CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

April 2023



PRESIDENT'S **MESSAGE**

Happy Spring!

Thank you to all that joined the March meeting about being "Joy Powered" from JoDee Curtis. She always does a great presentation, and we were thrilled to have her.



If you did not renew your EHRA dues by March 31st, you will need to reapply as a member.

Please save the date for August 8 – 10th for the HRIN SHRM conference! Here is a link with information: https://hrindianashrm.org/conference/

April is stress awareness month. We have talked about the importance of mental health, and stress is one of those things that can weigh on our mental health. Please take a moment to take a breath and relieve yourself of some stress.

Our meeting is going to be held at First Federal in April. I'd like to thank our member, Kristina Jackson, for volunteering this space.

Thank you to all of you for being members, and please keep that feedback coming!

Amanda Gries
President

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.

Welcome Our New Members!

ANDREW **REISING**

MetroNet

BLAKE **BURRIS**

Heritage Federal Credit Union

COURTNEY **MCEUEN**

Southwestern Healthcare

EMILY **GLASER**

Vanderburgh Co. Sheriff's Office

FRANK **KANOWSKEY**

Retired

SUSAN **MILLER**

Thermwood Corporation

VICTORIA **HOLMGREN**

Fibertech Plastics, Inc.

TRICIA **BLAZIER**

YMCA

*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, PLEASE SEND THEM TO JESSICA.BAILEY@COUNTRYMARK.COM TO SHARE IN THE NEWSLETTER.

SAVE THE DATE

2023 EHRA

MONTHLY MEETINGS

4/20—CHRIS SCHRADER

5/18—MEGAN NAIL

6/15—RANDALL DYER

7/19— KATHLEEN LAPEKAS

8/8—8/10—IN SHRM CONFERENCE

9/21—PENNY TEPE

10/26—EHRA ANNUAL CONFERENCE

11/16—TBD

DECEMBER—EHRA HOLIDAY PARTY



April Meeting Information

Thursday, April 20, 2023
11AM - 1PM
First Federal Operations Building
4920 Davis Lant Dr.
Evansville, IN



AGENDA

11:00 - 11:30 Registration and Networking
11:30 - 12:00 Lunch
12:00 - 1:00 Program

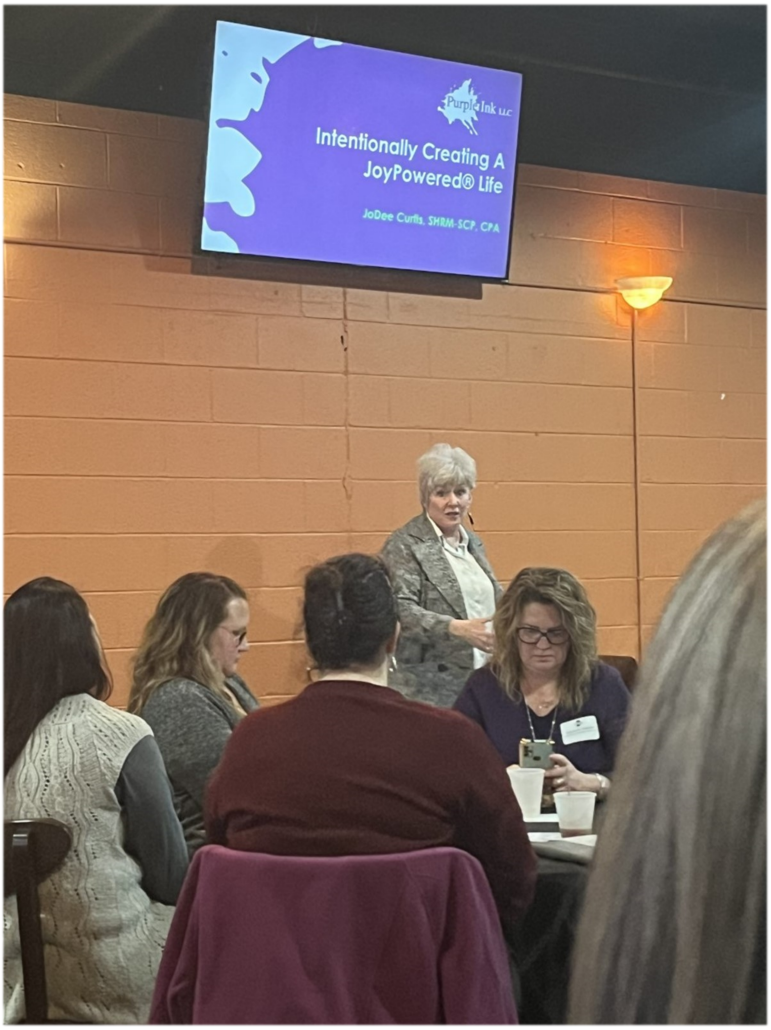
PROGRAM: LEGAL UPDATE

Federal and State Government Affairs Update. What is going on in DC right now, and how will it affect HR? The Indiana General Assembly is in session. What are they doing, and what does it mean to HR? Learn all of this and more during this fast-paced and lively presentation.

SPEAKER: CHRIS SCHRADER

Chris is president of Schrader and Associates, a full-service Human Resources consulting firm focused on helping businesses excel and grow. He is also a partner in First Mover Advantage, a consulting practice focused on helping organizations identify, manage, and prevail in an environment of perpetual labor shortages. Before starting these companies, he worked for several publishing firms for over 25 years, holding executive leadership positions in Operations, Sales, Accounting, and Human Resources. He is also an Adjunct Professor at Indiana University, where he has taught HR Management and Organized Labor Management for over 20 years. He also serves on the healthcare (chair) and labor law policy committees of the Indiana Chamber of Commerce and local professional organizations.

