CHAPTER CONNECTION

January 2015



AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2013 SILVER CHAPTER

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HR ASSOCIATION
EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

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Welcome to the January 2015 edition of the EHRA newsletter.

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Join your fellow EHRA members at the January meeting with guest speaker Amy Lynch, of Generational Edge.

Sponsored by: SCORE™ FOR THE LIFE OF YOUR BUSINESS

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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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Tela.erdell@oldnational.com

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jfulcher@kddk.com

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anoble@hrsolutions-inc.com

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dtucker@vectren.com

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steve.arvin@oldnational.com

The Workforce Readiness Chair position is open. This position monitors and evaluates local activities concerning education and workforce readiness issues and plans and encourages chapter involvement and activities impacting the education and workforce readiness arena. Interested in learning about this volunteer role? Email Tela Erdell at tela.erdell@oldnational.com or call 812.461.9743.

1.26.15 11:00 am – 1:00 pm

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville IN 47711
$15 EHRA Member, $30 Guests, $5 EHRA Student Member

Did You Just Say What I Think You Said? Speak the Language of the Generations

About our Presenter



Amy Lynch

President of Generational Edge, Amy Lynch has written and spoken about the generations for 15 years. She has spoken to 100s of groups from MTV and Comcast to Boeing, J&J and the staff of the U.S. Senate. Amy has been quoted in national publications, including *The Washington Post, USA Today, Boston Globe, Huffington Post, Chicago Tribune and NBC Evening News*, among others. She has launched and published newsletters and sold them to Fortune 500 companies. In the process, she managed four generations of employees. Amy loves bicycles, her Millennial children (not in that order) and bingeing on *Breaking Bad* (a Baby Boomer gone SO wrong). She competes in triathlons. Nashville is home.

About our Topic

Did You Just Say What I Think You Said?
Speak the Language of the Generations.

From Silents to Gen Z, each generation has its own communication style—listening for, and responding to, specific tones and messages. When you get it right, they hear you. But if you miss the mark, you lose them. An approach that works perfectly with one gen can alienate another altogether.

In this interactive session, we'll use research, video clips, humor and stories to define the communication style of each gen, starting with your own. You'll learn how to adapt your approach so that you can hear, and be heard by, generations who aren't like you.



This program has been preapproved for 1.0 HR (general) recertification credit by the HR Certification Institute.

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.



Neighbor to Neighbor – Moving forward toward self-sufficiency: body, mind, and soul

Catholic Charities will be featured at the EHRA's upcoming meeting on January, 26, 2015. Their Neighbor to Neighbor program will be highlighted at the meeting. Neighbor to Neighbor is a free, 7-week program designed and facilitated by Catholic Charities for students interested in personal change. Individuals willing to commit 7 weeks will learn new ideas and skills. They'll also be given resources to assist them with assessing their current situation and setting goals for moving forward in a faith-based journey toward self sufficiency in a positive group process. Financial assistance is available for those who complete the Neighbor to Neighbor program. Individuals receiving or applying for SSI or SSD are not eligible for participation. Interested individuals should call for an appointment for an interview to be considered for the class. Catholic Charities can be contacted at 423-5456.

2.10.15 11:00 am – 2:00 pm

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville IN 47711
$15 EHRA Member, $30 Guests, $5 EHRA Student Member

2015 Mercer National Survey of Employer Sponsored Health Plans

About our Presenter

Barbie Sparr, GBS-A

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.

About our Topic

2015 Mercer National Survey of Employer Sponsored Health Plans

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 tri-state region.

This program has been submitted to the HR Certification Institute.

SHRM
SHRM-CP℠ / SHRM-SCP℠
PREFERRED PROVIDER
2015-2016

EHRA becomes a SHRM Certification Preferred Provider

EHRA recently became part of the inaugural group of chapters and state councils to be SHRM Preferred Providers. EHRA is recognized by SHRM to offer Professional Development Credits (PDC's) towards SHRM-CP or SHRM-SCP. Beginning with the EHRA's January 2015 programming, EHRA will provide PDC's towards SHRM recertification and HRCI recertification credit hours when available.



