CHAPTER CONNECTION

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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**

August??? Already? Here we are nearing the end of summer! I hope you all have enjoyed some relaxation at some point and were able to disconnect and recharge.

In our survey that we sent out to members, one of the requests was to get to know the board members better. We plan on highlighting a board member in each letter, but this month, I'll start with me! As you know, my name is Amanda Gries and I work for Keller Schroeder doing technical recruiting/HR work. I will be celebrating 7 years with KS in October. I have been in the HR field since 2000 and love what I do. I think you have to in this field! What I love most is the people I can help. It's very rewarding and I've been lucky enough to do that in various roles with a few companies in the tri-state area. I have learned so much over the years through my education and hands-on experience. I'm always happy to help anyone up and coming in the field as I had some great teachers myself! I am married to my husband Brian that will be celebrating 21 years at TMMI in August. We have three kids and a fur baby. Payton is my stepson and he is 21, Clayton is 13, and Aspyn is 10. Our dog is 4 years old and his name is Trax. As a family, when we're not on the baseball/softball field or in a gym watching the younger kids play basketball, we are watching sprint car races. We rack up plenty of miles on our motorhome! I hope you feel like you can approach me at any time with questions, because I am happy to answer them!



We will not be having an August meeting due to the HRIN at the end of August. If you haven't already registered, please do so! You can access registration with this link: https://hrindianashrm.org/conference/ . It's an excellent learning and networking opportunity! You can also volunteer to help out at the conference. Please try and join us! At every HRIN conference, each chapter is asked to bring a basket for a raffle to support the SHRM foundation. We try and take things local to Evansville. If you or your business would like to donate anything for the basket, please reach out to me at agries@kellerschroeder.com. We want to have the best basket!!! Please also consider volunteering at the event. Our chapter gets credit for each volunteer! Please sign up at this link. I know any help is appreciated! HR Indiana SHRM: 2022 HR Indiana Conference (signupgenius.com)

Our fall conference is coming in October. Mark your calendars for October 20th!

I look forward to seeing as many of you as possible at HRIN!

Amanda Gries

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!

Follow EHRA on Twitter
@EvansvilleHR

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.

HR 2022 INDIANA ANNUAL CONFERENCE

THE 2022 HR INDIANA CONFERENCE
AUGUST 29-31, 2022

HR INDIANA 2022 WILL BE IN-PERSON AND EVERYTHING IS UNDER ONE ROOF!
JOIN US AUGUST 29-31 AT THE JW MARRIOTT IN DOWNTOWN INDIANAPOLIS.

The HR Indiana Conference is one of the largest regional human resources conferences in the United States. New for 2022 will be the Hospitality Hub and larger Collaboration Circle rooms.

Our goal is to be a best in class, regionally-focused SHRM conference, both in quality of our programming and in our attendance. We offer world-renowned keynote speakers, three days of educational sessions, networking opportunities, and exposure to the latest HR products and services. No matter if you are just starting out as an HR Generalist, or you are a Senior VP of HR, HR Indiana has just the right education for you.

Keynote speakers for 2022 include:

- Marc Effron
- Sage Steele and Scott McKain
- Judson Laipply
- Doris Kearns Goodwin
- Val Grubb
- Ken Yerkes

HR Indiana 2022 Emcees are:

- Lindsay Boccardo
- Jeremy York

***EHRA always has a 'Meetup/Dinner' during the HR Indiana Conference in Indianapolis. Please watch our EHRA website and/or WHOVA, the app HR Indiana for the details of date/time location. This is an event for both EHRA members **AND** Prospective EHRA members who are attending the HR Indiana Conference.

Get Whova Now

MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

HALEY **STRYZINSKI**

Deaconess Women's Hospital

GABRIELLE **WISEMAN**

Deaconess Women's Hospital

*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



Proposed Overtime Rule Expected to Be Released in October 2022
By: Olivia Robinson (Legislative Affairs Chairperson)

On June 21, 2022, the Biden administration released the Spring 2022 Unified Agenda of Regulatory and Deregulatory Actions ("Regulatory Agenda"). The Regulatory Agenda provides the public with a detailed glimpse into the regulatory and deregulatory activities under development across the federal departments, agencies and commissions. According to the Regulatory Agenda, the U.S. Department of Labor ("DOL") is planning to release a proposed rule in October 2022 that may make changes to the Fair Labor Standards Act's minimum wage and overtime requirements.

Under the proposed rule, the DOL may adjust the salary threshold by increasing it from its current $35,568 annualized rate. Legal commentators believe that the DOL may attempt to increase the salary threshold to the $47,476 annualized rate that was permanently enjoined by a court in September 2017. Many advocates are seeking an even higher salary threshold of $62,000 to over $80,000 per year.

The DOL may also create an automatic annual or periodic increase to the salary threshold by indexing it to the consumer price index or another economic indicator so that the salary threshold amount will increase without the DOL having to undertake formal rulemaking.

Legal commentators believe that the DOL may also adjust the duties test. The DOL has considered modifying the FLSA's regulations in this regard a few times in recent years but has inevitably left the current test alone. Some legal commentators believe that the DOL may attempt to conform the federal duties test to more closely align with California's duties test. California's duties test requires that more than 50% of the employee's time be spent solely on performing exempt duties in order to be classified as exempt.

