Halls A & B of the Indiana Convention Center, adjacent to the hotel and accessible through a short skywalk. Lunch will be served in the exhibit hall on both Monday and Tuesday, and a cocktail reception will be held there on Monday evening.

Register Today
Please visit http://www.HRIndianaConference.org for more information and to register to attend, exhibit or sponsor. Hurry! Early Bird Deadline for attendees is May 1, 2017.

For additional questions please contact Mark Records at admin@indianashrm.org.

LEGAL UPDATE



Sexual Orientation and Title VII

Written by: Olivia G. Robinson, Attorney at Kahn, Dees, Donovan & Kahn, LLP

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on a person's race, religion, color, sex and national origin. Historically, the U.S. Equal Employment Opportunity Commission ("EEOC") and the federal courts would not afford Title VII protection to lesbian, gay, bisexual, or transgender ("LGBT") employees with discrimination claims based on sexual orientation solely because the language of Title VII does not include sexual orientation. However, on July 15, 2015, the EEOC in *Baldwin v. Dep't of Transportation* held that discrimination on the basis of sexual orientation was prohibited under Title VII as unlawful discrimination on the basis of sex. Although some federal district courts adopted the EEOC's ruling, no federal appellate court has yet adopted it. That may change with the Seventh Circuit's anticipated en banc decision in *Hively v. Ivy Tech Community College*.

In *Hively*, the plaintiff is a part-time adjunct professor who identifies as a lesbian. The plaintiff sued Ivy Tech Community College ("Ivy Tech") in 2014 alleging she was denied full-time employment and promotions based on her sexual orientation in violation of Title VII. The Northern District of Indiana granted Ivy Tech's motion to dismiss based on the language of Title VII and prior caselaw in the Seventh Circuit, which has held that Title VII does not prohibit employment discrimination on the basis of sexual orientation. The Northern District of Indiana's ruling is similar to the rulings of other federal appellate courts, including the First Circuit, Second Circuit, Third Circuit, Fourth Circuit, Fifth Circuit, Sixth Circuit, Eighth Circuit, Tenth Circuit, and D.C. Circuit. On appeal, the Seventh Circuit, consisting of a three-judge panel, initially affirmed the district court's ruling.

However, on October 11, 2016, the Seventh Circuit set aside its previous ruling in response to plaintiff's petition and agreed to rehear the case en banc, meaning all Seventh Circuit judges would hear the case together, including the three judges on the original panel. The en banc hearing took place on November 30, 2016. Based on the questions and comments made by several of the Seventh Circuit judges, it is likely that the Seventh Circuit may become the first federal appellate court in the country to include sexual orientation within Title VII's prohibition of sex discrimination. Commentators are expecting a decision from the Seventh Circuit in the coming months.

The decision in *Hively* will impact employers in the Seventh Circuit, which encompasses the states of Indiana, Illinois and Wisconsin. Employers from these states should consider how their current policies and practices may impact their employees whose gender expression does align with their sex. In doing so, employers should review their policies, handbooks, training, workplace investigations, hiring methods, discipline and discharge procedures.

Certification and Scholarship Update

Call for SHRM-CP/SHRM-SCP Certification Preparation Instructors

SHRM is seeking qualified professionals to provide classroom instruction for SHRM-CP/SHRM-SCP preparation courses offered by one of the SHRM Education Partners.

- Applicants must have earned their SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credential.
- Applicants must have classroom instruction and HR experience (or other minimum required or desirable qualifications).

Are you interested in teaching, or do you know someone who is? Please send your information to Alison.Costello@shrm.org

HRCI Introduces aPHR for Entry-Level Professionals

The HR Certification Institute (HRCI) has launched a new credential for practitioners who are just beginning their HR careers: the Associate Professional in Human Resources (aPHR) certification. The aPHR is designed for professionals who are embarking on an HR career or transitioning into the HR field. The aPHR exam focuses on the fundamentals of HR principles and practices including recruitment, HR development and retention, compensation and benefits, employee relations and safety.

Individuals planning a career in HR, those serving in HR support roles or who have HR responsibilities but do not currently hold an HR position, as well as military personnel seeking HR professional development or transitioning to civilian HR roles will be particularly interested in this certification, explained HRCI CEO Amy Schabacker Dufrane. HRCI's Professional in Human Resources credential is the next step up from the aPHR.

Registration for the aPHR pilot exam opens Feb. 16 for test dates in early May and registration for the first aPHR testing period opens April 1 for test dates in November 2016 through January 2017. Individuals passing the aPHR exam during either testing window will receive the aPHR designation. Learn more at www.hrci.org/aphr.

