

Chapter Connection

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AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER 2020

EHRA Evansville-Area Human Resource Association

PRESIDENT'S**MESSAGE**



Another month has flown by, and what a month it has been! Most of you are aware that we had to cancel our March membership meeting and postpone our Spring Conference due to the coronavirus pandemic that has swept the US and the world this year. I know many of you are navigating unprecedented situations in your workplaces, including work from home policies, furloughs and layoffs, new legislation, and much more. SHRM has set up a **SHRM COVID-19 resource center** with webinars, toolkits, and other resources for members. They have also announced monthly virtual meetings with the CDC to provide the latest information from experts on COVID-19. In addition, a **special hub page** has been created that non-members can access. Please utilize these free resources, as well as the resources in our community and your peers in the EHRA. We're in this together!



We are excited to announce that we were able to reschedule our Spring Conference for later this year. The new date is Friday, October 23, 2020. We will have the same speaker lineup and venue that was previously announced. If you had already registered for the event, your registration will be good for the new date. I hope you all are able to attend!

We look forward to getting back to normal soon and continuing to provide excellent programming and events for our members!

Thanks for being a member!

Wendy Gumbel

Follow EHRA on Twitter
@EvansvilleHR

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*

LINDSEY **DASELER**

Hire Level

MORGAN **HENNE**

HR Solutions

PHIL **JOHNSON**

Mutual of America

TAMARA **PAYNE**

City of Evansville

NICK **WENTZEL**

Hire Level

*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 JFERTIG@USI.EDU

THE STUDENT **SECTION**



CONNER Coomes

Why are you interested in an HR career?
Since I have been at USI, I always knew I wanted to be in a position where I could impact people's lives in meaningful ways in the business world. HR, to me, accomplishes that purpose of mine. HR is charged with handling all aspects of the bottom line/foundation of any organization, the people. HR is also a place of support whenever an employee needs help or has a concern. Being that kind of resource for people in an organization and being in a position to positively change their workplace environment is what drives me to become an HR professional in today's world.

Any HR work experience?
I am currently a Resident Assistant. I have 35 residents that I am charged with and an entire apartment building to look after. Being a Resident Assistant, you never get away from your job. Your living in the same area as your job. I am constantly handling issues with residents, whether that be walking a resident to the counseling center for their routine check up or being a mediator in a high emotion roommate disagreement. But, I wouldn't have it any other way. This job has given me invaluable interpersonal, time management, active listening skills and so much more.

Favorite Hobbies:
My favorite hobbies include spending way to much time at Barnes and Noble reading and checking out the latest young-adult/science fiction novels, talking to students on campus about their concerns for the Student Government Association, and spending quality time with friends and family.

Favorite quote:
"Genius is one percent inspiration, ninety-nine percent perspiration." *-Thomas Edison*



LINDSEY Cohoon

Why are you interested in an HR career?
A career in HR interests me, because I love working and connecting with people. This career allows me to meet and work with many different professionals and employees throughout an organization. It is very fulfilling to me to enhance my professional relationships through HR.

Any HR work experience?
- HR Intern, HireLevel

Favorite Hobbies:
Traveling, Hiking, Shopping

Favorite quote:
"The greatest leader is not necessarily the one who does the greatest things, he is the one that gets the people to do the greatest things." *-Ronald Reagan*



Paid Leave Laws Effective April 1, 2020

By: Josh Gessling, Esq., *EHRA Legislative Director*

On March 18, 2020, President Trump signed into law the Families First Coronavirus Response Act ("FFCRA"), which contains the Emergency Family and Medical Leave Expansion Act ("E-FMLA") and Emergency Paid Sick Leave Act ("EPSLA").

1. Emergency FMLA Expansion Act

E-FMLA applies to private employers having fewer than 500 employees and certain public agencies. It requires such employers to provide "eligible employees" with up to 12 weeks of job-protected leave for a "qualifying need related to a public health emergency." An "eligible employee" is one who has been employed for at least 30 calendar days by the employer with respect to whom leave is requested. A "qualifying need related to a public health emergency" means the employee is unable to work (or telework) due to a need for leave to care for his or her son or daughter under 18 years of age if the school of place of care has been closed, or the child care provider of such son or daughter is unavailable, due to a public health emergency.

