Chapter Connection

A publication of the Evansville Area Human Resources Association

April 2021

SAVE THE DATE!
Annual Conference
Friday, October 15, 2021



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

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EHRA Evansville Area Human Resource Association

PRESIDENT'S**MESSAGE**

Happy Spring!

I hope you are enjoying the warmer weather and longer days! I am hopeful that spring is also bringing us the opportunity to get back to meeting in person very soon. In the meantime, there are several upcoming events I wanted to share.



Our April program speaker will be a chapter favorite, Josh Gessling! Josh will share legal updates surrounding COVID-19 on Thursday, April 22nd.

The EEOC is also hosting a full day virtual seminar on April 21st on breaking down barriers in the workforce. The keynote speaker will be the Vice Chair of the EEOC, Jocelyn Samuels, and the program is approved for 5 SHRM and HRCI credits. More info and the link to register is here.

Finally, HR Indiana has announced that they plan to have the annual state conference in person this year at the JW Marriott in Indianapolis. The conference will be August 2-4, 2021. If you bundle your hotel room with your conference registration, you will save $60! Register here!



We hope to see you at a meeting soon! Thanks for being a member!

Wendy Gumbel
President

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.

04 22 2021

Legal Update: American Rescue Plan Act of 2021

Program Information:

The requirement to provide paid leave under the Families First Coronavirus Response Act of 2020 ("FFCRA") ended on December 31, 2020. Shortly before the FFCRA expired, then-President Trump signed the Consolidated Appropriations Act of 2021 ("CAA"). Among other things, the CAA permitted employers to continue utilizing payroll tax credits in return for voluntarily providing FFCRA-like leave through March 31, 2021. Then, on March 11, 2021, President Biden signed into law the American Rescue Plan Act of 2021 ("ARPA"). Like the CAA, ARPA extended the availability of the payroll tax credits for FFCRA-like leave, this time through September 30, 2021. But unlike the CAA, ARPA made several other changes that affect how voluntary FFCRA-like leave programs are administered.

During this presentation, Josh will provide an update on COVID-19-related legal matters affecting the workplace, and explain the current state of the law following the passage of the American Rescue Plan Act of 2021. HR professionals who assist in the administration of FFCRA-like leave or deal with COVID-19 issues in the workplace are encouraged to attend!

ABOUT OUR SPEAKER

Josh Gessling is employed with Ziemer Stayman Weitzel & Shoulders law firm as an attorney specializing in employment law. Josh represents public and private employers in a broad range of labor and employment law matters. Josh devotes a substantial portion of his practice to counseling employers on strategies to avoid harassment, discrimination, retaliation, and other labor and employment-related claims. When litigation cannot be avoided or is preferred, Josh defends employers in federal and state courts and before local, state, and federal administrative agencies, including the Equal Employment Opportunity, the Department of Labor, and the National Labor Relations Board.



Josh is routinely called on to draft employee handbooks and employment, separation, and non-compete agreements, and provide counsel on the resolution of day-to-day workforce management issues, including workplace investigations, and hiring, discipline, and termination decisions. Josh is a frequent speaker on labor and employment-related topics, and provides training for management, human resources professionals, and supervisors on the development, implementation, and administration of lawful employment policies and best practices.

Josh is a member of the Society for Human Resources Management (SHRM), serves on the Board and as the Legislative Affairs Chairperson for the Evansville-Area Human Resource Association (EHRA), and is the former Chairperson of the Evansville Bar Association's Labor and Employment Law Section.

Josh's labor and employment practice spans several industries, including manufacturing, education, government, finance, construction, health care, and transportation. He is licensed to practice law in Indiana and Florida and has been admitted to practice on a pro hac basis before several other state and federal courts.

SCHEDULE	LOCATION	COST
12:00pm-1:00PM CST	ZOOM LINK WILL BE SENT AFTER REGISTRATION, ONE DAY BEFORE THE MEETING	Before April 22nd Member: $15 Guest: $30 April 22nd and later Member: $20 Guest: $35

MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

KEZIAH **ADAMS**

USI Student

ASHLI **HALE**

Ivy Tech Community College

BAYLEE **OLDHAM**

Shoe Carnival

MARY **SUPPLEE**

Shoe Carnival

APRIL **TAYLOR**

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IF YOU HAVE A FUN PHOTO OR KNOW OF AN ACCOMPLISHMENT OF ONE OF OUR MEMBERS, SHARE IT WITH US AT JFERTIG@USI.EDU

MEMBER **SPOTLIGHT**



BAYLEE **OLDHAM**

HR Coordinator

Shoe Carnival

What led you to join EHRA?

