# CHAPTER CONNECTION

December 2014



AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2013 SILVER CHAPTER

SHRM Foundation Shaping the future of HR 2013 CHAPTER CHAMPIONS

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

## explore – cover




Visit one of many great sites this year in the Evansville area. Shown here, the Ritzy's Fantasy of Lights at Garvin Park.

## meet – p.3

Join your fellow EHRA members at the annual Holiday Party.

Sponsored by

Tracy Zeller jewelry

## Early Bird Renewal– p.3

Read more about how you can earn a free meeting next year by renewing your EHRA membership now.

## Legal Update– p.4

Read more about a recent Right to Work ruling that may affect your workplace.

## EHRA Cares—P.5

How can you help in 2014 and beyond? .

## EHRA Updates—p.6

Membership Frenzy update, and a feature on the EHRA's Capitol Hill visit.

## President's letter—p.7

Tela Erdell, EHRA President, invites you to participate in the 2015 member survey.

## Welcome – p.9

EHRA has added more new members from local companies. Please help us welcome them to EHRA.

*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.

# 2014 board

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# 12 03 14

## EHRA HOLIDAY PARTY: CANDYLAND

**Old National Bank Atrium | 1 Main Street | Downtown Evansville**
**$10.00 EHRA Member, $30.00 Guests, $10.00 EHRA student member**

A special celebration we have in store,
Candy canes, Lollipops and Gumballs Galore!

"Candyland" Holiday Party

**Old National Bank Atrium, 1 Main Street in Evansville**

ITINERARY:

| | |
|---|---|
| 5:30-6:30 | Registration/Networking |
| 6:30-7:30 | Dinner |
| 7:30-8:30 | Entertainment |
| 8:30 | Door Prizes |

Come join your HR friends for a night of networking, food, fun and a chance to win some wonderful prizes!

**Sponsored By:** Tracy Zeller jewelry

## 2015 Membership Renewal and Early Bird Renewal Special

EHRA's 2015 membership dues remain unchanged from 2014. The rates are as follows:

**For SHRM Members:** $50

**For Non-SHRM Members:** $70

**Early Bird Renewal Rewards:** Any member whose renewal payment is received by EHRA prior to December 31, 2014 will receive a free meeting voucher (value of $15) to attend their choice of our January, February, or March 2015 monthly event.

As an additional reward, of all members who renew by the early bird deadline of 12/31/14, two will be randomly chosen to receive free attendance at a 2015 EHRA conference.

**How to Renew:**

You can renew for 2015 today by signing into your account at ehranet.org and clicking on the membership dues option under the member area. Once there, choose the 2015 Membership Dues option.

If you need an invoice, you may request one by e-mailing Membership Chair Rick Jones at membership@ehranet.org.

Don't miss out on this opportunity to attend one of our initial 2015 meetings at no charge. This will be a great way to start the year and network with your friends and colleagues in EHRA. Renew before 12/31/14!



# LEGAL UPDATE

## Indiana Supreme Court Upholds Right to Work Law

In a 5-0 decision (*Sweeney et al v. Zoeller et al, Indiana Supreme Court, No. 45S00-1309-PL-596*), Indiana's Supreme Court upheld the constitutionality of the state's Right to Work law. The decision reversed an opinion by a Lake County Superior Court Judge that previously declared the law unconstitutional because it violated a state constitutional ban against forcing anyone to provide a service without compensation.[1] The law, which bars employers from requiring employees to join unions or pay union dues as a condition of employment, was enacted by former Governor Mitch Daniels and subjects violators to a Class A Misdemeanor. The case was brought by the International Union of Operating Engineers (IUOE) Local 150.[2]

"For procedural reasons, the Indiana Supreme Court considered only the constitutionality of the Right to Work law with regard to a challenge under Indiana Constitution Article 1, Section 21. Section 21 provides that 'no person's particular services shall be demanded, without just compensation.' The union argued its services are demanded under federal labor law to represent all bargaining unit employees, while the Right to Work law deprives them of compensation if they represent an employee who does not pay dues."[3] Writing for the Indiana Supreme Court, however, Justice Brent Dickson said the Right to Work law "merely prohibits employers from requiring union membership or the payment of monies as a condition of employment." He concluded: "Any compulsion to provide services does not constitute a demand made by the State of Indiana."[1]

