CHAPTER CONNECTION

December 2015



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL 2014 AWARD GOLD CHAPTER

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

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Tela Erdell, EHRA President, thanks EHRA members.

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Welcome new EHRA members.

Deaconess MOBILE BREAST CENTER

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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EHRA Holiday Party










2016 MEMBERSHIP RENEWAL

- Annual dues = $50 for SHRM members & $70 for non-SHRM members
- Monthly Education Events
- Recertification Credits
- Networking Opportunities
- Volunteer Service Connections
- Legal Updates
- Much

EARLY BIRD RENEWAL

Renew by December 31st to take advantage of the Early Bird Option:

- SHRM members receive vouchers for **3 free** 2016 meetings
- Non-SHRM members receive a voucher for **1 free** 2016 meeting

Free meeting voucher does not apply for conference events



LEGAL UPDATE

Overtime Rule Timing Update

By Emilee Hille

At the November 5, 2015 American Bar Association meeting, Patricia Smith, Solicitor of Labor, stated that the Department of Labor (DOL) will not release exemption status and overtime rule changes until mid to late 2016. The DOL's most-recent semi-annual regulatory agenda shows a July 2016 "Final Rule" timeframe for the revised regulations defining the federal Fair Labor Standards Act's Section 13(a)(1) exemptions.[1] Among other changes outlined in a previous EHRA article, in the proposed revisions to the overtime rules, the threshold salary for employees to qualify as exempt would increase from the current rate of $455 to $970 per week.

While July 2016 is the current timeframe outlined, this is not a definitive date. If; however, the 'Final Rule' is published on July 1, 2016, it is expected that the earliest effective date would August 30, 2016, which is 60 days after the ruling." [1] Timeframes for the implementation window generally range from 30-120 days between the final rule publication date and when the changes will go into effect. "Another possibility, however, is a phased-in effective date, which is rumored to be gaining favor on Capitol Hill." [2] The upcoming presidential election will also play into how and when the final rules will be rolled out.

During this period, it is important for Human Resources Departments to work with their management and legal representatives to analyze current positions that could be effected by these new rules and to plan how to quickly implement when the final effective date is set.

http://wage-hour.net/category/Proposed-Regulations.aspx
http://www.shrm.org/legalissues/federalresources/pages/late-release-overtime-rule.aspx?utm_source=HR%20Week%20November%2016%202015%20Jobs%20(1)&utm_medium=email&utm_content=November%2016,%202015&MID=01306854&LN=Hille&spMailingID=24007624&spUserID=ODM1OTI2NDU5NzgS1&spJobID=681623788&spReportId=NjgxNjIzNzg4S0

Supreme Court to Rule on Contraceptive Coverage for Religious Groups

Provided by Ben Schmitt, Old National Insurance

On Nov. 6, 2015, the Supreme Court agreed to review the ACA's requirement that health plans provide contraceptive coverage to their employees and students without cost-sharing and how it applies to nonprofit religious organizations. Seven nonprofit organizations will challenge the rule, making it the second time in three years that the issue has come before the court.

Although the current law states that nonprofits and private companies can opt out of the requirement, religious nonprofits say that simply writing a letter or completing a form makes them morally complicit in providing the coverage. The new challenge asks the Supreme Court to allow nonprofit groups to receive the same blanket exclusion as houses of worship and religious organizations.

Whatever the Supreme Court decides, it's not likely to end the dispute. A ruling for nonprofits could prompt for-profit corporations to seek the same relief.

Certification Update

The SHRM Certification Pathway is Closing

Time is running out to complete the Pathway! Go to **shrmcertification.org/pathway** and get started! It is easy to do and will take only 45 minutes to an hour. It is not a test and you cannot fail! Once completed, you should receive an email saying you have completed it and a pin and certificate will follow within 30 days. Taking the Pathway will give you options for the future! Take it today and be part of over 60,000 SHRM Certified HR professionals!

Call for SHRM-CP/SHRM-SCP Certification Preparation Instructors

SHRM is seeking qualified professionals to provide classroom instruction for SHRM-CP/SHRM-SCP preparation courses offered by one of the SHRM Education Partners.

• Applicants must have earned their SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credential.
•Applicants must have classroom instruction and HR experience (or other minimum required or desirable qualifications).

Are you interested in teaching, or do you know someone who is? Please send your information to Alison.Costello@shrm.org.

CERTIFICATION SCHOLARSHIPS! DEADLINE is December 21, 2015.

Wouldn't it be great to see an EHRA member get one of these scholarships?

New for 2016! Two rounds of SHRM Foundation certification scholarships will be awarded, one in the spring and one in the fall. *SHRM members* may apply for this **$750 award** to support their pursuit of the SHRM-CP or SHRM-SCP certification.

Application Deadlines: December 21, 2015 (awarded in March) **and July 15, 2016** (awarded in October)

Eligibility

Individuals must be current members of national SHRM and their membership must remain active throughout the year they are awarded the scholarship. Individuals must be preparing to sit for the SHRM-CP or SHRM-SCP certification exam. Employees or board members of SHRM or the SHRM Foundation or other SHRM affiliate (not including chapters), and members of their immediate family are not eligible to apply for SHRM Foundation grants, awards or scholarships. Student members are not eligible to apply for this award.

For more information (selection criteria and application) visit the SHRM Foundation certification scholarship page.

