CHAPTER CONNECTION

December 2013



AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL 2011 SILVER AWARD SILVER CHAPTER

2012 SHRM MEMBERSHIP SUPER STAR

HR ASSOCIATION
EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

explore – cover



December is a time to celebrate the past year with friends and family and to make resolutions for a better 2014. Check out our Holiday Party recap later in the newsletter.

meet – p.3

There is no meeting in the month of December but please join us in January for our topic; Avoiding the Boomer Drain.

Sponsored by

Membership Update– p.4

The EHRA Member Referral program is back. Read more about the details and prizes that can be won. Let your friends and colleagues know about the benefits of being an EHRA member. Also, the renewal early bird special is back. Renew now and save money; plus get a free meeting!

Legal Update—p.5

Read more about the new Wellness Programs and your health plans and how it might affect your business.

Thank you! – p.6

EHRA Cares: Read a great letter from one of our many agencies we supported this year.

Volunteer—p.7

HR CARES

As we close the year, let us not forget to nominate our best volunteer for the annual EHRA Volunteer of the Year Award. Nominations are due soon so do not wait!

Member Spotlight—p.9

Read more about our newest members and help us welcome them to EHRA. Also, see a special photo of EHRA members on "the Hill."

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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SAVE THE DATE

01.23.14

"AVOIDING THE BOOMER DRAIN: HR STRATEGIES AND BEST PRACTICES"

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711

EHRA Member, $15, Non-Member, $30, Student, $10

11:00 a.m.—Registration 11:30 a.m.— Lunch/Announcements 12:00 noon—Meeting Begins



SCOTT FERRIN
SPHR

Scott has been SHRM's Southwest Central Field Services Director since September, 2010. His primary responsibilities include managing state council relationships, serving as a liaison with state councils, chapters and volunteer leaders, and promoting SHRM membership. He attends State Council meetings and conferences, and, as his schedule permits, chapter events. Scott resides in Mesa Arizona and serves the Southwest Central Region, supporting SHRM members in Arizona, Colorado, Kansas, New Mexico and Utah.

He has served in a variety of volunteer organizations prior to joining SHRM and most recently was the Legislative Director for the East Valley Human Resource Association (EVHRA), an affiliate chapter of SHRM located in Arizona. Scott is certified as a Senior Professional in Human Resources (SPHR) and a Project Management Professional (PMP).

Scott is an experienced HR professional with 15 years of work in HR and HR- related responsibilities. Prior to joining the SHRM staff, he held titles as a Senior Workforce Planner, Workforce Planning Manager, Talent Manager, Recruiter, Site HR Generalist, and Site HR Manager for companies ranging in size from Fortune 500 down to companies with 60 employees. He has worked in the mining, financial services, insurance and education industries during his career.

Scott has a Bachelor of Arts Degree in Business Administration with an emphasis in Finance from Weber State University and a Masters Degree in Business Administration (MBA) from the University of Phoenix.

Description: Can your organization afford to lose your reservoir of talented, experienced older workers in the coming years? If not, have you done serious strategic workforce planning to analyze the impact of baby boomer retirements and to identify potential skills gaps that could result? This session will look at key HR strategies that should be integrated into an overall talent management program for today's multi-generational workforce. It will also look at lessons to be learned from recent research -- including the 2012 SHRM-AARP Strategic Workforce Planning Poll –and from best practices by organizations honored with AARP's 2011 Best Employers for Workers over 50 Award.





Southern Indiana Career and Technical Center

HR ASSOCIATION
EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

PHR · SPHR · GPHR Pre-Approved HR Certification Institute

This program has been submitted to the HR Certification Institute for 1.00 hours toward PHR, SPHR, and GPHR recertification.

The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute's criteria to be pre-approved for recertification credit. All members are responsible for retaining information on each event for submission to the HR Certification Institute. A certificate of attendance will be emailed to all attendees upon the completion of the event.

Membership Update



EHRA's Fall Membership Referral Program

Our member referral program is entering its final month and it's not too late to refer members of your network to EHRA and have a chance to move into one of the top positions on our leaderboard. As a reminder, the program will run through December 31, 2013 with the top three point earners receiving prizes* of the following value:

Prize Levels:
1st Place - $100
2nd Place - $ 75
3rd Place - $ 50

Points are earned based on the type of referral. A referrer earns 1 point for a non-SHRM member and 2 points for a SHRM member.

Fall Membership Referral Leaderboard:

Emiley Chamberlain	2
Bob Sholly	2
Kathleen Lapekas	1

Don't delay, now's a perfect time to think about and refer your various connections that can gain from the membership benefits EHRA offers. As your referrals apply for membership, make sure they place your name in the referred by section of the member application. So, take a few minutes and refer your connections today and maybe you'll end up with enough points to move into one of the top positions on the Leaderboard!

* Prizes will be awarded in form of any retailer gift card offered through giftcardmall.com, EHRA credit, or a donation in winner's name to the charity of their choice. In addition, two drawings will be conducted at the end of the program from all referrals received with the two drawing winners receiving free EHRA Conference in 2014.