"I chose to join EHRA to network and develop my relationships with local HR professionals."

What do you enjoy about your job?

"I love my job as an HR Coordinator because every day is something new, and every day I can make my company a better place. Our Human Resources Department serves as a vital part in building and growing our company. I love interacting with my co-workers and working with management to aid in problem-solving. I also enjoy ensuring that our employees feel valued and understood.

I am so excited to now be a part of this remarkable association and I look forward to connecting with fellow HR individuals!"

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Legal Update: American Rescue Plan Act of 2021

By: Joshua B. Gessling, Esq., Legislative Affairs Chairperson

On March 11, 2021, President Biden signed into law the American Rescue Plan Act of 2021 (ARPA). Among other things, this $1.9 trillion COVID-19 relief bill made changes to the Families First Coronavirus Response Act (FFCRA).

The FFCRA, passed in March 2020, required that covered employers provide paid sick and family leave through December 31, 2020. Shortly before the FFCRA expired, President Trump signed the Consolidated Appropriations Act of 2021 (CAA). The CAA extended payroll tax credits to employers who voluntarily continued providing FFCRA-like leave through March 31, 2021. In doing so, the CAA permitted—but did not require—employers to continue providing FFCRA-like leave in return for payroll tax credits for qualifying leave taken through March 31, 2021.

Similar to the CAA, the ARPA extended payroll tax credits to employers who voluntarily continue providing FFCRA-like leave, this time through September 30, 2021. Unlike the CAA, however, the ARPA made several substantial changes to the amount of and reasons for paid leave. For instance, the ARPA restarts the 80-hour limit for Emergency Paid Sick Leave beginning April 1, 2021. The ARPA also makes paid leave available for new reasons, including obtaining a COVID-19 vaccine, recovering from illnesses related to the COVID-19 vaccine, and waiting for the results of a COVID-19 test. The ARPA also made several changes to Emergency Family and Medical Leave under the FFCRA, including increasing the cap on the total amount that could be paid to eligible employees and expanding the reasons for leave.

The ARPA also includes non-discrimination rules that make clear that tax credits are unavailable for employers who discriminate in determining which employees are eligible for this leave. For example, employers may not discriminate in favor of highly compensated employees or based on an employee's tenure of employment. Do so would compromise an employer's ability to utilize the payroll tax credit.

The ARPA became effective April 1, 2021.

This note is for informational purposes only and not for the purpose of providing legal advice. Please consider contacting your legal counsel to obtain advice with respect to any particular issue or problem.



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT



SHRM recognizes that extenuating circumstances may prevent a credential-holder's attainment of 60 PDCs within the 3-year recertification period. In those instances, a SHRM-CP or SHRM-SCP credential-holder may apply for a hardship extension status. To request hardship status, please complete the SHRM Certification Recertification Hardship Extension Form, which can be found at shrmcertification.org/recertify.

The request must be made at least 30 days before your recertification end date but no earlier than the final year of your 3-year recertification period. Examples of hardships include, but are not limited to, serious personal illness, serious illness of a family member, long-term unemployment and military deployment.

If your hardship request is approved, your certification will be extended for up to 12 months. During this time, you may not use the credential after your name until you complete your PDC requirements. Your certification period end date will not change upon reinstatement to active status.

The filled out and signed form can be sent to shrmcertification@shrm.org for review and processing.

Should you need further assistance, do not hesitate to reply to this message, or you may contact SHRM Customer Experience at 800.283.7476, option 3 or 703.548.3440, option 3 to speak with a representative

https://shrm.org/certification/recertification/Documents/19-1279_2019RecertHandbook_FNL.pdf.

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2021





CLASSIFIEDS: JOB POSTINGS & HELP WANTED ADVERTISEMENTS

Help Wanted Advertisements

Companies, Recruiters, and Human Resources Professionals who are seeking applicants for human resource positions may place "Help Wanted" advertisements on the EHRA website. The advertisement, which will run for 30 days, will appear on the EHRA Jobs webpage that can be viewed by the general public. This option also provides additional reach with posts made on the EHRA Facebook, Twitter, and LinkedIn social media pages.

The following rates apply for "Help Wanted" Advertisements:

- SHRM Members: $100/30 days
- Non-SHRM Members: $200/30 days
- Staffing Agencies: $250/30 days

To place a "Help Wanted" job listing, click here and complete the online form. The Communication Chair will review the submission and contact the employer submitting the application. Once the posting has expired, the Communications Chair will contact the employer with an invoice and information on payment.