Chris holds a degree in Political Science from Indiana University and is certified as a Senior Professional in Human Resources by the Human Resources Certification Institute.



Thank you to all that came out to the

March meeting with

JoDee Curtis

to learn about

Intentionally Creating a JoyPowered® Life.

We had a great turnout!





The **Talent EVV Worksite Wellness** team has been focused on Mental Health at Work initiatives since 2021. The team has adapted a short and sweet survey about mental health to assist EHRA members in understanding employee perceptions around mental health resources and support.

You are invited to engage in the survey yourselves first. Aggregate results will then be shared with EHRA. Please complete the survey by Friday April 7.

Survey URL: https://usisurvey.az1.qualtrics.com/jfe/form/SV_511wOPqrFwDhy0m

The survey can also be accessed by scanning this QR code:



NLRB Decision Strikes Down Confidentiality and Non-Disparagement Provisions in Severance Agreements

By: Carrie Roelle & Jackson Treadway

The National Labor Relations Board (the Board) recently released its decision in McLaren Macomb, 372 NLRB 58 (2023), ruling that employers who include certain provisions in severance agreements unlawfully infringe on employees' rights that are protected by the National Labor Relations Act (the NLRA).

Severance Agreements Prior to the Decision

Employers commonly include provisions in severance agreements that prohibit the separating employee from sharing the terms of the agreement and making statements that could disparage the employer's image.

Despite growing legislative scrutiny, in 2020, the Board declined the opportunity to prohibit these types of provisions and held that confidentiality and non-disparagement clauses were lawful and that it was merely the circumstances in which they were offered that should be scrutinized to protect employees' rights. Baylor Univ. Medical Cent., 369 NLRB 43 (2020).

The Board's Decision in McLaren Macomb

Analyzing the details of the severance agreement, the Board abandoned its prior holding in Baylor and held that common non-disparagement and confidentiality provisions violate an employee's right to protected concerted activity provided by Section 7 of the NLRA.

Employers can still provide severance agreements with non-disparagement and confidentiality provisions to individuals at the supervisory level and above because those individuals are not protected by the NLRA. A "supervisor" for purposes of NLRA protection is defined as someone who has the authority to:

· Hire, transfer, and suspend employees;
· Lay off, recall, and promote employees;
· Discharge, assign, reward, or discipline employees;
· Direct employees;
· Adjust employees' grievances; or
· Effectively recommend any of the above.

(cont. on next page)



NLRB Decision Strikes Down Confidentiality and Non-Disparagement Provisions in Severance Agreements (cont.)

By: Carrie Roelle & Jackson Treadway

Severance Agreements Moving Forward

Employers are encouraged to closely review and narrowly tailor severance agreements to ensure compliance with the Board's McLaren Macomb decision.

This content was originally published at www.KDDK.com and is used with the permission of the authors. This content 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 legal issue or problem.



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, please visit our website 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 like for the listing to be confidential, the EHRA Communication Chair will serve as liaison between the member and interested employers.

These advertisements are free of charge for EHRA members.

Houchens Insurance Group™

Nobody Works Harder.™

100%

EMPLOYEE-OWNED

Employee ownership allows employees to share in the success of our Company and to build retirement benefits through participation in the ownership of our Company. Houchens Insurance Group is a proud contributor of the Houchens Industries ESOP.



8,000+ Client Partners

101% Retention Rate

Over 350 Employee-Owners

$1.25B in Written Premium

9 Office Locations

OUR SERVICES

- Commercial Property & Casualty
- Employee Benefits
- Public Entity Insurance
- Surety Bonds
- Personal Lines

Houchens Insurance Group serves clients in all 50 states and has global reach as an Assurex Global Partner.

HIGUSA.COM



EHRA is looking for sponsors for our Monthly Meetings.

Sponsorship provides many benefits including presenting your business to the meeting attendees .

Contact Brad at bodil@referenceservices.com for more information!

SAVE THE DATE!

Future Member Meetings

April 20th—Chris Schrader

May 18th—Megan Nail

June 15th—Randall Dyer

more information to come

What's Happening at EHRA

2023 *board*

President
Amanda Gries
agries@kellerschroeder.com

President-Elect
Jennifer Zimmer
jennifer.zimmer@countrymark.com

Secretary
Samantha Witte
switte@carhartt.com

Treasurer
Dana Pool
dpool@scvl.com

Assistant Treasurer
Melanie Reed
mreed@scvl.com

Membership Chairperson
Erika Maurer
emaurer@goconfluent.com

SHRM Liaison and Certification Chairperson
Cori Deputy
cdeputy@kellerschroeder.com

Web Chairperson
Julia Pillow
juliakpillowhrin@gmail.com

College Relations Chairperson
Jason Fertig
jfertig@usi.edu

Diversity Chairperson
Madeline Bretz
mbretz@republicservices.com

Workforce Readiness Chairperson
Jennifer Skodinski
jskodinski@dccevv.com

Newsletter Editor
Jessica Bailey
jessica.bailey@countrymark.com

Finance Chairperson
Brad Odil
bodil@referenceservices.com

Communications Chairperson
Katie Kissel
katie.kissel@phrehab.com

Legislative Affairs Chairperson
Josh Gessling
jgessling@kddk.com

Past President
Wendy Gumbel
wendy.gumbel@encompasshealth.com