For a list of program rules, please reference the October 2013 newsletter.

Questions about the program can be directed to George Lance at membership@ehranet.org

2014 Membership Renewal and Early Bird Renewal Special

The renewal period for 2014 EHRA Membership runs through the start of November through January 31, 2014. Annual membership dues for 2014 are a great value and remain unchanged from last year with dues rates of $50 for SHRM members and $70 for non-SHRM members.

As an added benefit, members paying their dues on or prior to January 17, 2014 receive the following perks:
1. A free meeting voucher (value of $15) that can be applied to one of EHRA's regular monthly events through March 2014.

2. An entry in two drawings to be held for a free EHRA Spring or Fall Conference attendance in 2014.

Members can sign into the website at ehranet.org to pay dues by credit card or generate an invoice for payment by check.

Don't miss out on all of the benefits that come from membership with EHRA including the opportunity to attend one of our initial 2014 meetings at no charge. Renew today!

Membership renewal questions may be directed to EHRA's membership chairperson, George Lance, via e-mail at membership@ehranet.org



How to Renew:

You can renew for 2014 today by:

1. Signing into your account at ehranet.org and clicking on the membership dues option under the member area. Once there, choose the 2014 Membership Dues option

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

Don't miss out on this opportunity to attend one of our initial 2014 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 1/17/14!



Evansville Human Resources Association
Mark McAnulty
Kahn, Dees, Donovan & Kahn, LLP

Somebody's Knockin'

Somebody's knockin' should I let him in,
Lord, it's the devil, would you look at him

Those are the opening lyrics of a country music song released by Terri Gibbs in 1981. It's obviously not 1981 anymore, and in 2013 (and the foreseeable future) it is more likely than ever that the government may come knocking at *your* door to make certain you are properly classifying your workers.

Why is this? For the past few years, due to the jittery economy, many employers have turned more to independent contractors to supplement their workforce, rather than hiring new employees. The advantages to an employer can be substantial. Independent contractors are not entitled to overtime pay or company-sponsored benefits, and employers do not have to withhold payroll and other employment-related taxes for these workers. The problem is that many employers are mistakenly treating workers who should be classified as "employees" as "independent contractors." This is important because the IRS estimates there is a $450 billion tax gap, representing the difference in tax revenue the government estimates it *should* be receiving if every business paid the proper amount of taxes, and the amount it *actually* receives. The government wants to close that gap, and one way to do that is to make sure employers are properly paying employment-related taxes.

In addition to increased IRS enforcement, President Obama has increased the overall investigative budget of the U.S. Department of Labor (DoL) by 50 percent since taking office. In 2011, the DoL launched its Misclassification Initiative for the specific purpose of investigating employers and ensuring that workers are being properly classified. And, in September 2011, the IRS and DoL entered into a Memorandum of Understanding to crack down on employers through enhanced information sharing and collaboration. Under this arrangement, if the IRS conducts an audit of an employer, it can share the results of that audit with the DoL (and vice versa), which can result in totally separate audits by each agency. Because the IRS and DoL use different regulations to determine whether a worker is properly classified as an independent contractor, successfully negotiating through one agency's audit is no guarantee that the other agency's audit will be prevented. The DoL has also entered into similar information-sharing memoranda of understanding with 15 states as well. (Indiana is not one of them).

The IRS and DoL set a goal of investigating 6,000 employers for the three-year period covering 2011-2014, and they are steadily working toward attaining that goal. In the last two years, the DoL has secured over $18.2 million in back wages for more than 19,000 workers that were not properly treated or classified as employees. This represents a 97 percent increase in back wages following implementation of the information-sharing memoranda discussed earlier.

So, in light of this increased enforcement, what can you do to be prepared if the government comes knockin'?

1.) The DoL is paying special attention to industries with a history of non-compliance, or that employ low-wage workers, such as businesses in hospitality, food service, construction, janitorial, home health care, child care, transportation, or meat/poultry processing. If your business falls into any of these categories, carefully review how you are classifying your workers.

2.) If your business does not fall into any of the categories listed above, then still carefully review how you are classifying your workers.

3.) With regard to numbers 1 and 2, consider conducting an internal audit every 3 years, preferably by an attorney or experienced outside provider. DoL audits can generally go back for 3 years, and so should your internal audit.

4.) The first and most important factor the DoL will consider is the degree of control the business has the right to exercise over the terms and conditions of the worker's employment. The more control, the less likely the worker is truly independent.

5.) If an employee transitions to an independent contractor position, or vice versa, be sure the job responsibilities for an employee differ from those of an independent contractor. A change in classification status should be accompanied by a change in duties and relationship. And keep your employee files separate from any regarding your independent contractors.

6.) Create separate policies and procedures for independent contractors, and train your front-line managers to effectively and consistently apply them.

7.) Remember that labeling a worker as an "independent contractor" in a written agreement is not necessarily controlling. The DoL will look beyond the labels and determine whether the "economic reality" of the relationship supports the independent contractor classification.