Subject to certain caps, after the first 10 days, an employer must pay the employee at a rate of two-thirds of the employee's regular rate of pay for the number of hours the employee would have been required to work for the remainder of the employee's leave entitlement. E-FMLA also provides rules regarding the rights of employees to supplement pay with other types of paid leave, including leave under the EPSLA (discussed below), and the obligations of employers to reinstate (unless exceptions can be met).

Certain tax credits are also provided to mitigate the impact on employers.

(Continued on next page)



Paid Leave Laws Effective April 1, 2020 (cont.)

2. Emergency Paid Sick Leave Act

In addition to extending job-protected leave rights as explained above, the EPSLA requires employers having fewer than 500 employees and certain public agencies to provide paid sick leave to employees who are unable to work for certain reasons. A covered employer must provide to each employee employed by the employer paid sick leave to the extent that the employee is unable to work (or telework) due to the need for leave because of one of the following reasons: (1) the employee is subject to a local, state, or federal quarantine or isolation order related to COVID-19; (2) a health care provider has advised the employee to self-quarantine due to COVID-19; (3) the employee is seeking a medical diagnosis and is experiencing COVID-19-related symptoms; (4) the employee is caring for an individual who is or has been advised to self-quarantine; (5) the employee is unable to work because he or she needs to care for a child because the child's school, day care, or child care is closed or unavailable because of COVID-19 concerns; or (6) the employee is experiencing substantially similar conditions as specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

A full-time employee is entitled to up to 80 hours of paid sick leave under the EPSLA. Part-time employees shall be entitled to paid sick leave up to the number of hours that such employees work, on average, over a 2-week period. The amount paid as sick leave pay is also subject to certain caps, and employers are prohibited from retaliating against employees who take paid leave.

Certain tax credits are also provided to mitigate the impact on employers.

The FFCRA becomes effective April 1, 2020. Therefore, if your business or operation is covered, it is imperative that you take immediate steps to comply. The FFCRA is set to expire December 31, 2020.

The U.S. Department of Labor has published useful guidance, Q&As, and a copy of a notice posting that employers may print and use to satisfy the notice requirement on its website (www.dol.gov). Additionally, the DOL plans to issue regulations interpreting the FFCRA in April.

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.

Volunteers Needed:
Phase 2: Focus Area Panel Volunteer

We are looking for volunteers for our Phase 2 Focus Area Panel that will begin on April 13th and will run until May 29th. Please read below for more information about this awesome opportunity!

LIVE UNITED

What do these volunteers do: Focus Area volunteers ensure that United Way investments in programs align with the United Way's goals, show measurable results, and change conditions in the community.

Time commitment: 15 hours total; all daytime hours

Duties and Responsibilities:

- Attends meetings and training sessions.
    - Training will take place on April 13th.
    - Packet Review meeting, Agency Site Visit, funding determination meetings (1-2 meetings as needed), De-brief at end of process
- Keep information about the Partner Agencies and their programs confidential when necessary
- Avoid of a conflict of interest, real or perceived, in deliberations, recommendations and decisions regarding investment of funds
- Must be open minded, fair, consistent and willing to embrace new process
- Compare data from year to year to determine progress on outcomes
- Make final funding recommendations based on available funds and present to United Way Focus Area Cabinet
- Be prepared to support funding recommendation to Focus Area Cabinet based on outcomes, collaboration and United Way goals
- Report any concerns, questions to the Focus Area Cabinet for further review or follow-up

Benefits:

- Free professional training
- Gain or build upon valuable knowledge of local community resources offered by non-profit agencies.
- An opportunity to serve your community and LIVE UNITED

Don't volunteer alone, share this opportunity with your co-workers, friends and family!

To sign-up for this opportunity click here. If you have any questions please contact Katie Sutton at ksutton@unitedwayswi.org or 812-421-2055



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