CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

February 2024



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL SILVER CHAPTER 2022

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER

EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



Happy February!

We are getting closer to our event called DisruptHR. If you have a chance, check out their website and see what it's all about! DisruptHR is an information exchange designed to energize, inform and empower people in the HR field. It's a number of speakers that have 5 minutes to teach us something and slides advance every 5 seconds! If you were at the January EHRA meeting, I compared it to speed dating!

Madeline Hoppenstedt has taken over our membership chair. We are excited to have her! She is a graduate of Oakland City University's School of Business and is currently a student completing the Master of Science in Strategic Management program. She has been working in an HR role for 3 years at HMC Gears in Princeton, IN. Prior to that she spent 8 seasons in the Attractions department at Holiday World, which was her dream job as a kid. Boredom is not part of her vocabulary, so she fills her free time with all sorts of activities. As an Evansville native, she especially loves volunteering with local organizations, like Christian Fellowship Church and the Evansville Civic Theatre. She also enjoys trying out new lunch spots with friends, reading books-mostly classics and biographies, and playing board games with her family. If you see Madeline, please welcome her!

Brad and Alicia from RSI did an awesome job at our January meeting about compliance with background screenings. We appreciate their information and support as they also sponsored the meeting.

Please be sure to check out our February speaker and topic. I think it's going to be awesome!

Some of the board members and I will be attending the Volunteer Leadership Summit in Indianapolis on March 1 to collaborate with other SHRM local chapter leaders about how to make your experience better! This is always a great time to talk with others about opportunities for our chapters to bring more to our members. I always leave this meeting with more energy and enthusiasm about EHRA!

Hoping we all stay warm and that winter ends soon!

Amanda Gries
President

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.

February Meeting Information

Thursday, February 15

11AM - 1PM

Evansville Country Club
3810 Stringtown Rd.
Evansville, IN 47711

AGENDA

11:00 - 11:30 Registration and Networking
11:30 - 12:00 Lunch
12:00 - 1:00 Program

PROGRAM: NOT ANOTHER PIZZA PARTY!

We can all agree that today's workforce is ever changing and that methods of the past no longer work. We are seeing 4 generations represented in the workforce which has created its own challenges. One of which is retention. In this presentation, Chelsea will address the importance of company culture on retention and provide actionable items that you can take back to your team today.

SPEAKER: CHELSEA SCHMELZ

Chelsea Schmelz is the Vice President of Touchdown Business Solutions. In her role she leads the Talent Acquisition Team, recruiting top talent and focusing on business development. She has a passion for HR, which is shown through her decade of HR experience. She is a graduate of Bellarmine University, with a Bachelor's Degree in Psychology and holds her PHR Certification from HRCI. Prior to working with Touchdown Business Solutions, Chelsea worked as the site HR Generalist for Valmont Coatings – Gateway Galvanizing for 6.5 years. She also currently serves on the SISHRM Board as the President Elect. Chelsea enjoys cross-stitching, reading and attending concerts in her spare time. She resides in New Salisbury with her husband, James, and their adorable son, Jaxon.



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SAVE THE DATE

EHRA Monthly Meeting Schedule 2024

Evansville Country Club

(unless otherwise noted)

- February 15—Chelsea Schmelz
- March 21—Megan Nail & Shawn Norris
- April 18—Jason Fertig & Sudesh Mujumdar *at USI*
- May 16—Chris Schrader
- June 20—Shawn Collins
- July 18—Kathleen Lapekas
- August—No meeting. IN State Conference
- September 19—Josh Gessling
- October 17—Annual EHRA Conference
- November 21—Amanda Gries
- December— Holiday Party

Welcome Our New Members!

AMY **TRICKETT**
FAMILY HEALTH CENTER

GAGE **SMITLEY**
D-PATRICK INC

BONNIE **WININGER**
RIDETECH

CALEB **WILSON**
USI

Congratulations!

Jeffrey Scott Shaver
earned the
SHRM-CP certification.
Congratulations Jeffrey!



*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.

JAG



The Jobs for America's Graduates (JAG) program is a state-based, national non-profit organization dedicated to helping high school students of promise who have experienced challenging or traumatic life experiences achieve success through graduation. JAG is a resiliency-building workforce program that helps students learn in-demand employability skills and provides a bridge to post-secondary education and career advancement opportunities.

On Friday, February 2nd, Cori Deputy, Amanda Gries, and Jennifer Skodinski attended the annual Career Development Conference as judges. JAG students participate in competitive events that highlight the employability skills they have learned through the program. Students compete in 14 different categories including Career Presentation, Chapter Brochure, Chapter Commercial, Chapter Social Media Campaign, College Success Program, Cover Design, Creative Solutions, Critical Thinking, Employability Skills, Entrepreneurship Plan, and Financial Literacy.

JAG builds a talent pipeline to Indiana employers by helping high school students achieve success through high school graduation.

There are JAG programs at Vincennes Lincoln, Princeton, Gibson, Southern, Pike Central, Southridge, Jasper, Tell City, Evansville Bosse, and Mt. Vernon. They are always looking for guest speakers relating to employment skills as well as facility/ company tours. If you would be interested in participating, please reach out to Jillian Lindauer at jlindauer@workonesouthwest.org.



DOL Releases Final Rule on Independent Contractor Classification

On January 10, 2024, the U.S. Department of Labor ("DOL") published its final rule on independent contractor classification ("Final Rule") under the Fair Labor Standards Act ("FLSA"). The Final Rule rescinds the DOL's prior independent contractor rule issued on January 7, 2021, and revises its guidance on determining whether a worker is an employee or independent contractor under the FLSA.

The Final Rule utilizes a multifactor analysis, which includes six factors that will guide the DOL's analysis. These factors include the opportunity for profit or loss a worker might have, the degree of permanence of the working relationship, the worker's investment and financial stake in the work, the degree of control a potential employer has over the worker's work, whether the work of the worker is essential to the potential employer's business, and the worker's skill and initiative. The Final Rule also addresses how each factor should be weighed in analyzing a worker's classification.

The DOL takes the misclassification of workers as independent contractors seriously, as misclassification deprives workers of many of the rights afforded to workers classified as employees, including minimum wage and overtime guarantees.

The DOL's Final Rule is effective March 11, 2024. Employers may wish to consider how the Final Rule affects their classification of workers as independent contractors and make any necessary changes prior to the effective date.

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 this update and how it may affect you or your organization or any other specific legal issue or problem you may be experiencing.



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

DisruptHR is coming to Evansville!

Stay tuned for more information...

2024 *board*

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