8.) Despite number 4, have a written agreement. In the agreement, the independent contractor should, among other things, acknowledge the intent of the relationship and waive any right to company-sponsored health and retirement benefits.

9.) Make certain you are accurately recording *everyone's* time. This could be important in the event the DoL finds a worker is really an employee entitled to overtime.

10.) Follow the above and have a Happy Holiday and prosperous New Year.

November 25, 2013

Dear Angela and the members of EHRA ,

As we enter this Thanksgiving season, we begin to reflect on the things and people who mean so much to us. At Aurora, our thoughts turn to you at this time, because of your year-round contributions of in-kind items to us. I know we don't tell you enough how much we appreciate your support, but you are a treasure that can't be valued.

We are thankful for your passion for our work, for mentioning us in your monthly newsletter, for encouraging your members to contribute to us through their work places, and remembering us for special collections.

Thank you for continuing support of our mission and for being a part of the Aurora Family!

Blessings to you and your members during this holiday season.

With a grateful heart,

Suzanne & the Staff of Aurora

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HR CARES

Volunteer of the Year nominations are now being accepted. Please see the link below for details.

http://ehranet.org/downloads/Linked_Documents/ehra2013_votynominationform.pdf

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



Do you think the job market is tough?

"According to the Veterans Employment Challenge Survey, 69 percent of veterans report finding new employment as their biggest challenge in coming back to the civilian world."

EHRA Partnership with the Homeless Veteran Reintegration Program

ECHO Housing Corporation was one of two non-profit organizations awarded a Homeless Veteran Reintegration Program (HVRP) grant in 2012. ECHO is committed to reducing veteran homelessness in the Evansville community through mentoring and education. The HVRP needs your assistance to help lead and assist with HR related workshops for individuals in their program. Workshops are held at the VA Medical Health Care Center on Mondays, Wednesdays, and Fridays from 9AM to 12PM (topics and materials will be provided). If you are interested in learning more about facilitating one of these workshops or assisting with this effort, please email volunteer@chranet.org.

EHRA HOLIDAY PARTY RECAP

December 4, 2013—Old National Bank Atrium

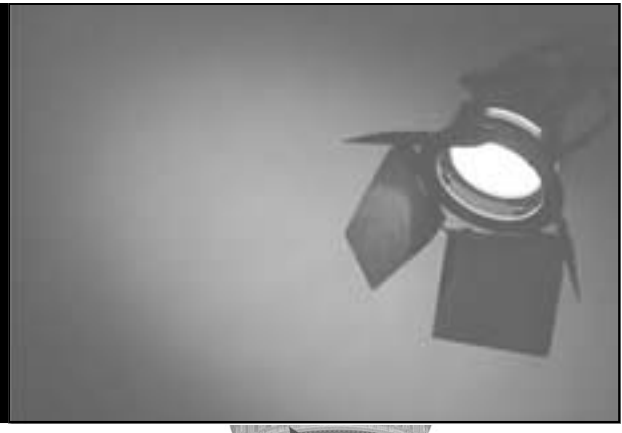


Over 75 EHRA members and guests enjoyed our annual Holiday Party on Wednesday, December 4 at the Old National Bank Atrium in Downtown Evansville. We unwrapped gifts of candy, lottery tickets and more, had Nick Nix draw pictures of our candy cane theft suspects, and we all enjoyed many fun games and prizes. The holiday party is always our chance to celebrate the many successes that EHRA has had this year. As a special thank you, please see the message below from President, Angela Noble:

I want to thank the 2013 awesome membership and board for all their efforts this year to make it a year of many accomplishments. We had some great speakers that provided us with much needed information as HR professionals and attendance at our events was good, membership numbers continue to rise and our outreach programs through Workforce Readiness has raised a keen awareness of EHRA throughout the community.

Evansville is fortunate to have such a committed and dedicated membership and board.

MEMBER SPOTLIGHT



Please help us welcome the following new members to EHRA.

Tabitha Heilman, Prime Foods, Inc.
Debbie Linberg, Electronics Research Inc.
Gregory Schulten, Express Employment Professionals
Karen Snyder, Waupaca Foundry, Inc.
Genea Williams, Transfreight



This photo is from the SHRM Capitol Hill visit during the SHRM Leadership Conference in Washington DC. This picture was taken on November 21, 2013. These visits provide SHRM members with an opportunity to meet with congressional offices to discuss pending workplace legislation that affects the HR profession.

(Left to right)
Angie Brawdy, Indiana State Council Director for SHRM
Natalia Rayzor, South Central Indiana Human Resources Association, President
Amanda Shettlesworth, South Central Human Resource Association, President Elect
Mark Records, Indiana State Council Administrator for SHRM
Jake Fulcher, Evansville Area Human Resource Association, Director of Professional Development
Tela Erdell, Evansville Area Human Resource Association, President Elect



Did you have a recent accomplishment that you want to share?
Let us put <u>you</u> in the spotlight.
Email our Newsletter Editor, Nick Lindy at niclind@atlasworldgroup.com