CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

January 2025



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2023

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



Happy New Year!

As we enter 2025, we find ourselves with an exciting opportunity to continue our work of advancing the HR profession, fostering meaningful connections, and supporting one another as we navigate the ever-evolving landscape of human resources.

EHRA has always been a place where HR professionals can come together to share knowledge, exchange best practices, and find innovative solutions to challenges. This year, we are committed to providing you with valuable resources, educational events, and networking opportunities that will empower you in your role and help drive positive change in your organizations.

Our first meeting will be January 16th and feature the topic: CULTIVATING A YOUNG AND ENGAGED WORKFORCE. We hope you will make plans to join us.

As always, I encourage you to engage with us, share your experiences, and take full advantage of everything EHRA has to offer. Your participation is what makes us strong. We have an energetic and engaged Board of Directors ready to listen.

I look forward to another successful year ahead, and I'm excited to see all that we will accomplish together.

Jennifer Zimmer

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.



EHRA Monthly Meeting Schedule 2025

- **January 16th — Cultivating a Young and Engaged Workforce**

  Location: Kitchen 812 (122 N. Weinbach)

  11:00 AM—1:00 PM

- **February 20th — Legal Updates with Chris Schrader and Tracy Justice**

  Location: Kitchen 812 (122 N. Weinbach)

  11:00 AM—1:00 PM

- **March 20th — Is Your Technology Destroying Your Team's Productivity?**

  Location: Kitchen 812 (122 N. Weinbach)

  11:00 AM—1:00 PM

January Meeting Information

AGENDA:

Thursday, January 16th Location: Kitchen 812 at 122 N Weinbach

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

PROGRAM: Cultivating a Young and Engaged Workforce

Introduction
- a. Orr Fellowship: Building the Workforce of Tomorrow
  - i. Formed in 2002: Created programming to support millennials.
  - ii. Transition to Gen Z: Evolution of programming as Fellows' needs change.
  - iii. Why Orr Fellowship is an expert on this topic: Over two decades of experience nurturing young talent.

Training & Development: What Orr Fellowship does
- a. Custom Programming Tailored for Gen Z
  - i. Data from POCOs and university partners: Insights into Gen Z's priorities and learning styles.
  - ii. Fellow insights: What they want to learn and be developed on.
    - Professionalized leadership training (ADVISA).
    - Finance workshops, career coaching (negotiating, resume building, career trajectory planning).
    - Emphasis on psychological safety, stress management, and burnout prevention.
  - iii. Top Scoring "Most Important" Activities:
    - Business Leader Speaker Series.
    - Fall & Spring Retreats.
- b. Broader Context: Research on Gen Z
  - i. Highlight findings from Roberta Katz's book Gen Z, Explained.
  - ii. Reference key trends: Social connection, desire for meaningful work, emphasis on work-life balance.

What Has Stayed the Same vs. What Has Changed?
- a. Consistent Needs Across Generations:
  - i. Need for community: Importance of the cohorted model.
  - ii. On-the-job training remains essential.
  - iii. Professionalism basics: Gen Z, like millennials, seeks foundational skills.
- b. What's Different for Gen Z:
  - i. Socialization Impact from COVID and technology use: Less in-person networking.
  - ii. Remote Work: Fellows request hybrid models with a few days in-office.
  - iii. Managing Up & Understanding Trade-offs
  - iv. Civic Engagement: Strong community/civic orientation, job satisfaction tied to meaningful work.
  - v. Reframing Careers: Role vs. career mismatch: 30% decline offers due to industry-role misalignment.
  - vi. Fast-paced expectations: Driven by technology and AI, Fellows expect quick results.

Solutions for Engaging Gen Z
- a. Evolving the Approach:
  - i. Flexibility: Gen Z craves flexibility in their workday and routine.
  - ii. Community Connection: Maintaining strong, engaged networks.
  - iii. Aligning with Altruism: Connecting company mission to social impact.
  - iv. Rapid Responses: Adapting to fast-paced decision-making driven by AI.
- b. Key Areas to Teach Gen Z:
  - i. Managing Up: Teaching them to better understand workplace dynamics.
  - ii. Professionalism 101: Addressing behaviors like not signing offer letters and returning to negotiate.
  - iii. Community Integration: Helping them connect with colleagues outside their demographic for deeper workplace engagement.

SPEAKER: Steven Emch and Catherine Mazanek



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THANK YOU TO OUR JANUARY MEETING SPONSOR:

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HR CONFERENCE CRUISE

FEBRUARY 22-27, 2025

Join us!

- The HR Conference Cruise will depart from Port Canaveral, FL on February 22-27, 2025 for a 5-night sailing on Royal Caribbean's *Voyager of the Seas*.
- We'll have FOUR, pre-conference webinars plus 7 sessions on board for at total of 15.0 recertification credits (PENDING).
- All on board sessions are held in the ship's Conference Center.
- We offer a tremendous number of networking opportunities, with great speakers, on a fun venue.
- The sailing includes two ports-of-call: Nassau, Bahamas and Labadee, Haiti (Royal Caribbean's private island).
- Don't miss out and register today. We look for a $100 per-person, deposit with the balance due on 12/15/2024.

SPEAKERS



Ben Eden



Mallory Herrin



Andrea Lewis



James Reid



Mary White



Daniel Juday



Julie Develin

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hrcruise.com

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Welcome Our New Members!

ALYSON FRANZ

MPW INDUSTRIAL SERVICES

ASHLEY CARDINAL

UNIVERSITY OF SOUTHERN INDIANA

LENA BROCKMAN

AUBURN UNIVERSITY

TYAN MULLEN

MOM WATER

*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 AGARRETT@ENERGYSYSTEMSGROUP.COM TO SHARE IN THE NEWSLETTER.

HUMAN RESOURCES
LAW UPDATE

LEGISLATIVE AFFAIRS UPDATE
with Joshua B. Gessling—Legislative Affairs Chairperson

Consider the FLSA when Inclement Weather Causes Business Closures

If your organization or employees are covered by the Fair Labor Standards Act (FLSA or Act), be sure you consider the requirements of the Act when inclement weather causes your business to close. Below are a few tips to keep in mind as you consider the FLSA's requirements.

Non-Exempt Employees

Generally speaking, if an employer closes for a day due to inclement weather, non-exempt employees who perform no work need not be paid. That's because non-exempt employees are typically paid only for time spent working. Of course, if a non-exempt employee is "suffered or permitted" to work—even remotely—he or she must be paid for all time spent working.

Exempt Employees

If an employer closes for a day due to inclement weather in a week in which an exempt employee performs any work, the exempt employee generally must be paid as if he or she worked a full week. If an employer reduces the employee's pay under these circumstances, it risks converting the employee to non-exempt status and making him or her entitled to overtime.

In addition to the above, be sure to consider whether the state or local government in which your business operates has established additional statutory and regulatory requirements with which you must comply, as well as the terms of any applicable agreement, policy, or collective bargaining agreement.

This note is for informational purposes only and not for the purpose of providing legal advice. If you have questions or concerns about how this information may affect you, you may wish to consult your legal counsel to discuss your specific circumstances. This information cannot be relied upon or substituted for legal advice.



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:

- EHRA Members: $100/30 days
- Non-EHRA 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.

Thank you to all that attended the EHRA Holiday Party in December.

We had a blast!











Don't miss the January meeting on Cultivating a Young and Engaged Workforce.

What's Happening at EHRA

2025 board

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