CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

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AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL SILVER CHAPTER 2022

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



I can't believe we are in the last month of the year. Time flies when you're having fun!

As we wrap up on 2023, I'm happy about the things we have done but want to do more in 2024. We have an awesome board for 2024. We will have a new board member that we will announce in January, and we're thrilled to have her!

Just a reminder, our holiday celebration will be December 6th. There is information in the newsletter.

As we move into 2024, we will continue to have committees for planning purposes such as events, holiday planning, etc. Reach out to me or any board member with questions!

We have reserved the Evansville Country Club for our meetings in 2024 with the exception of April; USI has asked us to come to campus for our meeting. Here are the dates for our 2024 meetings. Please make a note and try to attend if you can. We are looking forward to continued learning of changes in the HR world!

- January 18
- February 15
- March 21
- April 18 – @ USI
- May 16
- June 20
- July 18
- August – No meeting. Enjoy state conference!
- September 19
- October 17 – Annual Conference
- November 21
- December – NO meeting. Enjoy the holiday party!

I hope you all have a blessed holiday season and enjoy time with the ones that you love. Thank you for being part of EHRA!

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.

Join us for the EHRA Holiday Party

December 6th

5:30—8:30 PM

Venue 812
1401 N. Boeke
Evansville, IN
(old Western Ribeye location)

Join us for a holiday dinner, networking, and an opportunity to win some great prizes.

A SNEAK PEAK AT THE SOME OF THE PRIZE GIVEAWAYS FOR THIS YEAR'S HOLIDAY PARTY!

DON'T MISS IT!







Welcome Our New Members!

REBEKAH **JONES**
FAMILY HEALTH CENTER

ALICIA **ALLEN**
INNOVATIVE STAFF SOLUTIONS

MOLLIE **WILHITE**
METRONET

JAMIE **ROBEY**
METRONET

CASSIDY **GRIFFITH**
AMERICAN TRAILER RENTAL GROUP

REGHAN **MOODY**
AMERICAN TRAILER RENTAL GROUP

ALEXIS **METZGER**
PROGRESSIVE HEALTH

*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.



Calculating Intermittent FMLA Leave Around the Holidays

Earlier this year, the U.S. Department of Labor's Wage and Hour Division ("WHD") released an opinion letter (FMLA 2023-S-A) on calculating leave under the Family and Medical Leave Act ("FMLA") around the holidays. Although the rules haven't changed, the WHD's opinion letter summarizes the rules nicely and provides an example of how to calculate an employee's FMLA leave entitlement when leave is taken for less than a full week during a week that includes a holiday.

By way of background, the FMLA entitles eligible employees of covered employers to take unpaid job-protected leave for qualifying family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible employees may take up to 12 workweeks of leave in a 12-month period for various qualifying reasons (and up to 26 workweeks of leave during a single 12-month period to care for a covered servicemember). An employee can use leave intermittently by reducing the time worked in the day or week. When an employee takes FMLA leave for less than one full workweek, the amount of FMLA leave used is determined as a proportion of the employee's actual workweek (ex., if an employee who would otherwise work 40 hours a week takes off eight hours, the employee would use one-fifth of a week of FMLA leave). An employer may convert these fractions to their hourly equivalent, but must take steps to ensure the conversion equitably reflects the employee's total normally scheduled hours.

As for the rules governing the calculation of intermittent leave around holidays, the WHD's opinion letter reminds employers that when a holiday falls during a week that an employee is taking a full workweek of FMLA leave, the entire week is counted as FMLA leave. When a holiday falls during a week when an employee is taking less than a full workweek of FMLA leave, however, the holiday is not counted as FMLA leave unless the employee was scheduled and expected to work on the holiday and used FMLA leave for that day.

The penalties associated with FMLA non-compliance can be substantial and may include an employee's lost backpay, lost front pay, liquidated damages, and attorney fees. Employers are encouraged to confirm their administration of FMLA leave is consistent with the regulations described in the WHD's opinion letter. Those looking for further discussion and examples may wish to consult the WHD's opinion letter (available here: https://www.dol.gov/sites/dolgov/files/WHD/opinion-letters/FMLA/2023_05_30_02_FMLA.pdf).

This content 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 legal issue or problem.



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

We hope to see everyone at the EHRA Holiday Party on December 6th at Venue 812!

2023 board

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