Chapter Connection

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AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER 2020

EHRA Evansville Area Human Resource Association

PRESIDENT'S**MESSAGE**

Happy New Year!

I hope you all had a joyous holiday season, even if it looked a little different this year. I am cautiously optimistic about 2021!



Our monthly programming resumes this month with Elizabeth Dillon on Thursday, January 18. Beth is a passionate and energetic HR professional who I have had the privilege of knowing for the last couple of years. She is sure to share some great insights on motivating the Millennial and Gen Z workforce, and I cannot wait to see her presentation!

If you have not yet renewed your membership for 2021, be sure to do so as soon as possible. When you log in to renew, please ensure that your contact info is up to date as well. We look forward to continuing to serve you as a member in 2021!



Take care!

Wendy Gumbel

President

Follow EHRA on Twitter @EvansvilleHR

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.

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ABOUT OUR
EVENT

PROGRAM: Professional Motivators for the Millennial & Gen Z Workforce

SCHEDULE

12:00pm-1:00PM CST

LOCATION

WEBEX LINK WILL BE SENT AFTER REGISTRATION, ONE DAY BEFORE THE MEETING

COST

Before January 21st
Member: $15 Guest: $30

January 21st and later
Member: $20 Guest: $35

ABOUT OUR
SPEAKER

Elizabeth Dillon, SHRM-CP graduated from Indiana University South Bend in 2016 with her Bachelors of Science in Business. Her major concentration was Human Resources Management and she has been in HR ever since. With her public speaking passion growing, she created a consulting company called Revolutionary HR where she is CEO, lead consultant and professional speaker. In her free time, she has done pro bono résumé, interview, and LinkedIn consulting for veterans and the unemployed.



In 2020, she passed her SHRM-CP certification after winning a 2019 SHRM National Certification Scholarship. During the pandemic she had two books published called Own the Microphone and Redesign Your 9 to 5. She is currently writing multiple books. In 2021, Beth will be volunteering for an HR Indiana State Council Sub-Committee.

Program Information:

Millennial and Gen Z are two of the five generations currently in the workplace. As our social and business paradigms evolve, we will need to tailor our policies, procedures, and communications to the new generations and the technological advances. We will discuss shifting paradigms, communication strategies, and motivational theory as we take a deeper look into the Millennial and Gen Z generations.

Kruggel Lawton has graciously provided their data that they compiled within their organization to see what Millennials and Gen Z's truly value in an organization. We will not only see a breakdown of what Millennial's value, but we will also see performance data on how well Kruggel Lawton implements these professional motivators.



FFCRA Expires; Congress Provides Option for Paid Leave and Tax Credit in CAA

By: Josh Gessling, Esq.*, EHRA Legislative Director*

The Families First Coronavirus Response Act (FFCRA), passed in March 2020, provided paid leave for COVID-19-related qualifying absences and certain tax credits through December 31, 2020. In the weeks leading up to the FFCRA's scheduled expiration and a looming government shutdown, Congress struggled with issues related to the FFCRA's expiration, a possible extension of paid leave, and government appropriations.

On December 21, 2020, Congress passed the Consolidated Appropriations Act (CAA) to address these and other issues affecting employers. The CAA (totaling nearly 5,600 pages!) was signed into law by President Trump on December 27, 2020, and allowed the FFCRA to expire as scheduled. Accordingly, employers are no longer required to comply with the FFCRA's mandatory paid leave provisions.

Although the CAA did not extend mandatory paid leave beyond 2020, it provided a mechanism allowing covered employers to voluntarily provide FFCRA-qualifying leave beyond December 31, 2020 and, to the extent they choose to do so, continue to utilize the FFCRA's tax credit through March 31, 2021. In other words, the CAA permits — but does not required — covered employers to voluntarily continue providing employees with paid leave for FFCRA-qualifying absences and reap the benefits of the tax credit through March 31, 2021.

Employers should note, however, that the tax credit is available only for FFCRA-qualifying leave taken through March 31, 2021. Therefore, without an additional act of Congress, leave taken after March 31, 2021 would not qualify for the tax credit even if such leave would have otherwise been for an FFCRA-approved reason. Employers should also note that the CAA does not expand the amount of leave available to employees. To the extent an employee utilized all leave available under the FFCRA prior to December 31, 2020, she or he would not be eligible for more leave in 2021 even if her or his employer voluntarily elects to extend the FFCRA's paid leave benefits.

Going forward, employers should consider whether they wish to voluntarily extend paid FFCRA-qualifying leave and utilize tax credits available for such leave through March 31, 2021. If so, employers should consider updating communications to employees and coordinating with their tax advisors to ensure they are taking advantage of the extended tax credit.

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 any particular issue or problem.

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What's Happening at EHRA



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