Although it is important for Human Resources to monitor these potential changes, the regulatory process is still in the early stages. At this time, it is premature to make any internal changes to pay policies in anticipation of the proposed 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.





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:

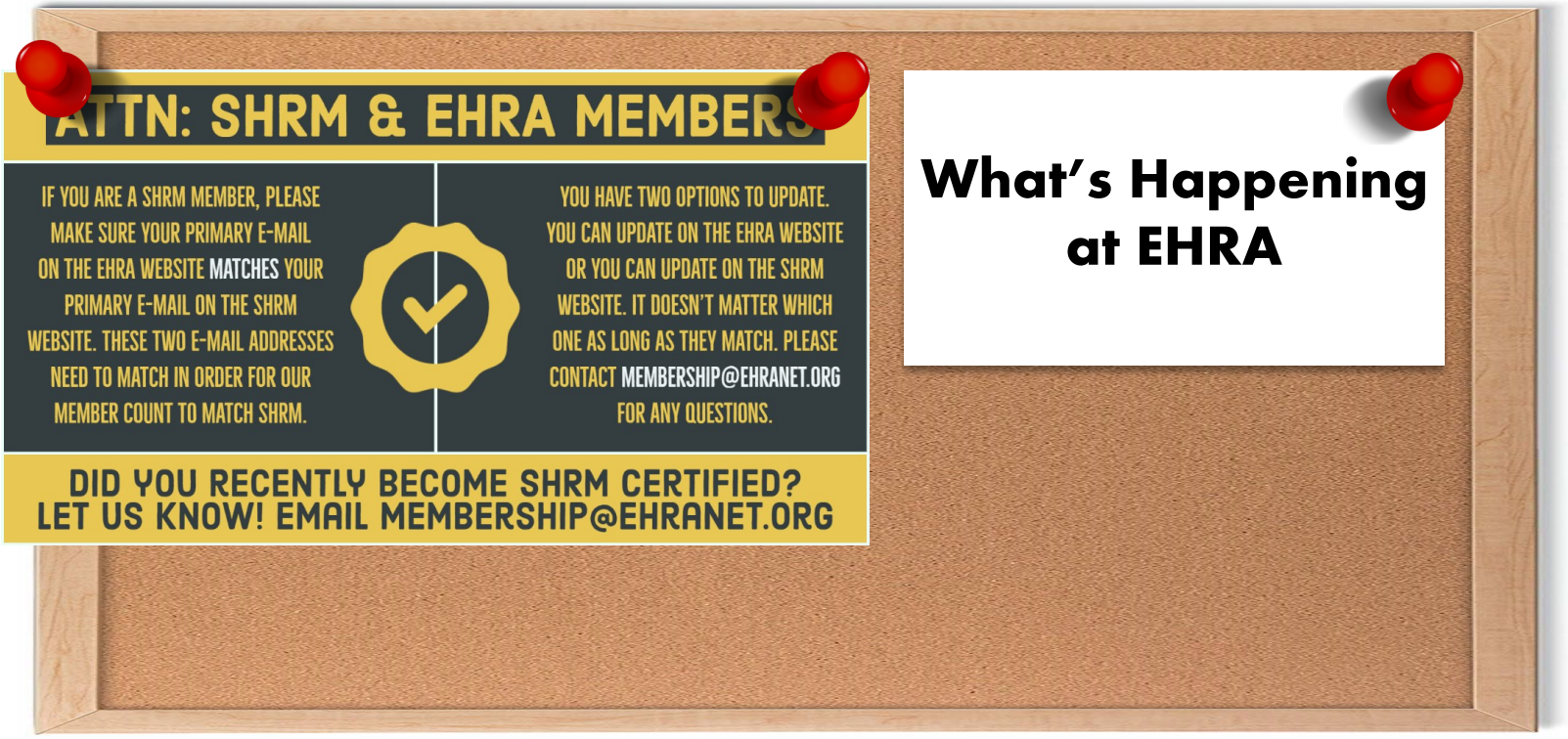
- SHRM Members: $100/30 days
- Non-SHRM Members: $200/30 days
- Staffing Agencies: $250/30 days

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.



What's Happening at EHRA

2022 board

President
Amanda Gries
agries@kellerschroeder.com

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

Secretary
Jessica Bailey
jessicabailey@berryglobal.com

Treasurer
Dana Pool
dpool@scvl.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
juliakpillowhrin@gmail.com

Newsletter Editor
Jason Fertig
jfertig@usi.edu

Diversity Chairperson
Madeline Smith
madeline.smith@countrymark.com

Workforce Readiness Chairperson
Josh Gessling
jgessling@kddk.com

Professional Development
Jennifer Zimmer
jennifer.zimmer@countrymark.com

Finance Chairperson
Samantha Witte
samantha.witte85@gmail.com

Communications Chairperson
Katie Kissel
katie.kissel@phrehab.com

Legislative Affairs Chairperson
Olivia Robinson
Olivia.robinson1@valpo.edu

College Relations Chairperson
Melanie Reed
mreed@scvl.com

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