AURORA

Aurora is in need of:

- **Food items including Beanie Weenies, Vienna Sausages, Ravioli, Beef Jerky, Potted meat, Tuna, Peanut Butter, Fruit (canned or cups), Applesauce, Protein Bars, Nuts, Soup and Ramen Noodles**
- **Pantry items needed include Canned goods, box dinners, pasta and sauce,**
- **Household items include cleaning supplies, new brooms, mops and dustpans, full and queen sheets and comforters.**

AURORA
—Giving Light to the Homeless—

DONATIONS NEEDED

The EHRA is currently seeking donations of new or gently used work clothing to donate to many different local charities. If you are interested in donating, please bring your items to our next meeting. Our current non-for-profit company that we are accepting donations for is:

Volunteer Opportunity

STATE MEMBERSHIP COMMITTEE OPPORTUNITY

One of the 2016 goals of Indiana SHRM is to revitalize the state membership committee. The vision for this committee is to assist the chapters with increasing membership through education, support, and coordination of the membership initiatives at state conference. The time commitment is typically less than one hour per month. If you are interested in participating in this committee, please contact the State Membership Director, Megan Nail, SPHR-CA, SHRM-SCP at hrpda.megan.nail@gmail.com.

EHRA seeking sponsors for our EHRA monthly meeetings. A great way to market your company services or products to our large tri-state membership. A monthly sponsorship provides space on our EHRA website for the month of your sponsorship as well as an ad/log to run in our monthly electronic newsletter that is emailed to our entire membership of over 300 HR folks. Please contact Mary Thompson, Finance Chairperson 2016 at 812-779-6338 or metst53@hotmail.com for more information.

New Certifications

Congratulations Christina Mayes!

Shout out to Christina Mayes for recently passing her SHRM-CP exam! Great job!

EHRA seeking sponsors for our EHRA monthly meeetings. A great way to market your company services or products to our large tri-state membership. A monthly sponsorship provides space on our EHRA website for the month of your sponsorship as well as an ad/log to run in our monthly electronic newsletter that is emailed to our entire membership of over 300 HR folks. Please contact Rick Jones, Finance Chairperson 2017 at 812-467-7144 or rjones@indianatube.com for more information.

CHAPTER Connection



Dear EHRA Members:

Welcome Spring!! Our annual Spring Conference is coming up on April 20, 2017 at the Tech Center. We will kick off the Spring Conference with the InterPlay TM – Business Simulation Game. *InterPlay* has been called a "mini MBA-in-a-day" for good reason. It builds an understanding of the critical factors that influence success or failure in any organization. Working in teams, participants develop strategy and resolve business challenges. No matter which resolutions they come up with, *InterPlay* makes clear which decisions have the greatest business impact and contribute to the company's short and long-term success. Our Spring Conference will also welcome back Margaret Morford from The HR Edge, Inc., in Brentwood, Tennessee. We will wrap up the Spring Conference with a panel discussion on Legal Issues Impacting HR. You definitely will not want to miss this exciting all day event! Please encourage C-Suite executives and other senior-level managers to attend.



We also have an upcoming volunteer activity as EHRA will be participating in the Clean Evansville anti-litter campaign on May 6, 2017! Clean Evansville is a joint effort between the City of Evansville, Keep Evansville Beautiful, and volunteer members of the "Clean Committee". Our goal is to involve the entire community in picking up trash, as well as targeting specific areas for clean-up on a monthly basis. Clean Evansville will be targeting Howell Park on May 6, from 9am-11am. EHRA is seeking members to volunteer in this activity! EHRA will provide shirts for members and family who wish to attend!

As always if you have any questions or concerns, please email me. Thanks for being a member.

Jake

Jake Fulcher
Kahn, Dees, Donovan & Kahn, LLP
Jfulcher@kddk.com



Follow EHRA on Twitter @EvansvilleHR

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.

EHRA Vision

To be the HR voice for the Tri-State.

AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2015 SILVER CHAPTER

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

MEMBER SPOTLIGHT



Please welcome these new members:

Misty Wolford, Practice Administrator at Hearing Healthcare Center, Inc.

Leandra Wade, HR Generalist at Berry Plastics

Kristy Farthing, Regional HR Manager at CGB Enterprises, Inc.

Did you have a recent accomplishment that you want to share? Let us put you in the spotlight.

Email our Newsletter Editor, Jennifer Harris at jenharr@atlasworldgroup.com

REFERENCE SERVICES, INC.

Background Screening

www.referenceservices.com

ERA REAL ESTATE

First Advantage REALTY, INC.

CLARK SECURITY

WORKPLACE VIOLENCE AND DE-ESCULATION TRAINING

Clark Security has partnered with Mid-America Workforce Education to offer on-site safety and ethical training for production associates, business professionals, construction workers, miners, and all other phases of business including health care. Our trainers are college professors and professional experts on the various subjects they instruct.

Phil Edmonson, our instructor for Workplace Violence and De-escalation training was involved in the 1989 Gravure Paper Company massacre in Louisville, KY, one of the first and today one of the worst mass shooting where 12 employees were killed and over a dozen wounded. The shooter was a former employee off on mental disability.

Visit our table at the Evansville HR Spring Seminar on Wednesday, April 20th