Dear EHRA Members,

We hope this newsletter finds you healthy and safe!

Our deepest sympathies are extended to those of you who lost loved ones and friends to COVID-19.

We are also very grateful for your flexibility, interest and cooperativeness with EHRA having to postpone last year's Spring/Fall conference at the Old National Events Plaza.

Unfortunately, we are now asking for your patience once more. We have monitored the room restrictions for COVID–19, which affects the number of attendees in a room at the Old National Events Plaza. Currently, they are in the orange zone which limits attendees to 50. ONEP is also using the rooms on the first floor and second floor for court because trials are way behind due to the response to the COVID pandemic.

With having to manage many changing variables related to COVID policies that would affect a Spring Conference, we have decided to move the EHRA Conference a fourth time as well as to October, 2021.

Hopefully, this will be the last postponement of our in-person conference.

We will keep you updated as events unfold. Thanks so much for your patience with us and our conference!

Thank you!

EHRA Conference Committee

CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

February 2021



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER 2020

EHRA Evansville Area Human Resource Association

PRESIDENT'S**MESSAGE**

Greetings, EHRA members! If you ordered a piece of EHRA logo wear for your holiday gift, it should be arriving at your door soon if you haven't already received it. If you experience any issues with your order, please let us know right away.



February is Black History Month, and I hope as HR professionals you are eliminating bias and discrimination in your workplaces and fostering a culture of diversity and inclusion. SHRM's Together Forward at Work campaign has some great resources for bringing racial equity to the workplace.

Our February meeting will feature Chris Schrader with a governmental affairs update. If you've seen Chris present before, you know we are in for an information-packed hour! In other programming news, you will see that we have decided to move our Spring Conference once again to October this year. We are very optimistic that we will be back to meeting in person by the fall, and hope to bring you an exceptional conference experience with a great lineup of speakers!



Stay warm and healthy, and have a great February!

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!

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.

02 17 2021

ABOUT OUR
EVENT

PROGRAM: Government Affairs Update

SCHEDULE

12:00pm-1:00PM CST

LOCATION

WEBEX LINK WILL BE SENT AFTER REGISTRATION, ONE DAY BEFORE THE MEETING

COST

Before February 16th
Member: $15 Guest: $30

February 16th and later
Member: $20 Guest: $35

ABOUT OUR
SPEAKER

Christopher Schrader is Director – Government Affairs for HR Indiana SHRM and serves on the healthcare and labor law policy committees at the Indiana Chamber of Commerce, and the Advocacy Committee at the Bloomington Chamber of Commerce.

He is also president of Schrader and Associates, a full-service HR management consulting firm focused on helping small and medium sized businesses excel and grow. Prior to starting his own company he worked for several firms in the publishing industry for more than 25 years, holding leadership positions in Operations, Sales, Accounting and Human Resources.



Chris grew up in a politically active family; both parents ran for office at one time or another. Both in his current role, and earlier as Chair of the Indiana State Chamber of Commerce's Labor Law Policy Committee, he has testified many times before the Indiana General Assembly.

He is a frequent visitor to the Indiana delegation in Washington DC and has developed solid Capitol Hill relationships over the last 20 years.

Chris holds a degree in Political Science from Indiana University. He was the 2014 Bloomington Chamber of Commerce Morgan Hutton Visionary Award winner for effectiveness in public policy. He is certified a Senior Professional in Human Resources by the Human Resources Certification Institute.

Program Information:

Chris Schrader returns to discuss the new administration and changes affecting HR policy. Get the latest scoop on what is happening in Washington and stay ahead of the game.

MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

ASHLEY **HAHN**

Good Samaritan Hospital

MARK **HODOVAL**

Shoe Carnival

MARKIE **RHODES**

Dubois County

DEBRA **WOLFE**

Retiree

*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



Labor and Employment-related Changes on the Horizon

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

Key labor and employment law and policy changes are on the way in 2021. Below are a few developments that HR pros should monitor in the coming weeks and months.

Proposed Paid Leave Legislation

President Biden's proposed "American Rescue Plan" includes proposals for reimposing paid leave, eliminating exemptions based on employer size (relative to the Families First Coronavirus Response Act ("FFCRA")), increasing the maximum paid leave benefit (relative to the FFCRA), and reimbursing employers having fewer than 500 employees for the cost of the leave. President Biden has proposed that Congress make his proposed paid leave program effective through September 30, 2021.

As of the date this note was submitted for publication, this proposed legislation has not been passed; however, it would not be surprising to see it or a substantially similar paid leave program passed by Congress in the coming weeks. All employers are strongly encouraged to monitor these developments, as President Biden's proposal contains terms that are dramatically different than those with which we became familiar under the FFCRA.

Status of the DOL's Independent Contractor Rule

On January 7, 2021, the U.S. Department of Labor ("DOL") issued a new rule clarifying when workers could be lawfully classified as independent contractors instead of employees. While the new rule was generally viewed as being a positive development for employers, some criticized the rule as making it too easy for businesses to classify workers as independent contractors (thus, depriving workers of employment-related protections, like minimum wage, overtime, and union organizing).

The rule was to become effective March 8, 2021; however, on January 20, 2021, President Biden's Chief of Staff issued a memorandum ordering federal executive agencies and departments to delay sending new rules to the Office of the Federal Register for publication. While the memorandum merely delayed the publication of the new rule, many expect it will ultimately result in the withdrawal of the rule altogether. In the event your organization relies on workers designated as independent contractors, you are encouraged to monitor these developments.

