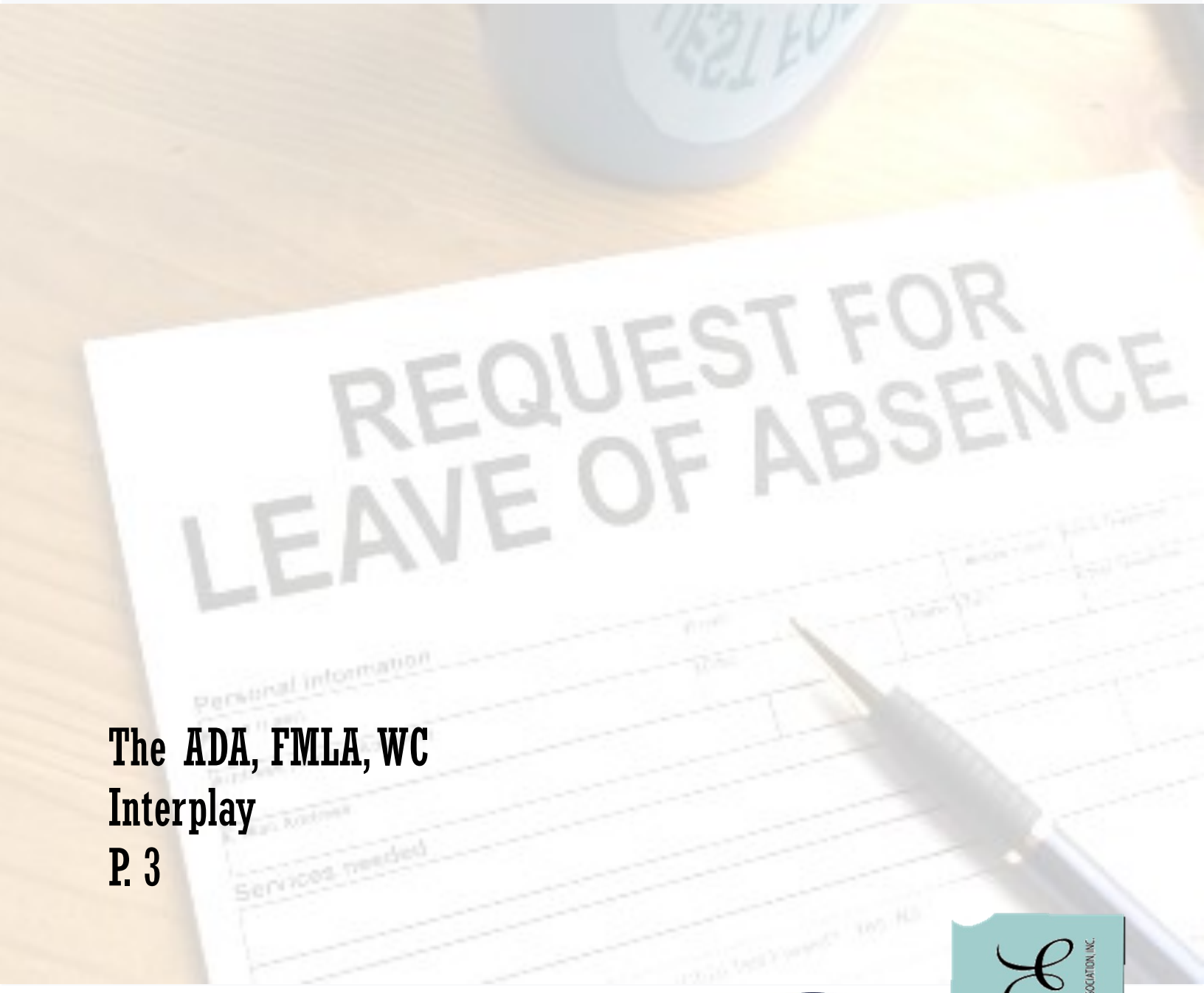
CHAPTER CONNECTION

July 2014



The ADA, FMLA, WC Interplay

P. 3

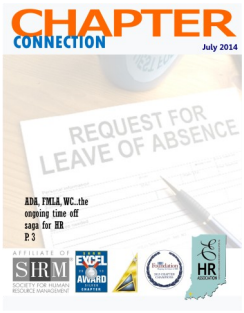
AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2013 SILVER CHAPTER

SHRM Foundation Shaping the future of HR 2013 CHAPTER CHAMPIONS

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

explore – cover



It's important to recognize and analyze the interaction of WC, ADA and FMLA. Join us on July 17 to learn about the interplay of these three laws.

meet – p.3

Join attorneys from Kahn, Dees, Donovan and Kahn, LLP as they help us navigate ADA, FMLA, WC and other hot topics.