Job Wanted Advertisements

Members of EHRA who are seeking new career opportunities may place "Job Wanted" advertisements on the EHRA website. The listing, which will run for 30, will appear on the Job Link webpage viewed only by active EHRA members who are logged into the website. If the EHRA member placing this advertisement would

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HR 2021 INDIANA ANNUAL CONFERENCE August 2-4, 2021

HR Solutions Center-NEW!

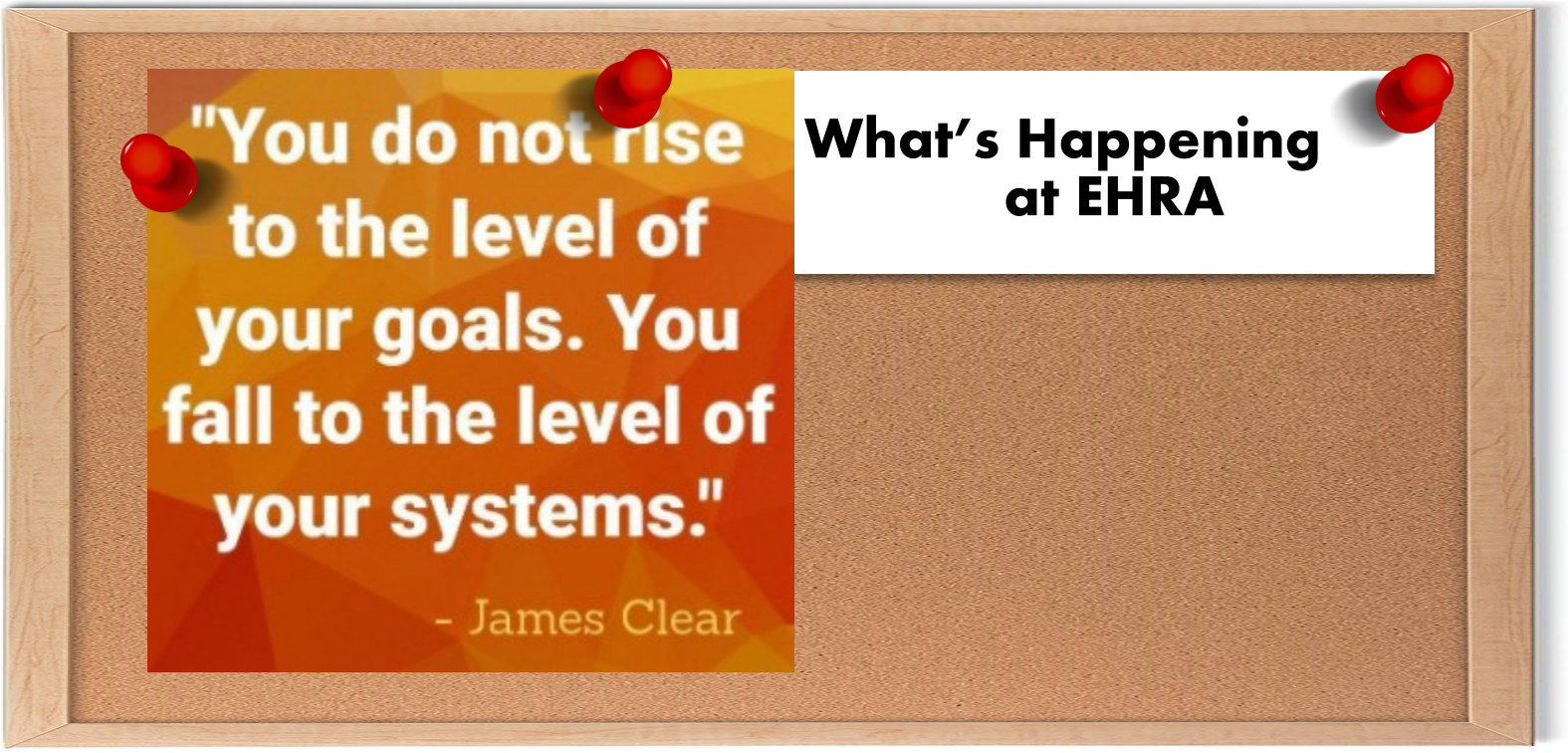
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What's Happening at EHRA

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wendy.gumbel@encompasshealth.com

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agries@kellerschroeder.com

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jessicabailey@berryglobal.com

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saragarrett3601@gmail.com