While the decision is viewed as a blow to unions in Indiana, there are questions that remain. First, the court discussed only a facial challenge to the constitutionality of the Right to Work. In a facial challenge to a statute the plaintiff alleges that the legislation is always unconstitutional, and therefore void. It remains untested whether the law is unconstitutional as applied to the facts of the particular case. Justice Robert Rucker pointed out this distinction in his concurring opinion, which leaves open the possibility of an as-applied challenge.[3]

Additionally, a second case remains on the Indiana Supreme Court docket that challenges the constitutionality of the Right to Work law. In *Zoeller v. United Steel Paper*, a second Lake County Circuit Judge also held the law unconstitutional under Indiana's Constitution. It is believed that this case will challenge the Right to Work law in a different manner. "Currently, the parties are submitting briefs to the court with oral arguments expected sometime in 2015 and with a decision to follow."[3]


http://www.reuters.com/article/2014/11/07/us-indiana-court-righttowork-idUSKBN0IR00U20141107
http://www.bloomberg.com/news/2014-11-06/indiana-supreme-court-upholds-state-s-right-to-work-law.html
http://www.shrm.org/legalissues/stateandlocalresources/pages/ind.-right-to-work-law.aspx


*Do you have a topic you would like our team to get more information on? If so, contact us at info@ehranet.org.*

## CALLING ALL SPEAKERS

**Join the EHRA Speakers Bureau**

The EHRA Speakers Bureau provides professional speakers who can address a variety of topics to assist education, business, and the community.
Members of the Speakers Bureau are available for group presentations on a variety of HR topics. Topics such as job seeking skills, interviewing tips, resume preparation, etc. for student groups along with human resource topics related to the specialty areas of the HR profession.
Need HR professions for the following topics:

- Generation Gaps (Younger vs. Older)
- Women and Competing in the Workplace
- Compensation and Benefits
- Employer Incentives
- Effective Techniques for Conflict Resolution



Please contact the Workforce Readiness Chairperson at volunteer@ehranet.org to inquire about the Speakers Bureau.

## AURORA UPDATE:

**Thank you for your recent donations to Aurora. Any assistance we get is greatly appreciated. As an update, we are currently 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.**

**Sincerely,**
**Jayme Walters, MSW**
**Director of Development**

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:



THE EVANSVILLE CHRISTIAN LIFE CENTER

## *Calling all workforce readiness experts!*

The workforce readiness committee is looking for a few volunteers to create and present some short basic PowerPoint presentations on workforce readiness related topics such as:

-Job Search 101
-Resume Writing
-Interview tips
-Dress for Success

These presentations will be presented to local organizations whose clients are in need of workforce readiness preparation.

*If you know of an organization that could benefit from these presentations, please contact Abby Keeping at Akeeping@pinstripe.com

| 2014 MEMBERSHIP FRENZY LEADERBOARD | |
|---|---|
| **NAME** | **NEW MEMBERS SIGNED** |
| Cheri Schroeder | 4 |
| Lorraine Wurtz | 2 |
| Frank Kanowsky | 2 |
| Ryan Tharp | 2 |
| Mary Reese | 2 |
| Janet Hirsch | 1 |
| Susan Gray | 1 |

As of 11/20/14

# EHRA seeks sponsors for 2015 meetings…

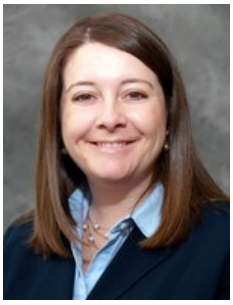
The Evansville-Area Human Resources Association is looking for companies to sponsor our 2015 events including our monthly meetings, Spring Seminar, Fall Seminar, HR After Hours Events and our Holiday Party. Information will reach all 325 members through our monthly newsletter and an additional 75 members at our monthly meeting where you get five minutes to present your company. Your company also gets a 8.5" X 11" advertisement in our newsletter. For more information, contact Mary Thompson, PHR, Financial Chairperson.

# EHRA members spend some time "On the Hill"



More than 400 SHRM members conducted in-person visits on Capitol Hill throughout the day on November 20th as part of the Volunteer Leader's Summit in Washington DC. Issues such as *Fair Labor Standards Act Overtime Regulations* and *Debarment of Employers with FLSA Violations were discussed.* Pictured here are SHRM members from Indiana on the steps of the Capitol and meeting with Senator Donnelly. Included in these pictures are EHRA members Angie Brawdy, Indiana State Council Director, Jake Fulcher, EHRA President-Elect, and Tela Erdell, EHRA President.