LEGAL UPDATE

NLRB Announces New "Quickie Election" Rules

On December 12, 2014, the National Relations Labor Board (NLRB) announced new rules for the handling of union organizing petitions. The rules will become effective in April 2015. In the highly polarizing decision, the NLRB claims the changes will reduce delay and barriers the rapid resolution of union representation and elections. Additionally, the NLRB outlined some of the changes were made in order to modernize filing requirements due to technology advancements.[1] While these rulings are viewed favorably by unions, they are widely seen as a disadvantage to employers who wish to utilize a longer period of time to counter the union organizing efforts at their facilities. In fact, the two NLRB members who dissented from the decision to enact these rules have characterized them as "Election Now, Hearing Later" and "Vote Now, Understand Later."[1]

Overview of Changes

Under the final rule, the pre-election process will be greatly expedited. The union election could occur within 15 day from the date the petition filing.[2] Currently, the process from union petition to elections typically ranges from 38-42 days when there is agreement on major issues, such as the specific voting group. When the parties do not agree on critical issues and a hearing is necessary, the process can take 51-62 days. This will be shortened significantly under the new rules. Additionally, the rules limit post-election process as well.[1] Changes that will shorten the process will include items such as:

- The union will need provide evidence that 30% of employees support the petition. The union currently has 48 hours after the filing to provide this information.
- In cases where parties do not agree to an election, the NLRB also will require that all pre-election hearings be set to begin within eight days after a hearing notice is issued.[2]
- Hearings will end with the oral argument and no written briefing will be allowed. Currently, employers can file a brief within seven days after the hearing. This reduces the time by 7 days.
- Rather than sending the Notice of Election by mail after Direction of Election is issued, both will be sent electronically simultaneously, which will reduce the total time frame two to five days.
- Another change is that the employer will no longer have the ability to request that the NLRB review the Regional Director's decision on issues raised at the pre-election hearing.
- The ruling also "mandates that employers file a "Statement of Position" by noon on the day before the hearing begins. This newly required statement must include a list of prospective voters and those employees' names, mailing address, personal email address, personal email address, personal phone number, job classifications, work shifts and work locations. In addition, employers must provide, within two business days of the election, employees' personal telephone numbers and personal e-mail addresses."[2]. This is know as the Excelsior list. Currently, the Excelsior list only includes employees' full names and home addresses.
- The employer will now have to post and distribute to employees the NLRB's initial Notice, which is not currently required.

Continued on next page



- "One day before a hearing, the employer must submit a written position statement that identifies issues it wishes to litigate before the election. The NLRB will not allow the employer to raise issues later if they are inconsistent with the pre-hearing statement. Currently, no such position statement is required."[1]

What New Rules Mean for Employers

These rules create a very difficult path for employers going forward. The time is greatly shortened for employers to communicate with employees about the union's organizing effort. They also require employers to provide information that allows unions to more quickly communicate with eligible voters. In light of these changes, employers should review the facility's vulnerability to an organizing campaign and proactively plan and educate the management team and supervisory staff on proper communication. Discussing proper communication and response with legal counsel would be beneficial for employers that are at risk for an organizing campaign. Planning prior to these rules going into effect in April 2015 could be invaluable for many employers.

1. http://www.faegrebd.com/22361

2. http://www.shrm.org/advocacy/governmentaffairsnews/hrissuesupdatee-newsletter/pages/121814_1.spx?spMailingID=21870069&spUserID=ODM1OTI2NDU5NzgS1&spJobID=462025751&spReportId=NDYyMDI1NzUxS0

Eat More, and Ditch the Gym?

'Anti-resolutions' are a novel way to encourage employee engagement



Want some New Year's resolutions your workers can live with?

Try urging them to eat more, ditch the gym and work less.

That's one workplace expert's creative approach to inspiring employees in 2015. Brad Karsh is the president of JB Training Solutions and the co-author of *Manager 3.0: A Millennial's Guide to Rewriting the Rules of Management* (AMACOM, 2013).

Karsh calls his seven guidelines for 2015 "anti-resolutions." They include:

1. **Eat more**. Encourage workers to schedule one lunch, dinner or coffee meeting each week with a team member to build strong relationships. Only 35 percent of professionals feel a sense of community at work, which can have negative effects on retention and quality of work, according to Gallup's 2013 State of the American Workplace report.

2. **Drink more**. Urge workers to go to networking events in the evenings. Meeting other professionals in the same industry keeps employees well-connected and competitive.

3. **Just say no**. Many people resolve to get more involved or volunteer at the start of the new year, and companies often put pressure on employees to sign up for things, whether it's helping out at a local soup kitchen, with the annual food drive, or at company picnics, dinners and outings. Karsh said it's important for companies to scale back on these requests to prevent stress. Encourage workers to choose one organization or activity they're passionate about and can devote their time to "instead of juggling seven different commitments at once," he said. Saying "no" sometimes allows employees to focus their energy.

