CHAPTER Connection

August 2017



AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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HR ASSOCIATION
EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

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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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HR 2017 INDIANA ANNUAL CONFERENCE

All IN Indiana

Indiana State Chapters' Cocktails & Connections Event

All are welcome!

Event begins at 5pm on Tuesday, August 29th and will be held outside the Main Ballroom.

Appetizers and drink tickets will be provided for attendees; there will also be a cash bar.

Hosted by
the District Directors of the Southern, Mid-East, and North Regions

RSVP to Join the Fun!

https://indyshrm.formstack.com/forms/hr_indiana_networking_event_2017

SHRM

LEGAL UPDATE

States Enacting Pay Equity Laws

By Olivia G. Robinson, Attorney at Kahn, Dees, Donovan & Kahn, LLP

There are two federal laws, the Equal Pay Act of 1963 and Title VII of the Civil Rights Act of 1964, that were enacted to prohibit employers from discriminating in pay and benefits based on sex. However, the statistical disparities still exist today between men and women's pay. Over the past year, California, New York, Maryland, Massachusetts, and Oregon have enacted legislation to address the gender pay disparity.

The California Fair Pay Act, effective January 1, 2016, requires employers to justify pay differentials and limits the factors employers can use to explain the differences in compensation. The permitted reasons for pay differences, taken as a whole and applied reasonably, are the following: seniority system, merit system, a system that measures earnings by quantity or quality of production, or bona fide factor other than sex, including skills, education, training, experience, shift or geography.

Like the California law, the New York Achieves Pay Equity Act, effective January 19, 2016, requires employers to justify pay differentials, limits the factors employers can use to explain differences in compensation, and places the burden on employers to prove the reasons for any pay differences. However, under the New York pay equity law, liquidated damages for willful violations will be increased to 300% of wages due.

The Maryland Equal Pay for Equal Work Act, effective October 1, 2016, prohibits pay discrimination on the "basis of sex or gender identity". The law also prohibits employers from "providing less favorable employment opportunities," which includes placing employees into "less favorable career tracks" or positions, "failing to provide information about promotions or advancement," and "limiting or depriving" employees of employment opportunities because of sex or gender identity

The Massachusetts Equal Pay Act, effective July 1, 2018, bans employers from seeking information about applicants' compensation history in the hiring process. Additionally, the law creates an affirmative defense to wage discrimination claims for an employer that has (1) completed a self-evaluation of its pay practices that is "reasonable in detail and scope in light of the size of the employer" within the three years prior to commencement of the action; and (2) made "reasonable progress" towards eliminating pay differentials uncovered by the evaluation. The Oregon Pay Equity Law, effective January 1, 2019, is substantially similar to the Massachusetts law.

Many legal commentators are predicting more states will enact pay equity laws with language similar to the ones listed above. For those states without a pay equity law, employers should consider engaging in an internal pay equity audit to keep abreast of their company's pay trends. Most pay equity laws will require an employer to complete a self-evaluation of pay practices in order to assert an affirmative defense against a wage discrimination claim.

For additional information on this or any related topic, please contact Indiana labor and employment law attorney Olivia Robinson at (812) 423-3183 or orobinson@KDDK.com, or contact any member of the KDDK Labor and Employment Law Practice Team.

CERTIFICATION 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 a PHR 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.

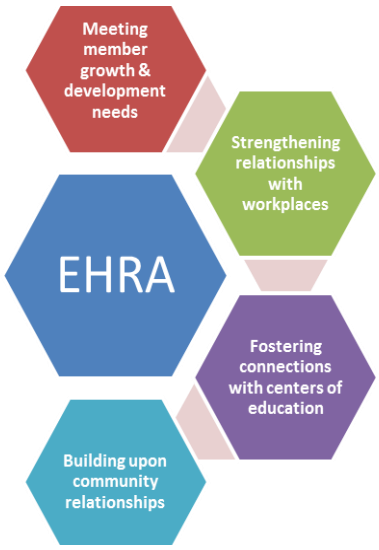
Individuals planning a career in HR, those serving in HR support roles or who have HR responsibilities but do not currently hold an HR position, as well as military personnel seeking HR professional development or transitioning to civilian HR roles will be particularly interested in this certification, 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.

DEAR EHRA MEMBERS



Thank you to all that attended our July meeting with keynote speaker Lieutenant Governor Suzanne Crouch followed by a panel discussion on disabilities in the workplace. Due to the state conference occurring this month, EHRA will not have a regularly scheduled monthly membership meeting in August.



Be reminded that the Indiana State HR Conference is August 28-August 30, 2017 at the JW Marriott in Indianapolis, Indiana. We will have a member appreciation dinner on Monday, August 28 at The Slippery Noodle Inn at 7:00 p.m. Please do not forget to register for this event as we must tell the restaurant our final head count in the coming weeks. For those of you attending the dinner, we can all meet in the lobby of the JW Marriott around 6:45 p.m. and car pool over to the dinner. Also, please do not forget that Tuesday at the state conference is EHRA logo wear day. We have a large contingent of members attending the state conference so let us all represent EHRA with pride.

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

Jake
Jake Fulcher

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@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

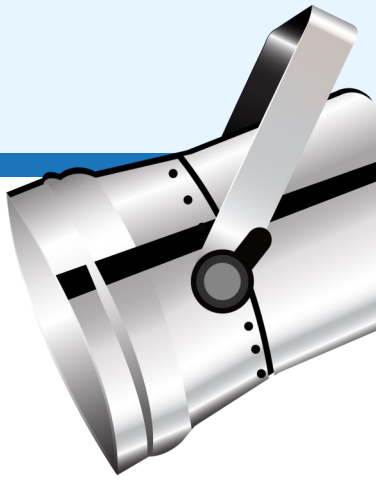
EHRA Mission

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.

EHRA Vision

To be the HR voice for the Tri-State.

MEMBER SPOTLIGHT



Please welcome these new members!

Susan Heck
HR Professional at Automated Routing, Inc.
Sarah Kluemper
Source Recruiting at One Main Financial
Jordyn Langley
HR Administrator at Loch Group
Kyla McRoberts
HR Advisor at AstraZeneca
Jessica Poole
Associate Relations Rep at Perdue Farms
Shannon Sprinkle
HR Director of Development at Lincoln Hills Development Corporation
Susan Steers
HR Director at Escalade Sports
Amy Trapp
Director at NC3
Gene Wells
Senior Director for Career Development at The University of Evansville

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

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