Dear EHRA Members:

As 2014 is coming to a close, I'd like to ask you for a few minutes of your time to help shape 2015. The EHRA board invites your feedback about EHRA membership and your development. The 2015 EHRA Member Survey will be available through December 31st. You can access the survey by logging in at www.ehranet.org, clicking on Surveys in the Member Area on the left side of the screen, and choosing the 2015 Member Survey.




Also through December 31st, renew your EHRA membership and receive a free meeting voucher for the first quarter of 2015. As I've spoken to members this year, I've heard many positive comments about the value of EHRA membership such as relevant speakers and learning topics, low meeting prices, networking opportunities, and access to recertification credits. I encourage you to renew now to take advantage of the Early Bird option and continue your membership in our great association.

I wish you a wonderful holiday season and thank you for being an EHRA member.

Tela

Tela M. Erdell, SPHR, GPHR
EHRA President
tela.erdell@oldnational.com
812.461.9743

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.

## GOT HR INTERNS?

If not and you are in search of one the EHRA has a great opportunity for you. We now post free advertisements on our website for all HR intern positions. Contact Dr. Jason Fertig, College Relations Chairperson at jfertig@usi.edu if you would like to post.

## Newly Certified? Share your Success!

Achieving certification shows a commitment to the field and to your career. All newly certified PHRs, SPHRs, or GPHRs please contact Debbie Tucker, SPHR at dtucker@vectren.com

# MEMBER SPOTLIGHT



The EHRA would like you to get to know the new members who have joined us recently:



**Brandon Berg** comes to us from Koch Development Corporation where he currently services as Director of Guest Services. Brandon joined EHRA to learn more from fellow HR professionals in the area who might be dealing with similar issues as well as having an additional resource for HR related items.

**Fred Emory** also joined EHRA this month. Fred currently serves as the Director of Business Development for EHRA to network with local area Human Resource professionals. When asked what he enjoys most about his job, Fred stated that he enjoys helping make an impact on local small and medium size businesses.



Another new member this month is **Abbie Walters**. Abbie currently serves as an HR Generalist at Berry Plastics. When asked what she hopes to gain from membership, Abbie stated; "I hope to broaden my knowledge and feel it will be a great resource to keep up with ongoing changes and new topics in Human Resources."

The EHRA would also like to welcome

Katherine Ashbury, HR Manager at Securitas, James Barrow, HR Manager at International Automotive Components, Lorraine Deffendoll, HR Generalist at Kimball International, Kathryn Fitzgerald, HR Director at Hasgoe Cleaning Systems, Shauna Jones, HR Recruiter at SS&C Technologies, Katherine Rotramel, HR Specialist at Toyota Boshoku Indiana, Becky Sinnett, Manager at Hasgoe Cleaning Systems, and Tim Young, Manager, HR & Safety at Windsor Machine Group. Don't forget, the Membership Frenzy is still ongoing. Every member your recommend gets you one step closer to a great prize.

The EHRA is currently looking for someone to work on our monthly newsletter for 2015. Please contact Tela Erdell if you are interested.



**Did you have a recent accomplishment that you want to share?**

**Let us put you in the spotlight.**

**Email our Newsletter Editor, Nick Lindy at niclind@atlasworldgroup.com**

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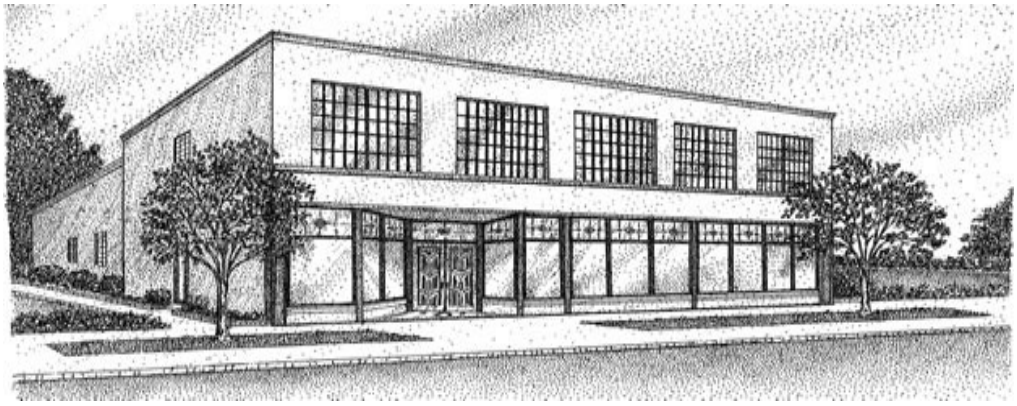
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