4. **Avoid the gym**. Team sports—such as an indoor soccer league—can build closer bonds than walking solo on a gym treadmill. "When you're playing on a team, you and your teammates are all working toward a single goal—to win," Karsh said. "You are connecting, communicating and collaborating. The skills you learn playing a team sport are the same ones you need to work in a professional setting: planning, listening, self-starting and giving feedback. That is not to say steaming [in a sauna] won't help build relationships as well, but realistically, who wants to sit in the sauna next to their boss?"

5. **Blow your budget**. Urge workers to invest in their careers. Maybe that means enrolling them in professional development classes. Karsh suggested looking at Dabble, a new website that offers suggestions on such courses.

6. **Stay out of touch**. Workers can spend hours "connecting" with colleagues by e-mail or through social media, Karsh said. This year, he suggested, encourage employees to avoid spending so much time connecting over a computer and instead, to pick up the phone or meet with colleagues face-to-face.

7. **Work less**. Encourage workers to take advantage of all their vacation time. It will make them more aware and motivated when they are working, Karsh said. Only 37 percent of professionals feel they are able to balance home and work life, according to Gallup's report on the State of the American Workplace.

Originally published as "Eat More, and Ditch the Gym?" by Dana Wilke © 2015, Society for Human Resource Management, Alexandria, VA. Used with permission. All rights reserved.



The 2015 EHRA Volunteer of the Year form is now available.

Do you know someone who –

- Is a volunteer leader through various non-profit boards?
- Is a volunteer leader through various programs/projects?
- Has made significant contributions to promote/ support the HR profession?

If so, download the EHRA form from the website and nominate today. All forms are due by January 31, 2015.

Renew your EHRA membership today!

- Monthly Education Events (earn SHRM & HRCI recert credits)
- Networking with fellow HR Pros
- Connections to Volunteer Opportunities
- Legal Updates
- Belong to a strong HR community
- Much More!

Renew today by signing into your account at www.ehranet.org and clicking on the membership dues option under the Member Area. Once there, choose the 2015 Membership Dues option.

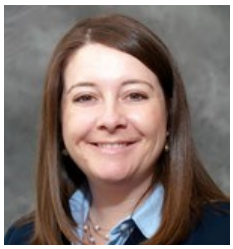
The EHRA Member Survey has been extended online now through January 31st at www.ehranet.org.



Please take a few moments to share your feedback and ideas.

From the President...

Dear EHRA Members:



As we welcome 2015, I'd like to thank each of you for your membership and contributions to the EHRA and our community. From volunteering to conduct mock interviews or serving on an EHRA committee to donating toiletries and work clothes to local non-profits, EHRA members made a difference in 2014.

In 2015, EHRA will continue to focus on member needs and growth, strengthening relationships with local workplaces, fostering connections with centers of education, and building upon community partnerships. The EHRA needs your feedback to better serve your needs as a member. Please visit www.ehranet.org to complete the 2015 Member Survey: Log in -click Surveys in the Member Area- Take Survey.

I hope to see you at the Monday, January 26th meeting featuring national speaker, Amy Lynch, of Generational Edge. Also, the annual Mercer Benefit Update is scheduled for February and watch for an upcoming network event.

Best wishes for every success in 2015.

Tela

Tela M. Erdell, SPHR, GPHR, SHRM-SCP
tela.erdell@oldnational.com
812.461.9743



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



Danyelle Granger, MPA has joined the EHRA Board of Directors as Diversity Chairperson. Danyelle is the Diversity & Inclusion Director, VP at Old National Bank. Danyelle has served as Diversity Chair of the EHRA Board of Directors in the past.

Welcome back, Danyelle!

Did you have a recent accomplishment that you want to share?
Let us put you in the spotlight.

Winners of Membership Frenzy 2014:

Cheri Schroeder	1st Place	$100
Mary Reese	2nd Place	$ 75
Frank Kanowsky	3rd Place	$ 50

Our three winners will have the option of receiving their prize amount in the form of any retailer gift card available through giftcardmall.com, EHRA credit, or a donation in their name to the charity of their choice.

New members for December 2014:

HELLO
Bob Keeler
HR Generalist
OmniSource Staffing

HELLO
Amy Miller
Benefits Supervisor
University of Southern Indiana

HELLO
Melissa Clark
Branch Manager
Adecco

HELLO
Nikki Nichols
HR Generalist
SITEX

HELLO
Mistey Francis
HR Manager
The Halter Group