CHAPTER CONNECTION

February 2016



AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2014 GOLD CHAPTER

SHRM Foundation
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HR ASSOCIATION
EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

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Donations Needed and a Volunteer Opportunity!

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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2016 Mercer National Survey of Employer Sponsored Health Plans

Presented by Barbie Sparr, GBS-A

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711
11:00 am—2:00 pm

$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Agenda

11:00am—11:30am CST Registration and Networking
11:30am—12:00pm CST Announcements and Lunch
12:00pm—2:00pm CST Presentation

Description

This presentation will provide attendees with powerful data and knowledge to make strategic decisions about their health insurance benefits. Join us for highlights of the 2015 survey and to learn how this information is being used by small and large employers across the country and tristate region.

About our Presenter

Barbie is a consultant for the Indianapolis office of Mercer's Health & Benefits unit, advising clients on all aspects of employee benefits plan designs, funding mechanisms and administration. Her primary areas of expertise include marketing, strategic planning, financial and data analysis, self-funding and carrier negotiations. Barbie also served as the office's compliance manager for 3 years.

Barbie's broad background in employee benefits comes from working for a global insurance consulting firm for 9 years and a national medical carrier for 6 years. Just prior to joining Mercer, she performed analytics and training for a national insurance agency alliance.

Barbie holds a Master of Public Administration from Indiana University as well as a Bachelor of Science from Indiana State University. Additionally, Barbie holds the HIA certification and is currently pursuing the CEBS designation.

SHRM SHRM-CP / SHRM-SCP RECERTIFICATION PROVIDER 2015-2016

This program has been submitted to SHRM for the SHRM-CP or SHRM-SCP. For more information about certification or recertification please visit www.shrmcertification.org.

This program has been submitted to HRCI for credit.

The EHRA is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP[SM] or SHRM-SCP[SM]. For more information about certification or recertification, please visit www.shrmcertification.org."

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.



LEGAL UPDATE

EEOC Top Litigation Trends for 2016

By Vickie Warren

Per Cory Kuhlenschmidt, an attorney with Bamberger, Foreman, Oswald and Hahn, LLP, the six topics for HR professionals should monitor in 2016 include the following:

6. Background Checks: EEOC will continue to watch employers that use criminal background and credit checks as part of their screening process. The EEOC has seen decreases in "absolute" bans on hiring where an applicant is denied employment because of a conviction record. The EEOC is expected to enforce this initiative and employers should review their use of these checks when making hiring decisions.

5. Preservation of Access to the Legal System: The EEOC has challenged employer practices to limit an individual's access to the legal system. Most of this challenge comes from recent case law which focused on an employer's severance agreement which unlawfully interfered with an individual's right to file a charge of discrimination with the EEOC. The EEOC states that employers violate federal law when terminating employees and requiring the employee to sign agreements to prevent them from contacting the EEOC.

4. Reasonable Accommodation: The EEOC is continuing to challenge employer policies that restrict an employer's obligation to engage in the interactive process with an employee who needs a reasonable accommodation. Attendance and leave of absence policies are being closely watched. The EEOC continues to support a job reassignment for an individual with a disability as a reasonable accommodation even when the individual is not the best qualified. The EEOC is also challenging what is considered an essential job function as it relates to a reasonable accommodation. The EEOC also supports telecommuting as a reasonable accommodation.

3. LGBT Coverage: The EEOC continues to focus on gay rights and will be challenging older court rulings under Title VII that do not prohibit discrimination based on sexual orientation. The EEOC is actively looking for cases to litigate stating that discrimination based on sexual orientation is prohibited sex discrimination under Title VII. The EEOC has also filed lawsuits based on gender identity which in the opinion of the EEOC is a form of sex discrimination as well under this law.

2. Pregnancy Discrimination: With a recent Supreme Court ruling 2015, the EEOC will continue to litigate employers who fail to provide light duty assignments to pregnant employees if her restrictions are consistent with other non-pregnant employees who are offered light duty.

1. Religious Accommodations: Again, based on a recent Supreme Court ruling in 2015, the EEOC states that employers are obligated to provide an accommodation to their workplace policies to accommodate an individual's religious needs, unless the employer can prove undue hardship. Employers cannot rely on a "religious neutral" policy, but must consider each request individually.