Application

Individuals

The application includes contact information and a series of short-answer questions about your volunteer experience and your career aspirations. You will also be asked to upload a current resume that includes your SHRM Foundation and/or SHRM volunteer experience, and one letter of reference. Reference letters should be addressed to the "SHRM Foundation Scholarship Review Committee" and should provide insight into your character, career and volunteer accomplishments, work ethic, values, and need for the scholarship.

Timeline

Apply November 9 - December 21, 2015.....Notified of results by March 18

Apply May 2 - July 15, 2016.....Notified of results by October 7

The December Dilemma

Workplace Diversity During the Holidays

By Danyelle Granger



December can be one of the most complex times of the year for people in the workplace, as well as the general community, because of the variety of religious and cultural holidays observed and the desire to remain politically correct and not offend others. However, it can also be one of the most opportune times to develop our cultural competency.

Many of our coworkers, neighbors and community members will celebrate various holidays this season, while some may not celebrate at all. So is it most appropriate to just say "Happy Holidays" or "Season's Greetings" to everyone we come in contact with? Or can we use it as a learning opportunity to find out more about those who celebrate differently from ourselves?

I'd say the latter!

In *The December Dilemma*, an article published by the Tanenbaum Center, it states, "Be curious and ask respectful questions. The holidays are an excellent time to raise awareness around religious diversity in your office, so don't be afraid to ask respectful questions of your coworkers. For instance, it is appropriate to ask a coworker what holiday greeting they prefer or if they have any holiday practices to be aware of, as long as the questions are respectful and come from a place of genuine curiosity. Asking your colleague a question is one of the best ways to avoid misunderstandings and make sure that everyone feels included and respected during the holiday season."

Tanenbaum also suggests going the extra step of learning new phrases to ensure the use of appropriate greetings for coworkers and clients, which sends an important message that they are valued. Below are some examples of appropriate greetings they suggest.

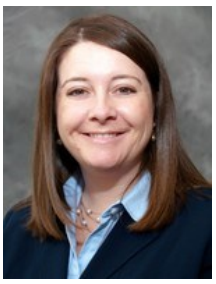
- "Eid Mubarak," the Arabic greeting meaning "blessed Eid."
- "Happy Diwali" or the Hindi greeting "Saal Mubarak," which means "Happy New Year."
- "Happy Hanukkah"
- "Merry Christmas"
- "Habari Gani?" which is "What's the news?" in Swahili, the language used for Kwanzaa greetings. The response will be the name of that day—"Nia" for example.
- Numerous greetings are used during the Chinese New Year.

If you aren't sure what holiday, if any, your coworker or client celebrates, you can use a more general greeting such as "Happy Holidays" or "Have a good year end."

While we may not all celebrate the same holidays or even understand all of the traditions associated with cultures outside of our own, we must recognize that this time of year holds a different meaning for each of us. Keeping our cultural differences in mind is crucial to fostering an inclusive and respectful workplace all year round.

Source: Tanenbaum Center for Interreligious Understanding—https://www.tanenbaum.org

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Dear EHRA Members:

As we greet December 2015, I'd like to thank you for the opportunity to serve as the EHRA President in 2014 and 2015. I look forward to serving in the Past President capacity and continuing to work with members and the board of directors to achieve the objectives of the EHRA. I'd like to express gratitude to the members of the 2015 board of directors for their many contributions this past year with special appreciation to Steve Arvin, Danyelle Granger, Emilee Hille, BethAnn Langlois, and Angela Noble as they transition off the board. Please join me in welcoming Jake Fulcher as he assumes the role of EHRA President in 2016.



Thanks for being an EHRA member!

Tela

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Remember to renew your EHRA membership by December 31st. **EHRA membership is only $50 for SHRM members and $70 for non-SHRM members**. SHRM members who renew EHRA membership by December 31st will receive vouchers good for three free 2016 meetings. Non-SHRM members who renew by December 31st will receive a voucher for one free 2016 meeting. Information about SHRM membership can be found in the SHRM Information Toolkit.

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.

EHRA Logo Wear

Order your logo wear by December 15th! To access the catalog, order form and ordering instructions, log in to your EHRA member account at www.ehranet.org and click EHRA Logo Wear. Logo Wear orders will be sent to you directly at the address specified on the order form.

MEMBER SPOTLIGHT





Gail Sickman, Manager of Claims/ Benefits for Health Resources, Inc., hopes to network with other HR professionals to gain valuable knowledge and share HR experiences as well as establish relationships with other HR professionals.



Nicole Damm, Leave Administrator for Old National Bank, enjoys assisting associates with their leave needs. She strives to make the process as simple as possible as the associate is often going through a difficult time in their life. She looks forward to meeting other members.



David Powers, Staffing Manager/ HR Generalist at HR Solutions, Inc., joined the EHRA to further his knowledge base in HR and broaden his HR network by connecting with other professionals in the tri-state area. He hopes to gain a deeper understating of issues that other HR professionals are experiencing and learning from their experiences, as well as his own.

Please welcome these new members:

Stephanie Fuqua, Program Planning Retirement Talent Manager at Old National Bank
Kent Hortin, HR Manager at Pizza Hut, Inc.



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

Let us put you in the spotlight.

Email our Newsletter Editor, Jennifer Chang at jenchan@atlasworldgroup.com