CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

December 2020



PRESIDENT'S**MESSAGE**

It's hard to believe that 2020 is almost over, but if you're like me, you're ready to move on to 2021! This year has been full of challenges that many of us were not prepared to face, and January 1st will not magically make these challenges disappear. However, the hope that a new year brings can help us start to see the light at the end of the tunnel!

Just as a reminder, there is no program for December. Programming will start back up in January. We will



continue with our virtual format for now as the pandemic continues to surge in our geographical area. We will transition back to in person meetings as soon as it is safe to do so. We are ready to see all of your smiling faces in person again!

Since we cannot meet in person for our annual holiday event, all members are invited to choose a piece of logo wear as our holiday gift to you. More information will be going out to members via email with information on how to order your free item.

I hope you all have a wonderful holiday season and that the new year brings you continued success, joy, and happiness!



Thanks for being a member!

Wendy Gumbel

President

Follow EHRA on Twitter @EvansvilleHR

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*

CECILEE **BOOK**

Encompass Health Deaconess

SHIRRIE **HAYS**

BCCLT Consulting Engineers

JENNY **ZHENG**

USI Student

*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



STAY STRONG!

MEMBER **SPOTLIGHT**



SHIRRIE **HAYS**

BCCLT Consulting Engineers

What led you to join EHRA?

“I grew up in Evansville, been married to my husband Jeremy for 24 years. We have two boys Ramie who will graduate from medical school and become a family doctor here in Evansville in May 2021. Rakyn who is a freshman at USI, studying pre law and political science. I have worked at BCCLT Consulting Engineering for 2.5 years as the accounting and human resource manager. This position is new for me, I have never worked in human resources before, but I do love this position and eager to learn more about it.”

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COVID-19 Update: CDC Issues "Options to Reduce Quarantine"

By: Josh Gessling, Esq.*, EHRA Legislative Director*

The U.S. Centers for Disease Control and Prevention (CDC) recommends that an individual who comes into "close contact" with a person infected with COVID-19 should quarantine. Last week, the CDC updated its guidance on how long quarantine should last to provide options to reduce quarantine periods. (Available here: https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine.html)

As reflected on the CDC's website, individuals who have been in close contact with someone who has COVID-19 (excluding people who have had COVID-19 within the past 3 months) should quarantine. In doing so, the CDC has long recommended that individuals stay home for 14 days following a close contact. On December 4, 2020, however, the CDC updated its website to provide "options to reduce quarantine," stating that "[r]educing the length of quarantine may make it easier for people to quarantine by reducing the time they cannot work."

To this end, the CDC now provides options for ending quarantine on day 7 after receiving a negative test result (the test must occur on day 5 or later), or on day 10 without testing. Both options assume the individual exposed does not experience symptoms, and recommends that the individual continue to monitor him or herself for symptoms, wear a mask and observe social distancing and other hygiene-related precautions, and immediately self-isolate if symptoms occur.

The CDC's website states that it "continues to endorse" 14-day quarantine periods, and cautions individuals to observe quarantine mandates or guidelines issued by state and local authorities to the extent such mandates or guidelines differ from the CDC's recommendations. While it is unclear at the time of publication which of the CDC's new guidelines the various public health agencies affecting Tri-State employers will adopt (if any), HR pros are encouraged to monitor these developments as they may lessen quarantine periods and positively impact the availability of staff in the coming weeks

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.



Attention SHRM and Non-SHRM members renew before December 31 and receive:

- SHRM Members receive three (3) vouchers for free meetings.
- Non-SHRM Members receive one (1) voucher a for free meeting.

Attention Student and Life members:

If you continue to want to be a part of EHRA and you continue to qualify as a Student or Life member, please make sure you renew your membership. There is no cost to renew and you just follow the same instructions.

HOW DO I RENEW?

To renew your membership, log into your account at ehranet.org and select Member Dues on the left side of the page. You will see your membership renewal fee and will have the opportunity to pay your dues via the site. Vouchers will be added to your account in 2021 upon receipt of payment by January 1. Email info@ehranet.org if you have any questions.

WHAT IF I AM A SHRM MEMBER, BUT I AM NOT GETTING MY SHRM DISCOUNT?

If you are a **new SHRM member** and need to update your profile, log-in and enter your SHRM membership email **and** contact the membership chair at membership@ehranet.org so we can update your membership type to ensure you get the correct rate.

December 2020 Volume 21, Number 12

What's Happening at EHRA



2020 board

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