CHAPTER CONNECTION

August 2016

HR INDIANA ANNUAL CONFERENCE 2016





AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2014 GOLD CHAPTER

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

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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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JoyPowered: Intentionally Creating an Inspired Workplace

Presented by JoDee Curtis, SPRH, SHRM-SCP, CPA

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711

11:00 am—2:00 pm

$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Agenda

11:00 am—11:30 am CST: Registration and Networking
11:30 am—12:00 pm CST: Meeting Announcements and Lunch
12:00 pm—1:00 pm CST: Program

Description

What You'll Learn:

1. Naming and claiming your Strengths
2. Understanding the talents and Strengths of Others
3. Knowing when it's time to quit
4. Being intentional and moving forward

JoDee Curtis, SPHR, SHRM-SCP, CPA, Founder of Purple Ink LLC, and author of *JoyPowered: Intentionally Creating an Inspired Workspace*, published in August 2016, talks about creating a dynamic and inspired workspace. JoyPowered helps organizations and individuals understand how to structure their relationships and environments to focus on their strengths, bringing out the best in others and themselves. Most people settle for a tolerable workplace, but JoDee challenges you to help make yourself and your workspace JoyPowered! It starts with you, and with understanding your Strengths!

As the author, JoyPowered, JoDee will be selling signed copies of her book for $10. 15% of the book sales will be donated back to the SHRM Foundation! JoDee and her team of consultants work with a wide variety of companies and organizations to assist with business needs relating to human resources, leadership training, recruiting and HR outsourcing. JoDee will challenge you to make yourself and your workspace JoyPowered by understanding your strengths. All attendees will receive a free StrengthsFinder assessment prior to the presentation!

SHRM RECERTIFICATION PROVIDER 2015-2016

This program is valid for 1.0 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 1.0 HR recertification credit with HRCI.

The EHRA is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP[SM] or SHRM-SCP[SM]. 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.



LEGAL UPDATE

NLRB Includes Temp Workers in Bargaining Units

By Vickie Warren

On July 11, the NLRB ruled that Temporary Workers may vote for and be included in the same bargaining units as permanent employees without the consent of the employer. This decision is a long range strategy by the NLRB to allow new forms of union organizing by employees who are employed by more than one employer.

When a union seeks to organize, an employer must identify which employees form a bargaining unit. Previously, the NLRB didn't allow unions to force employers to mix permanent employees with temporary employees without both employers consenting. Now, however, and after Miller & Anderson, a union doesn't need an employer approval to organize a unit that mixes both groups of employees.

The NLRB stated that there are an increasing number of workers who are employed with temporary agencies who work for multiple employers. The NLRB feels it has a responsibility to adapt to this change in business relationships. This ruling may eliminate many of the cost advantages of having temporary employees by businesses.

This ruling will most likely be appealed to the federal circuit court of appeals.

Certification and Scholarship Update

EHRA Certification Scholarship

EHRA is excited to announce that we will be offering a scholarship opportunity this fall for anyone completing an HR Certification. This scholarship will cover 50% of certification preparation and examination costs, up to $750.

The EHRA Certification Scholarship will support an HR Professional that is in pursuit of an HR Certification from either HRCI or SHRM. Applications must be applying for a professional development certification and be signed up to test during the exam window of November 1, 2016—February 15, 2017.

The deadline for application is Friday, August 19, 2016. Please visit the EHRA website (www.ehranet.org) for further details and information on how to apply. All applications will be reviewed by a committee and winner(s) will be notified by September 2, 2016. Any questions regarding this opportunity can be sent to info@ehranet.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.

Meisinger Award Application Window Now Open

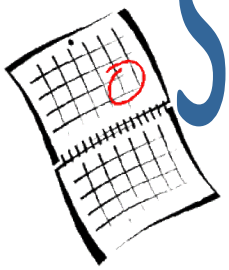
The SHRM Foundation is currently accepting applications for the 2016 Susan R. Meisinger Fellowship for Graduate Study in HR. This award is designed to support master's degree students who are either SHRM members or certified HR professionals. The Fellowship is for those who want to leverage significant past contributions affecting the HR management field and continue contributing to the profession by earning a master's degree in HR.

Applications are due on **Monday, August 15, 2016**. For more information, click here.

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).



SAVE the DATE

EHRA Night at the Otters

EHRA Member Appreciation Night

Friday, August 26, 2016

Game starts at 6:35pm
Hotdogs, Hamburgers, & Chicken Breast with sides will be served
Free to members +1 guest
It will be on the Bud Light Lime Party Deck

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.

Follow EHRA on Twitter @EvansvilleHR



Dear EHRA Members:

Since our organization is in a quiet period in the month of August, it is also good to reflect on what we have accomplished to date and look forward to the remainder of the year. We certainly have brought in dynamic speakers aimed at both personal and professional growth. We are looking forward to the remaining monthly chapter meetings that we are sure will continue a theme of personal and professional growth with our members.



We are excited about our Membership Appreciation Night on August 26 at the Evansville Otters. There is no cost to attend this event and we encourage our members to bring a guest. Registration is open on our website.

We are also excited about the Southern Indiana District SHRM Chapters networking event that will take place during the Indiana State Conference. On Tuesday evening, August 30, EHRA will partner with the other SHRM-affiliated chapters throughout Southern Indiana for an evening of networking at JW Marriott's Italian restaurant, Osteria Pronto. More information on that event coming soon.

And, finally, right around the corner is our holiday party. We know with Mary Reese and Karen Russell in charge, it is sure to be a blast. Be sure to check the website in the coming weeks for more details.

As always, should you have any questions, please email me at jfulcher@kddk.com.

Thank you for being a member!

Jake

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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

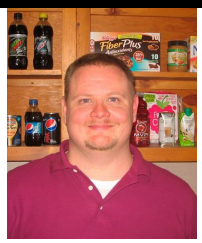
To be the HR voice for the Tri-State.

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!

MEMBER SPOTLIGHT





Steve Marchand, Assistant Director at Tri-State Food Bank, hopes to continue building his base knowledge of HR practices and learn new trends. As a non-profit leader he's always on the lookout for quality organizations with exceptional people that he can use as resources to add to his leadership toolbox. Having assumed HR duties at Tri-State Food Bank, he can use all the help he can get, and hopefully share a lesson learned or two along the way.



Christina Mayes, Manager of Safety Programs at Vectren, has been in her current role for three years and is ready to take on something new! She hopes to strengthen her professional network and increase her HR knowledge as she prepares for SHRM certification. She enjoys working with others to make things better for her organization and the greater EVV community.

Please welcome these new members:

Jennifer Abell, CFO at Cooper Rail Service
Amy Tenhumberg, HR Manager at ProRehab
Kim Devine, President at Action Staffing
Tyler Cobb, Staffing Consultant at IBM/Kenexa



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

Email our Newsletter Editor, Jennifer Chang at jenchan@atlasworldgroup.com