# CHAPTER CONNECTION

**A publication of the Evansville Area Human Resources Association**

## December 2021




AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

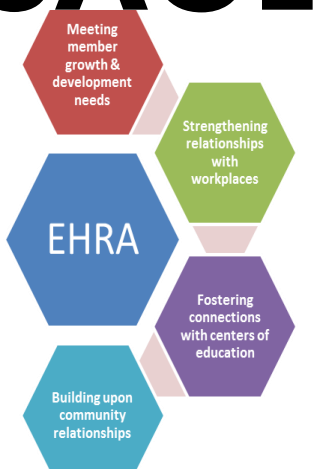
SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER 2021

EHRA Evansville Area Human Resource Association

# PRESIDENT'S**MESSAGE**



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I can't say that my 2 years as President went as I expected when I took over the role in January 2020 ☺, but I am grateful to have served in this role and to have worked alongside a wonderful board of directors who volunteer a lot of time to the organization and to the HR profession.

I am excited to turn over the reins to new leadership for 2022! I know that Amanda and Debbie will continue to work hard to provide educational and networking opportunities that are valuable to our members.

I would like to welcome our new board members, Olivia Robinson, Madeline Smith and Sam Witte! Olivia is replacing Josh Gessling in the Legislative Affairs role, Madeline Smith will be taking the Diversity Chair role previously held by Debbie Tucker, and Sam Witte will be our new Finance Chair with Dana Pool's transition to the Treasurer role.

I would also like to thank two board members who are leaving our board after this year. Wendy Seitz, Workforce Development Chair, and Vickie Warren, Professional Development Chair, have dedicated countless hours to EHRA, and they will be missed! The new full board roster for 2022 will be listed in the January newsletter.

Our final event of the year will be our member appreciation holiday event on Tuesday, December 14 at the Bauerhaus. I hope you will join us for dinner, games, and of course, gifts and prizes!

Thanks for being a member!

Wendy Gumbel

## 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.**

# MEMBER **SPOTLIGHT**



## WELCOME TO OUR

## NEW MEMBERS*

ALLISON **LILE**

**Shoe Carnival**

DEBBIE **LINBERG**

**Hafer**

*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**

# EHRA Member Holiday Party

Tuesday, December 14th, 2021

The Bauerhaus

5:30-8:30 p.m.

Dinner, games and prizes!

$10 Member
$20 Guest






## OSHA's Emergency Temporary Standard Suspended; Fate to be Determined by Courts

By: Joshua B. Gessling

On November 4, 2021, the Occupational Safety and Health Administration ("OSHA") issued its long-anticipated emergency temporary standard ("ETS") requiring private employers with 100 or more employees to develop, implement, and enforce policies requiring employees to either receive COVID-19 vaccinations or undergo weekly testing and wear face masks at work. States, employers, and business groups immediately filed lawsuits challenging the lawfulness of the rule. One such challenge resulted in the U.S. Court of Appeals for the Fifth Circuit issuing an emergency stay of the ETS on November 6. The Fifth Circuit's order effectively temporarily suspended OSHA's enforcement of the ETS.

Because many similar lawsuits were pending nationally, the Judicial Panel on Multidistrict Litigation was charged with consolidating and randomly selecting a court to resolve these legal challenges. The U.S. Court of Appeals for the Sixth Circuit, which is comprised of Ohio, Kentucky, Tennessee, and Michigan, has been selected to decide the fate of OSHA's ETS. Regardless of the Sixth Circuit's decision, we anticipate the case will ultimately be resolved by the U.S. Supreme Court, as both OSHA and challengers of its rule have indicated they will appeal any unfavorable ruling coming from the Sixth Circuit.

As of the date of publication, it is uncertain whether OSHA's ETS will survive these pending legal challenges. OSHA does not have a strong track record of defending other emergency temporary standards in court in recent past, but the COVID-19 pandemic has presented governments (and courts) with unusual circumstances. Either way, for the time being, would-be-covered employers have been granted a temporary reprieve from imposing the vaccination, testing, and masking policies contained in the ETS. To this point, OSHA stated on November 16 that it was suspending all activities relating to the implementation and enforcement of its ETS pending further litigation.

Although the ETS is currently suspended, would-be-covered employers are encouraged to continue monitoring the case pending before the Sixth Circuit. In the event OSHA's ETS survives these legal challenges, it is unclear how much more time, if any, employers will be given to impose requirements and ensure compliance. Further, employers with operations in other geographic locations are encouraged to continue monitoring whether state laws, local laws, or executive orders require (or prohibit) masking or vaccination (or both) and, if so, the status of any cases challenging these separate rules.

*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.*



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT



SHRM recognizes that extenuating circumstances may prevent a credential-holder's attainment of 60 PDCs within the 3-year recertification period. In those instances, a SHRM-CP or SHRM-SCP credential-holder may apply for a hardship extension status. To request hardship status, please complete the SHRM Certification Recertification Hardship Extension Form, which can be found at shrmcertification.org/recertify.

The request must be made at least 30 days before your recertification end date but no earlier than the final year of your 3-year recertification period. Examples of hardships include, but are not limited to, serious personal illness, serious illness of a family member, long-term unemployment and military deployment.

If your hardship request is approved, your certification will be extended for up to 12 months. During this time, you may not use the credential after your name until you complete your PDC requirements. Your certification period end date will not change upon reinstatement to active status.

