CHAPTER CONNECTION

January 2017



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2014 GOLD CHAPTER

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

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www.referenceservices.com

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Welcome new EHRA members.

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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Investigation of Employee Misconduct in a Digital World

Presented by Damon S. Hacker, MBA, CCE, CISA

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711

11:00 am—1:00 pm

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

Agenda

11:00 am—11:30 am CST: Registration and Networking
11:30 am—12:00 pm CST: Meeting Announcements and Lunch
12:00 pm—1:00 pm CST: Program

Description

If your organization suspects employee misconduct, for example: IP theft and non-compete violations, you require an internal investigation such as internet activity or a work-time study, or have an employment relations issue such as wrongful termination or harassment, then having an Electronic Evidence Expert perform a digital forensic investigation may be crucial. Electronic devices' integration into our everyday lives has led to an astronomical volume of evidential data. Human Resources', Attorneys' and Information Technology's understanding of where to look, how to use electronic evidence and what really goes on beyond just what is visible, only scratches the surface. This presentation explores the importance of properly investigating digital devices of employees suspected of misconduct, the usefulness of this evidence in Labor and Employment matters, and a deeper dive into what you're probably missing.

Benefits of Attending:

- Understand the value in considering electronic evidence use in proving the facts in your matter
- Understand the Digital Forensic Process, the importance of obtaining all the artifacts and the correct data such that it is admissible as evidence
- Understand the importance of having Forensic Experts perform proper collection of electronic devices, conduct proper chain-of-custody acquisition and analysis of the artifacts and content
- Attendees will learn:
- Why electronic evidence is more than just the contect that you can see
- How to spot gaps and potential problems when dealing with electronic evidence
- How to properly vet a Forensic Expert and whether your internal IT is equipped to handle an investigation

About the Speaker

Damon Hacker, President & CEO, Vestige Digital Investigations, a pioneer in digital forensics, helps to improve the techniques, processes and technology in digital forensics within the legal process. As one of the founders of Vestige Digital Investigations, he brings more than 30 years of experience in the technology arena, including a background in IT Security and IT Auditing.

Helping to shape this important and fast-moving industry he is responsible for leaving Vestige and overseeing corporate strategic direction and growth, finance and administration, as well as the sales and marketing functions in the company.



LEGAL UPDATE

SHRM NEEDS MORE ADVOCATES!! REGISTER NOW TO BECOME A MEMBER OF THE SHRM ADVOCACY TEAM

By Vickie Warren, SPHR, S-CP

Start the New Year right and make sure that your voice is heard!!! As a member of SHRM Advocacy Team your voice can be heard on a variety of pubic policy issues that impact your workplace and your employees. The SHRM Advocacy Team works with you to advance the interests of the HR profession at both the federal and state levels.

You can join the "A-Team" by simply going to the SHRM website, www.shrm.org, clicking on the Public Policy Tab which will take you to the SHRM Policy Action Center. From there you can register your interest in being a member as an HR Advocate or an Advocacy Captain by completing a simple online application. Once registered, SHRM will inform you of any upcoming "Calls to Action" as it relates to HR public policy issues and for which you can send timely communications to lawmaker's offices in Washington DC. You can also find contact information for state and federal elected officials. There is also an app that you can download. Meredith Nethercutt is the Senior Associate for Member Advocacy for SHRM Government Affairs and you can reach her at her email Meredith.Nethercutt@shrm.org or 703-535-6417. She can also be reached through advocacy.shrm.org or @SHRMAteam.

There are several pieces of legislation that are currently being tracked by SHRM such as:

- Write your representative to cosponsor new legislation (H.R. 5813) to Phase-In the FLSA Overtime Rule. This bill directs the DOL to revise the rule relating to exemptions regarding the rates of pay for executive, administrative, professional, outside sales, and computer employees. The weekly pay for each of these target groups would be phased in over a four year period. Such revisions shall also nullify the automatic updates to the amounts of salary and compensation required for these exemptions.
- Show your support of HR 4773 and S 2707, which voids the rule regarding defining and establishing the exemptions for executive, administrative, professional, outside sales, and computer employees. These two bills will require the Secretary of Labor to conduct a complete economic analysis with improved economic data on small business, nonprofit employers, Medicare or Medicaid dependent health care providers, and small governmental jurisdictions, and all other employers. Lastly, the bills would provide a rule of construction to interpret the salary threshold exemption under the FLSA.
- Urge your senators to repeal the Excise Tax on high-value, employer-sponsored health care benefits called the Health Benefits Tax Repeal Act of 2015(S. 2045) and American Worker Health Care Tax Relief Act of 2015 (S.2075). Better known as the Cadillac tax, it targets health plans that provide workers with the most generous level of health benefits. These high-end health plans' premiums are paid for mostly by employers. Critics of the tax say it unfairly 'hollows' out' and 'slashes' health benefits, especially for those employees in poor health or with chronic illnesses.
- Ask Congress to preserve employer-Provided Wellness Programs (H.R. 1189 and S. 620). These two bills would provide certainty to employers offering innovative employee wellness program. The proposal would eliminate confusion for employers offering employee wellness programs that lower health insurance premium to reward healthy lifestyle choices.
- Support the Forty Hours is Full-time Act—(S.30) would restore the traditional 40-hour full-time definition under the ACA. Joe Donnelly (D-IN) is one of several lead sponsors of S. 30. This bill would amend the Internal Revenue Code of 1986 to modify the definition of full-time employees for purposes of the individual mandate in the PPACA.
- Urge Congress to support a Comp Time Bill— Representative Martha Roby (R-AL) and Senator Mike Lee (R-UT) have introduced the Working Families Flexibility Act (H.R. 465/S. 233), known as the "comp time" bill. This bill would provide compensatory time off for employees in the private sector. This bill would amend the FLSA and allow private-sector employers to offer employees the option of taking comp time in lieu of overtime pay.

