

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 2021

EHRA Evansville Area Human Resource Association

PRESIDENT'S**MESSAGE**



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Thank you to those of you who attended our July meeting. It was a small group, but we had a great presentation from Emily Reidford on mental health. We will not have an August meeting because of the state conference this month, so we hope to see you again in September. Please remember to register for our local annual conference happening October 22nd. The early bird deadline has been extended to the end of August!



It was wonderful to see so many of you in Indy this month for the state conference. We had a great turnout at our member dinner! I'm so glad we were able to do an in person event this year, and I look forward to continuing to see everyone at our monthly events and conference in October.

Thanks for being a member!

Wendy Gumbel

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.

MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

ADDIE **DEPPE**

MetroNet

LINDSEY **HAYS**

Total Insight Screening

OLIVIA **ROBINSON**

KDDK

DUSTIN **WILKE**

Advanced Medical Billing Solutions

*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



Composition of NLRB Shifts Again; DOL Rescinds Joint Employment Rule

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

On July 28, 2021, the U.S. Senate confirmed two attorneys, Gwynne Wilcox and David Prouty, to serve on the National Labor Relations Board ("NLRB"). Previously, Wilcox and Prouty served as legal counsel for American labor unions. Wilcox fills a position that has been vacant since 2018. Prouty will assume the seat of Republican-appointed William Emanuel when his term ends later this month. Once Prouty takes over for Emanuel, Democrats will control the board with a 3-2 majority. This forthcoming majority will likely result in more labor-friendly decisions in the years ahead. Look for the NLRB to effectively undo many Trump-era labor rulings over the course of the next several months.

On July 29, 2021, the U.S. Department of Labor ("DOL") rescinded a signature Trump-era "joint employment" rule that narrowed the circumstances under which multiple employers could be viewed as "jointly employing" a worker for purposes of assigning liability for wage and hour violations. The Biden-led DOL's rescission of the rule signals an end to what was considered a relatively employer-friendly policy, and likely signals the beginning of more federal scrutiny of relationships involving affiliated businesses. This development is particularly important for franchisors and franchisees. Businesses in the franchise industry were increasingly targeted as purported "joint employers" in the years leading up to the now-rescinded Trump-era rule.

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.



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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RECERTIFICATION
PROVIDER
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 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.

2021 EHRA HR Conference Sponsorships

Friday, October 15, 2021
Old National Events Plaza
Evansville, Indiana
7:30 am – 4:30 pm.
7:00 am (set-up) – 2:30 pm (tear down)

Gold Sponsor $1500.00
Includes a vendor booth and 5 minutes to speak to the attendees, a one page ad or logo in EHRA **newsletter and a large logo on the EHRA website -** 6 breakfast and lunches included.

Silver Sponsor $1000.00
Includes a vendor booth and 3 minutes to speak to the attendees-a half page ad or logo in EHRA newsletter and a medium logo on the EHRA website - 4 breakfast and lunches included.

Bronze Sponsor $500.00
Includes a vendor booth for addition $100.00 and being introduced as a sponsor, a fourth page ad or logo in our EHRA newsletter and small logo on the EHRA website - 2 breakfast and lunches included.

EHRA
Evansville Area Human Resource Association





EARLY BIRD SPECIAL REGISTRATION EXTENDED THROUGH AUGUST

FOR THE EHRA ANNUAL CONFERENCE!

Thank you to all of our members who have been patient with us during the issues we've had with the payment systems through the EHRA website.

Good news - It's fixed!

BETTER NEWS - We've extended to $20 Early Bird Discount for the Annual Conference in October to the end of August!

We know that several of you tried to register during that outage, and we appreciate your patience while the payment system was down. To say thank you, EHRA Board President Wendy Gumbel and the EHRA Board of Directors approved extending the $20 Early Bird Discount to August 31st, 2021.

Be sure not to miss your chance to take advantage of this extension - We have Karith Foster who will be speaking on Stereotyped 101™ which takes the "division" out of traditional DEI programming by offering a truly inclusive way to communicate, learn, and create an environment vital to current employee, management and company success. Karith's INVERSITY™ model invites all members of her audience to C.A.R.E. so they leave with the enhanced tools of Conscious Empathy, Active Listening, Responsible Reactions and Environmental Awareness.

We also offer a variety of other topics throughout the day such as

Talking Points for Effective Communication. Pam Goedde, Goedde Consulting.

Employers Faced With Medical/Recreation Marijuana Use. Chad Sullivan, Attorney, Jackson & Kelly.