According to Cory Kuhlenschmidt, "the EEOC is putting employers on noticed of the hot topics and enforcement initiatives that can put employers in the cross hairs of EEOC enforcement actions for 2016." For more information, contact Cory at ckuhlenschmidt@bamberger.com.

Certification Update

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 July 15, 2016

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

New for 2016! There is still time to apply for SHRM Foundation certification scholarships to be awarded in the fall. *SHRM members* may apply for this **$750 award** to support their pursuit of the SHRM-CP or SHRM-SCP certification.

Application Deadline: 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*:* 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 May 2 - July 15, 2016.....Notified of results by October 7

HRCI Introduces aPHR for Entry-Level Professionals

The HR Certification Institute (HRCI) has launched a new credential for practitioners who are just beginning their HR careers: the Associate Professional in Human Resources (aPHR) certification.

The aPHR is designed for professionals who are embarking on an HR career or transitioning into the HR field. The aPHR exam focuses on the fundamentals of HR principles and practices including recruitment, HR development and retention, compensation and benefits, employee relations and safety.

Individuals planning a career in HR, those serving in HR support roles or who have HR responsibilities but do not currently hold an HR position, as well as military personnel seeking HR professional development or transitioning to civilian HR roles will be particularly interested in this certification, explained HRCI CEO Amy Schabacker Dufrane.

HRCI's Professional in Human Resources credential is the next step up from the aPHR.

Registration for the aPHR pilot exam opens Feb. 16 for test dates in early May and registration for the first aPHR testing period opens April 1 for test dates in November 2016 through January 2017. Individuals passing the aPHR exam during either testing window will receive the aPHR designation.

Learn more at www.hrci.org/aphr.

AURORA

Aurora is 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.**

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:

Volunteer Opportunity

STATE MEMBERSHIP COMMITTEE OPPORTUNITY

One of the 2016 goals of Indiana SHRM is to revitalize the state membership committee. The vision for this committee is to assist the chapters with increasing membership through education, support, and coordination of the membership initiatives at state conference. The time commitment is typically less than one hour per month. If you are interested in participating in this committee, please contact the State Membership Director, Megan Nail, SPHR-CA, SHRM-SCP at hrpda.megan.nail@gmail.com.

Follow EHRA on Twitter @EvansvilleHR



Dear EHRA Members:

Thank you for attending our January meeting. We had over 100 members and guests listen to Evansville Police Department Officer Nick Sandullo speak on workplace violence signs and steps for prevention. Our February 17 meeting brings Mercer to town to discuss with us the health care landscape for 2016. Mercer has been a great partner to the EHRA for many years and we appreciate its continued support of our organization.



Speaking of the Mercer meeting, we already have 5 sponsors lined up! Sponsors allow us to continue to keep your dues down and bring in top notch speakers, which we are planning to do for the Spring seminar. Because of the demand, we have increased the basic monthly sponsorship to $500 for 2016. But, for that amount, you get your logo in our promotional materials for the meeting and your representative gets 5 minutes to talk in front of our group. What a deal! Should you wish to sponsor a meeting, please contact Mary Thompson at metst53@hotmail.com.

Keep an eye out soon for an announcement on the keynote speaker for the Spring seminar. And, as always, if you have any suggestions, please email me at jfulcher@kddk.com.

See you soon.

Jake

Jake

Jake Fulcher
Jfulcher@kddk.com

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.

MEMBER SPOTLIGHT



Please welcome these new members:

Kelly Phillips, Executive Assistant at The Heart Group
Michele Rainey, Employee Services Support at Trilogy Health Services
James Conrath, HR Business Partner at Vectren
Tara Stockstill, HR Coordinator at Shoe Carnival
Randy Helfrich, HR Manager at Azteca Milling
Debra Bieber, Director, Human Resources at Southwestern Healthcare
Jason Bryant, HR Generalist at Atlas Van Lines
Jennifer Brennan, HR Manager at Abengoa Bioenergy



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

February Sponsors

ACA REPORTING: Does your company's current payroll software measure up??

Assurance
consulting & testing solutions

Affordable Care Act

Our ACA Compliance Application:

⇒ Provides all required ACA reporting

⇒ Manages employer and employee status

⇒ Tracks all dependents' information

⇒ Determines benefit affordability

⇒ Tracks percentage of employees offered coverage

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