CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

August 2023



PRESIDENT'S **MESSAGE**



Back to school time already??? The summer is flying by so quickly!
I hope you have been able to enjoy some time away with loved ones.

August also means HRIN! The dates are August 8 – 10th in Indianapolis! Don't miss it! If you were at our EHRA conference a couple years ago, you got to see Karith Foster; she is the emcee at state conference! She will rock it! Here is a link with information: https://hrindianashrm.org/conference/. If you are interested in volunteering at the state conference, please do so. We'd love to see EHRA represent! Here is the link to volunteer: https://www.signupgenius.com/go/904084cada82fabf85-hrindiana#/

We are also moving and shaking for our Annual Conference in October! The date is October 26th, and registration is OPEN! Feel free to reach out to me or any other board members with questions about registration. The speaker lineup is JAM packed, and I think it's going to be awesome! Our committee members are doing amazing!

Just an FYI – NO meeting for August. We do this in hopes that you can attend HRIN. If you do go, please take pictures and post them! #EHRA We'd love to see them!

The EHRA board will be meeting soon to discuss 2024. If anyone is interested in joining the board and helping make EHRA even better, please reach out to me at agries@kellerschroeder.com. I'm happy to answer any questions you may have about time commitment, duties, etc.

Have a great August!

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!

APRIL **TAYLOR**
ENOVAPREMIER OF INDIANA, LLC

AMY **TENHUMBERG**
ANCHOR INDUSTRIES

DASHAWN **MURRAY**
SABIC

ELIZABETH **WOOD**
LG CHEM

JILL **HALE**
IVY TECH

JACKIE **SCHERLE**
SAINT MEINRAD ARCHABBEY

KALEIGH **HELM**
TRAYLOR BROS, INC

*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.

Welcome Our New Members!

MARITA **COLEMAN**
PRIMROSE RETIREMENT COMMUNITY

MORGAN **NEWELL**
GOOD SAMARITAN HOSPITAL

NATALIE **COBURN**
UMB HEALTHCARE SERVICES

SHERRIE **LAGRONE**
BWXT TECHNOLOGIES

TONYA **HEATH**
THE HALTER GROUP

WENDY **PAINTER**

*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.

Registration is now open for the

EHRA 2023 Annual Conference

Thursday, October 26, 2023
7:30 AM - 4:45 PM

Evansville Country Club
3810 Stringtown Rd
Evansville, IN 47711









Learn more about this year's speakers and register at:

https://lnkd.in/gYK5cCZQ

SPONSORSHIP TIERS OF IMPACT *at a glance*

NAMIWalks is proud to help build better lives for people living in Evansville and surrounding areas affected by mental health conditions. We are grateful to our partners for making this possible.

	Presenting $5,000	Premier $2,500	Gold $1,000	Silver $500	Bronze $250	Supporter $100
Speaking opportunity at your local NAMIWalks event, during your choice of ceremony and/or local event kickoff meeting	●					
Dedicated press release announcing sponsorship	●					
"Presented by" naming rights with logo included on select customized materials	●					
Logo in all scheduled participant electronic communications starting 80 days from the event date (minimum of 20)	●	●				
Opportunity to display company-provided banner	●	●				
Name included in press releases	●	●				
Logo on NAMIWalks poster*	●	●	●			
Logo recognition at Cultivation Events*	●	●	●			
Exhibit space at your NAMIWalks event*	Premium Table	Table	Table	Table	Table	
Promotion on social media and/or in newsletters, pre and post event	6	5	4	3	2	
Recognition on NAMIWalks participant T-shirts*	Large logo	Large logo	Medium logo	Small logo	Name	
Recognition on NAMIWalks event day signage*	Logo	Logo	Logo	Logo	Name	
Recognition on local NAMIWalks website	Logo	Logo	Logo	Logo	Name	
Logo recognition on one NAMIWalks route sign*						●

This year's NAMIWalk in Evansville will be held on Saturday, October 26, 2023 at Wesselman Park & Nature Preserve.
If you're interested in sponsoring, email Penny Tepe: penny.tepe@namievansville.org.



NLRB Changes the Rule on Work Rules (Again)

By: Joshua B Gessling, EHRA Legislative Director

On August 2, 2023, the National Labor Relations Board (NLRB) adopted a new legal standard to be used in deciding whether an employer's work rules are lawful under the National Labor Relations Act (NLRA).

In a case called *Stericycle, Inc*., the NLRB denounced a relatively management-friendly Trump-era decision (*Boeing Co*.) in favor of a more employee-centric rule. The NLRB's new rule will focus on whether employees would read the rule in question as infringing upon their Section 7 rights. Section 7 of the NLRA guarantees covered employees (and not just union employees!) the right to engage in protected concerted activity to improve terms and conditions of employment. The NLRB's *Stericycle* test will immediately replace the NLRB's *Boeing* test, the latter of which balanced the impact of a rule on workers' rights to organize against an employer's business interests.

Going forward, the NLRB will assess whether a challenged work rule has a reasonable tendency to chill employees from exercising their Section 7 rights. In doing so, the NLRB will interpret the rule in question from the perspective of the reasonable employee who is economically dependent on his or her employer and is thus (according to the NLRB) inclined to interpret an ambiguous rule to prohibit protected activity he or she would otherwise engage in. If an employee could reasonably interpret a rule to restrict or prohibit Section 7 activity, the rule will be deemed presumptively unlawfully. That is so, according to the NLRB, even if the rule in question could also reasonably be interpreted *not* to restrict Section 7 rights and even if the employer *didn't intend* for its rule to restrict Section 7 rights.

Given the NLRB's latest decision and continued assault on employer rights, HR pros may wish to review their work rules to determine whether they are likely to pass muster under the NLRB's new *Stericycle* test.

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 this update and how it affects you or your organization or any other specific legal issue or problem you may be experiencing.



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.

What's Happening at EHRA

Hope to see everyone in Indianapolis for the 2023 HR Indiana Conference!

hrindianashrm.org/conference

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

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