The filled out and signed form can be sent to shrmcertification@shrm.org for review and processing.

Should you need further assistance, do not hesitate to reply to this message, or you may contact SHRM Customer Experience at 800.283.7476, option 3 or 703.548.3440, option 3 to speak with a representative

https://shrm.org/certification/recertification/Documents/19-1279_2019RecertHandbook_FNL.pdf.

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# 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:

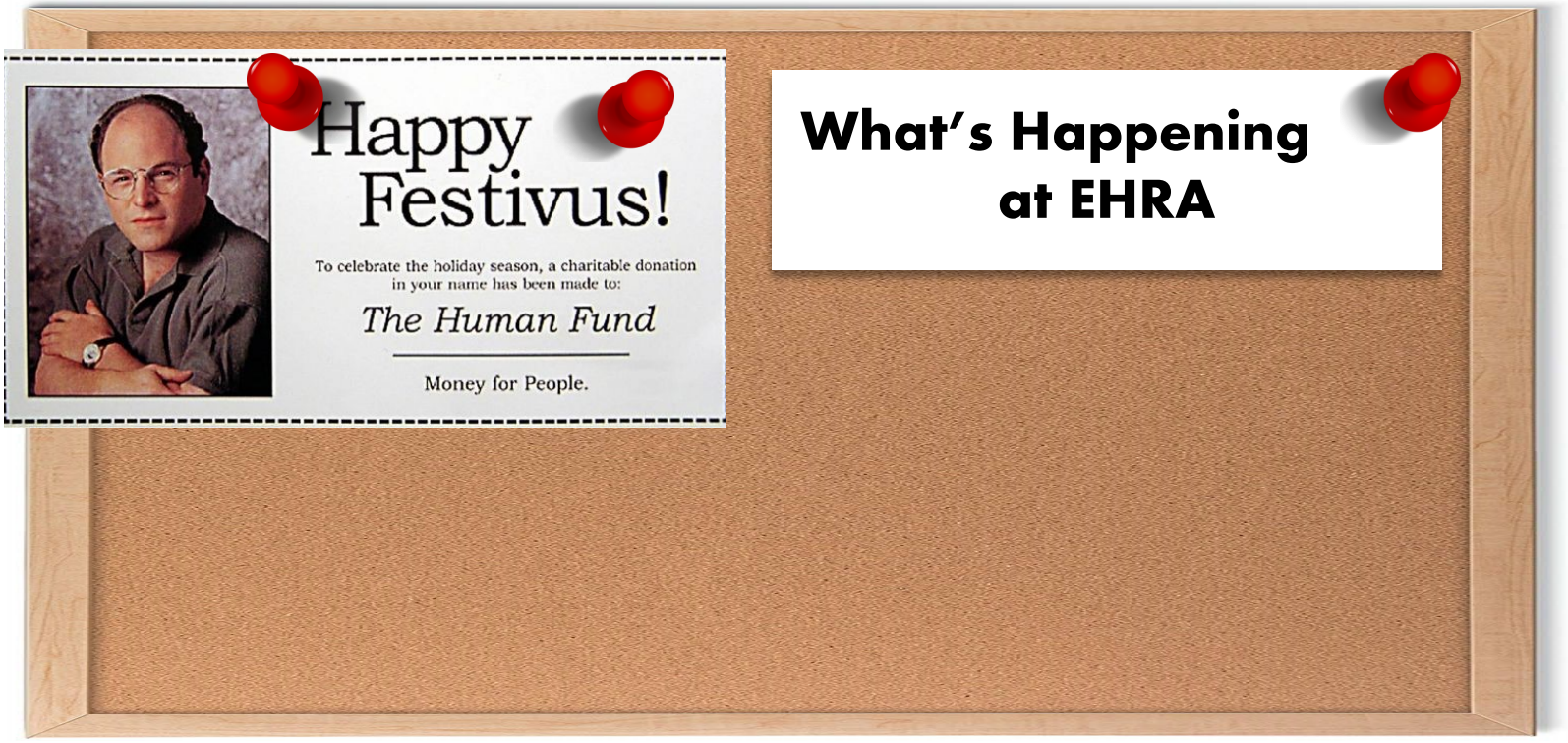
- SHRM Members: $100/30 days
- Non-SHRM Members: $200/30 days
- Staffing Agencies: $250/30 days

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

## 2021 board

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

**President Elect**
Amanda Gries
agries@kellerschroeder.com

**Secretary**
Jessica Bailey
jessicabailey@berryglobal.com

**Treasurer**
Jennifer Zimmer
jennifer.zimmer@countrymark.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**
Debbie Tucker, SPHR, SHRM-SCP
djtklt@yahoo.com

**Workforce Readiness Chairperson**
Wendy Seitz
wrseitz@usi.edu

**Professional Development**
Vickie Warren
vickie.warren@arcofevansville.org

**Finance Chairperson**
Dana Pool
dpool@scvl.com

**Communications Chairperson**
Katie Kissel
katie.kissel@unitedevv.com

**Legislative Affairs Chairperson**
Josh Gessling
jgessling@zsws.com

**College Relations Chairperson**
Melanie Reed
mreed@scvl.com

**Past President**
Sara Monroe, PHR, SHRM-CP
saragarrett3601@gmail.com