CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

January 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 2024!

I can't believe we're saying 2024! I hope your holidays were awesome, and you had time to do something for YOU.

Our EHRA board has some great things planned for 2024, and we can't wait to share them with you as the plans finalize. Don't forget to save the date for the speakers we have lined up for 2024. The meetings will all be at the Evansville Country Club and we have speakers scheduled for the entire year! A big thank you to Jennifer Zimmer for getting that taken care of!

We are going to try a new event this year called DisruptHR. If you have a chance, check out their website and see what it's all about! More details to come as we finalize the plans.

We have a new board member to welcome; her name is Terry Roberts. Terry is VP of Human Resources at Evansville Housing Authority & Advantix Development Corporation. Terry is SHRM-CP certified, a candidate for her MBA and an army veteran. Terry will be taking over our web chair, previously held by Julia Pillow. Julia is staying on the board with us but in a different capacity. I'm sure you'll see Terry at meetings, so please welcome her and reach out to her if you have questions!

As you'll see, our speaker for January is Reference Services. I'm excited to hear about the changes that have happened in this area of HR. I hope you will join us!

Cheers to a happy and healthy 2024!

Amanda Gries
President

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!

HR Magazine

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.

January Meeting Information



Thursday, January 18

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: BACKGROUND SCREENING—AN INDUSTRY UPDATE WITH A FOCUS ON FCRA COMPLIANCE AND ONLINE PRESENCE SCREENING

The background screening industry is governed by the Fair Credit Report Act which oversees access to consumer reported records and promotes accuracy, fairness, and the privacy of personal information assembled by Consumer Reporting Agencies like Reference Service, Inc. This presentation will discuss recent updates employers should be aware of with regard to Authorizations and Disclosures forms and their requirements, the Adverse Action process, the effect recent state law revisions are having on the industry and how online presence screening is going beyond traditional screening to identify potential risk.

SPEAKERS: BRAD ODIL AND ALICIA BARKER

Brad was asked to join RSI in May 2019 as Vice President/COO and then in 2021 named President/COO. As President, Brad oversees all aspects of the operation but spends most of his time ensuring client needs are met, vendor management and making sure RSI is following the requirements of the Fair Credit Reporting Act. Before joining RSI, Brad spent 32+ years in the television broadcast business holding various titles in sales, sales management and executive management. Through these experiences Brad has hired, trained and managed many employees while learning a great deal about human resources, operations, budgeting and superior customer service.

Alicia has been with RSI for 6 years and is currently the Director of Compliance and Operations. Her favorite part of the job is keeping up with the many changes in the background screening industry and then coming up with policies that will have the most positive impact on RSI clients. Alicia previously worked at Old National Bank spending several years in the HR Department, which helped her to earn the SHRM-CP certification in 2020. Her past experience also helps to better understand client perspectives when it comes to the hiring and screening process.

SAVE THE DATE

EHRA Monthly Meeting Schedule 2024

Evansville Country Club

(unless otherwise noted)

- January 18—Brad Odil & Alicia Barker
- 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 INC

BONNIE **WININGER**
RIDETECH

GAGE **SMITLEY**
D-PATRICK INC

*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.



DOL's Final Rule on Overtime Exemptions Expected in April 2024

Chapter Connection readers may recall that last year, the U.S. Department of Labor ("DOL") announced its notice of proposed rulemaking seeking to extend overtime protections to millions of additional workers under the Fair Labor Standards Act ("FLSA"). In doing so, the DOL published a proposed rule seeking to increase the minimum salary level required under the executive, administrative, and professional exemptions from $684 per week ($35,568 when annualized) to $1,059 per week ($55,068 when annualized). The DOL's proposed rule also seeks to increase the total annual compensation requirement for "highly compensated employees" from $107,432 per year to $143,988 per year. The DOL's proposed rule also incorporates an automatic updating mechanism to allow for (according to the DOL) the "timely and efficient updating of all the thresholds" based on future earnings data. (In other words, if the proposed rule becomes final, employers should expect to see additional automatic increases to the minimum salary levels in the future.)

As required by law, the DOL afforded the public an opportunity to comment on its proposed rule. The DOL's 60-day public comment period expired on November 7, 2023. Since then, the DOL has provided few clues as to when we might expect to see a final rule and the implementation date of such a rule. The Biden Administration's recently released Unified Agenda of Regulatory and Deregulatory Actions ("Agenda"), which reports on the actions of federal administrative agencies plan to issue in the near and long term, states the release of the DOL's final rule is anticipated to be in April 2024. The Biden Administration's Agenda is available here:

https://www.reginfo.gov/public/do/eAgendaViewRule?pubId=202310&RIN=1235-AA39

Please note, the increases to the minimum salary levels noted above are not currently effective and are subject to revision by the DOL prior to the release of its final rule. However, it would be somewhat surprising to see the DOL make a dramatic departure from its proposed increases in its final rule. Given that the final rule will reportedly be here soon, it may be prudent for employers to begin considering compliance issues and assessing the cost-effectiveness of salary increases (to comply with these possible changes) versus potential overtime expenses associated with reclassifying employees to non-exempt.

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.

Happy New Year from the Evansville-Area HR Association Board of Directors!

What's Happening at EHRA

2024 *board*

President
Amanda Gries
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President-Elect
Jennifer Zimmer
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Secretary
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Treasurer
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Assistant Treasurer
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College Relations Chairperson
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Workforce Readiness Chairperson
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