[Continued on next page]



Labor and Employment-related Changes on the Horizon (cont.)

A New DOL Labor Secretary

The DOL recently announced the discontinuation of its Payroll Audit Independent Determination ("PAID") program and withdrawal of several guidance memoranda. If President Biden's nominee for the DOL's Labor Secretary position, Marty Walsh, is confirmed, he is widely expected to continue this more worker-centered approach in developing and implementing national workplace policies going forward.

Mr. Walsh is a card-carrying union member and, if confirmed, he would become the first union member to become Secretary of Labor in almost 50 years. If confirmed, watch for Mr. Walsh to take action benefiting labor. As expected, Mr. Walsh expressed support for President Biden's labor agenda during his confirmation hearing, including increasing the federal minimum wage to $15 per hour and the right of workers to organize and bargain collectively.

A New Acting NLRB General Counsel

Immediately following his inauguration, President Biden fired the then-National Labor Relations Board's General Counsel, Peter Robb, and his deputy, Alice Stock. In place of Mr. Robb, President Biden designated Peter Sung Ohr to serve as Acting General Counsel. (For those who follow sports, the Acting General Counsel's name may be familiar. Mr. Ohr previously served as the NLRB's regional director in Chicago, and once held that Northwestern football players on scholarship were "employees" under the National Labor Relations Act.) In a statement issued by the NLRB's Office of Public Affairs, Mr. Ohr stated that he is a "career employee of the NLRB" and looks "forward to actively engaging the public to ensure workers' fundamental rights of association at the workplace are protected to the fullest extend of the law."

The NLRB will soon begin dismantling many of the relatively employer-friendly policies and case decisions issued over the last four years. The NLRB has already taken steps to rescind earlier policy directives—including one that provided clarity on the legality of policies commonly found in employee handbooks—and more will undoubtedly follow. Many of these changes will affect union and non-union employers alike.

While much remains uncertain in the HR world, one thing is certain: 2021 will be a year filled with labor and employment-related developments that will affect our workplaces for years to come.

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.







One of the Treasures in our Backyard!

I hope some of you attended a Martin Luther King celebration in January. After our EHRA president, Wendy Gumbel, reminded me of a *special speaker* taking part in a Virtual Celebration at the University of Evansville, I spent my day zooming and listening to this year's University of Evansville's Martin Luther King Celebration in a totally virtual setting.

Dr. Rob Shelby (Chief Diversity Officer) and his staff/students put together a very interesting public Virtual Event that anyone could join in on. From the beginning the activities/topics were both creative and exciting!

· A "Symbolic March" (54 miles) that could be completed in many fashions anytime up to January 18, 2021 11:00CST. This race was a virtual march to raise awareness for social injustice in the United States. They were able to raise money for positive social change. All proceeds, including T-shirt sales, went directly towards UE's Zerah Priestly Carter Scholarship and the Center for Diversity, Equity, and Inclusion.

· A Virtual Celebration – Dr. Shelby held this to less than a ½ hour which was perfect to kick off the day's activities. He kept each speaker to 5min or less and it was effective in keeping your attention. It focused on quality content that was succinct and well planned, while it teased you to want to come to the next part of the day.

· A Virtual panel discussion let by a UE alum of local leaders. This was also kept to the time frame and well facilitated by UE alum Melissa Moore.

· Awarding of the Mays Legacy Award – *to Stephanie Terry, Executive e Director of CMoe (Koch Family Children's Museum of Evansville). The prestigious award was created in 2014 and has recognized many area people.* The purpose of the award is to recognize and affirm those who have made significant contributions in the areas of race relations, justice, and/or human rights. Please congratulate Stephanie Terry!

· A Virtual lectureship sponsored by the Mays Legacy Award. The presentation, **Inversity** (addressing issues of free expression, diversity, and inclusion.), was presented by a 20+ year veteran, a National Diversity Champion, Karith Foster. *Yes, this is the same professional that EHRA had scheduled for the 2020 Spring Conference as our Keynote Speaker. She is scheduled to come to our next 'Spring' Conference "when COVID is not in control". Her online message was concise, well-thought through and well presented. She demonstrated how inversity (introspection + diversity) really can work for everyone!*

Many kudos to Dr. Rob Shelby and the University of Evansville! Well done! We are fortunate to have this university in our community!

And *Karith Foster's approach was* a genuine breath of much needed fresh air. Her use of humor, sincerity, empathy, and personal life experiences resonated with people from all walks of life. When she spoke, she reminded us that while diversity and mutual respect is an important issue, we cannot let it become so heavy that it becomes more of an anchor rather than inspiring us to be better and embrace our humanity. Her approach to "inversity" is much needed in a time where we need to come together and appreciate each other rather than continue to build barriers. *By the way one of the most impressive things about Karith Foster was that she even zoomed in and took part in the Virtual Celebration Kickoff earlier in the day.*

I hope some of you joined in the opportunity provided by the University of Evansville! Many thanks to Wendy Gumbel for reminding us of this opportunity to get a real preview of our upcoming Keynote Speaker.



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.

SHRM
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RECERTIFICATION
PROVIDER
2020



What's Happening at EHRA

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