The A-Team is very important means of communicating to our Congress and state legislatures who develop workplace polices. The A-Team is a means in which we can work together to advance effective work place public policies and advance our profession.

Certification and Scholarship 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

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.

A Message from the SHRM President and CEO

SHRM is proud to announce that the SHRM-CP and SHRM-SCP exams have been accredited by The Buros Center for Testing, a pronouncement that the HR credentials meet the highest standards in testing.

Here is a link to SHRM's official news announcement; please share with your work colleagues and HR networks.

The Buros Center is the premier test review center located at the University of Nebraska-Lincoln; it accredited SHRM Certification less than two years after the credentials were launched.

The Buros Center has reviewed or accredited other well-known tests, including major state educational achievement exams; admissions tests for medical school, law school and graduate school; and licensure exams for physical therapists, clinicians and technicians. To learn more about The Buros Center for Testing visit buros.org.

To achieve accreditation, SHRM submitted a 1,900-page application documenting its testing practices, methodology and policy. The thorough review process took six months to complete and included site visits of SHRM and its testing vendors.

Since the launch of the SHRM-CP and SHRM-SCP two years ago, SHRM has worked to gain recognition as the global standard in HR certification. Achieving accreditation further demonstrates to HR professionals and their employers that SHRM-certified professionals meet the high standards expected and needed in HR today.

We celebrate this milestone with more than 96,000 SHRM--certified professionals, the fastest-growing HR certification community. The SHRM-CP and SHRM-SCP are the most widely-taken HR exams in the world.

SHRM's commitment to excellence in HR certification does not end with accreditation; it is a reflection of our continued dedication to advancing the profession.

Visit shrm.org/certification to learn more.

Best regards,

Henry G. Jackson
President & CEO
Society for Human Resource Management

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.

EHRA seeking sponsors for our EHRA monthly meeetings. A great way to market your company services or products to our large tri-state membership. A monthly sponsorship provides space on our EHRA website for the month of your sponsorship as well as an ad/log to run in our monthly electronic newsletter that is emailed to our entire membership of over 300 HR folks. Please contact Mary Thompson, Finance Chairperson 2016 at 812-779-6338 or metst53@hotmail.com for more information.

Follow EHRA on Twitter @EvansvilleHR

Dear EHRA Members:



Welcome to 2017! We are excited about this year and have many educational and networking opportunities already planned for 2017. Please check out our website www.ehranet.org for further information on our programming and networking opportunities.

We have three new Board members that I would like to introduce you to. Mary Scheller, Amy Tenhumberg and Brook Kilian have joined our Board for 2017. Mary will be our Board Secretary, Amy will be in charge of Certification and Brook will handle College Relations. Please give them a warm EHRA welcome!



Please check out the information on our January meeting in the newsletter. This is sure to be a unique and insightful educational opportunity. Please register soon as the deadline is approaching. Our February benefits meeting will be a bit different this year. This year, Cairnstone Financial Group will be presenting a Healthcare Market Update on February 17. Cairnstone Financial helps employers stay up to date with the latest news and regulations, navigate the flow of information, translate it practically and implement it strategically. Based out of Indianapolis, Indiana, Cairnstone Financial Group should bring insight on the healthcare trends throughout the state.

As always, we thank you for being a member and look forward to a prosperous 2017.

Jake

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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.

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!

MEMBER SPOTLIGHT



Please welcome these new members:

Teri Duncan, Team Member Relations Manager at TMMI
Becky Popenoe, Talent Acquisition Manager at ONB
JaDrien Sutton, HR Intern at Atlas Van Lines
Carrie Favreau, HR Specialist at TMMI
Katrinka Stevers, Employment Manager at HireLevel
Andrea Imes, HR Manager at Progressive Health Rehab
Amber Schiff, HR Director at Daughters of Charity
Corey Smith, Employment Manager at Malone Workforce Solutions
Derrick Robinson, HR Generalist for the US Army
Samantha Schembre, HR Assistant at Regency Properties



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

Email our Newsletter Editor, Jennifer Harris at jenchan@atlasworldgroup.com