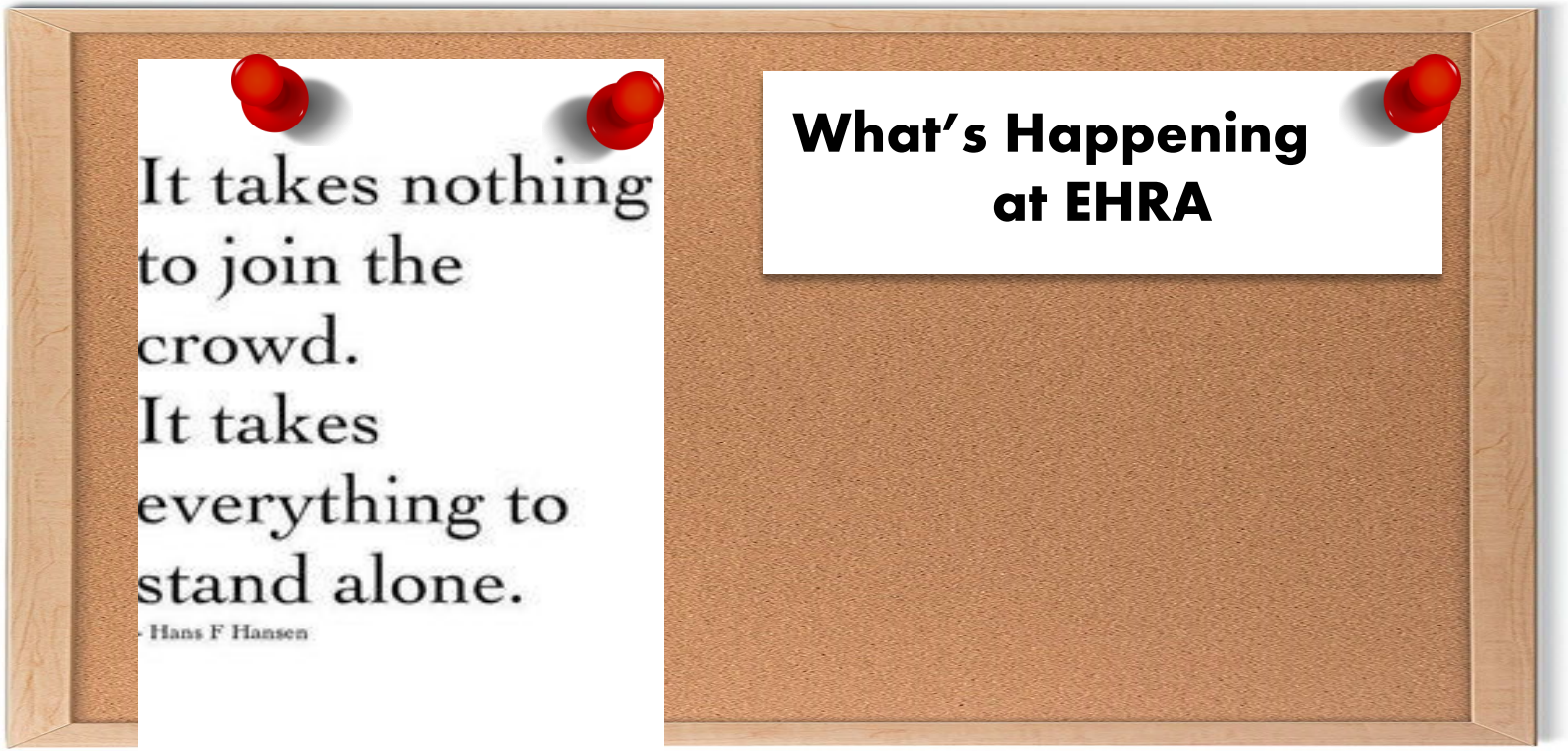
Legislative and Labor Law Developments for Union and Non-Union Employers. Josh B. Gessling & Jake Fulcher, Attorneys, Kahn, Dees, Donovan, Kahn.

Servant Leadership that transforms our workplace. Lynn Miller-Pease, Executive Director of Leadership Everyone

We also offer 25 vendor booths that you can visit, and learn about various HR products during specific times throughout the day. We will be serving Breakfast and Lunch during the conference at no cost to you.

So don't delay!! Cash in on the savings and register throughout the month of AUGUST to attend our EHRA Annual Conference by accessing the website WWW.EHRANET.ORG

EHRA
Evansville Area Human Resource Association



2021 *board*

President
Wendy Gumbel, PHR, SHRM-CP
wendy.gumbel@encompasshealth.com

President Elect
Amanda Gries
agries@kellerschroeder.com

Secretary
Jessica Bailey
jessicabailey@berryglobal.com

Treasurer
Jennifer Zimmer
jennifer.zimmer@countrymark.com

Membership Chairperson
Erika Maurer
emaurer@prorehab-pc.com

SHRM Liaison and Certification Chairperson
Mary Thompson, PHR, SHRM-CP
metst53@hotmail.com

Web Chairperson
Julia Pillow
juliakpillow@gmail.com

Newsletter Editor
Jason Fertig
jfertig@usi.edu

Diversity Chairperson

Debbie Tucker, SPHR, SHRM-SCP
djtklt@yahoo.com

Workforce Readiness Chairperson
Wendy Seitz
wrseitz@usi.edu

Professional Development
Vickie Warren
vickie.warren@arcofevansville.org

Finance Chairperson
Dana Pool
dpool@scvl.com

Communications Chairperson
Katie Kissel
katie.kissel@unitedevv.com

Legislative Affairs Chairperson
Josh Gessling
jgessling@zsws.com

College Relations Chairperson
Melanie Reed
mreed@scvl.com

Past President
Sara Monroe, PHR, SHRM-CP
saragarrett3601@gmail.com