Sponsored by:

Aflac

Legal Update– p.4

Read more about the PPACA employer mandates including how to calculate hours, measurement periods and more.

EHRA Cares—P.5

How can you help in 2014 and beyond?

SHRM Grant Opportunities—P.6

SHRM has provided details on two great grant opportunities for graduate studies or research. Application details are also available.

Member Referral Program—P.7

Our membership referral program is back and better than ever. Read more about our new "Membership Frenzy" program and how you can benefit from it.

President's letter—p.8

Tela Erdell, EHRA President, comments about some news from SHRM around the new certification.

Welcome – p.9

EHRA has added more new members from local companies. Please help us welcome them to EHRA.

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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07 17 14

SAVE THE DATE

"Worker's Compensation and ADA/FMLA Interplay"

Acropolis Restaurant | 501 N. Green River Rd. | Evansville, IN 47715

$15.00 EHRA Member, $30.00 Guests, $5.00 EHRA student member

11:00-11:30—Registration and Networking; 11:30-noon—Announcements and Lunch; noon to 1:00—Presentation

EVENT DETAILS

Attorneys Jake Fulcher and Steve Lavallo of the law firm Kahn, Dees, Donovan & Kahn will discuss three ever-evolving topics that every human resources professional must contend with on a regular basis: worker's compensation, ADA and FMLA. Jake and Steve will address recent legislative and regulatory decisions and their effects on employers, continued issues related to the interplay of FMLA and ADA entitlement, and other hot topics.

ABOUT OUR SPEAKERS



Jake R. Fulcher, a Partner at Kahn, Dees, Donovan & Kahn, LLP, exclusively represents a broad base of public and private employers in all aspects of labor and employment law. Believing in a proactive approach to labor and employee relations, Jake devotes much of his practice to client counseling, developing best practices, and providing management and supervisor training on a variety of issues. Jake has represented clients in employee discipline and contract interpretation arbitrations; defended allegations of wrongful discharge, discrimination, retaliation, sexual harassment, breach of contract, and other claims; represented clients at all levels of administrative proceedings; assisted clients with labor strategies and negotiations; guided employers through non-compete cases, wage/hour investigations, class or collective actions, and workforce reductions and/or reorganizations; and reviewed and drafted all manner of contracts, agreements, and handbooks. Jake has been selected several times as a Rising Star in Labor and Employment Law by Indiana Super Lawyers® Magazine.

Stephen S. Lavallo, a Partner at Kahn, Dees, Donovan & Kahn, LLP, has more than 25 years' experience in the practice of worker's compensation, business, real estate, and estate planning and administration law. He represents businesses, both large and small, as well as individuals in a wide variety of business transactions, organization, sales and leasing of properties, and in the defense of companies from worker's compensation claims. Steve is Founder and President of the Southern Indiana Division of the Indiana Worker's Compensation Institute, a member of the State Division of the Indiana Worker's Compensation Institute, and was a Charter Member of the National Worker's Compensation Defense Network. Steve was recognized as a Best Lawyer® in Indiana in Worker's Compensation Law. In addition, Steve advises individuals in connection with their estate and wealth transfer planning and during the process of probate and trust administration; and he is a certified civil mediator.





Acropolis Restaurant

This program has been preapproved for 1.00 HR (general) recertification credit with HRCI.

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.



LEGAL UPDATE

Section 503 and VEVRAA Regulation Changes

The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) published Final Rules for Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) and Individuals with Disabilities (503 regulations) in late 2013. While the effective date for the changes was March 24, 2014, federal contractors and subcontractors have a variety of obligations that continue to unroll in the areas of recruiting, hiring, and data associated with employees or potential employees with protected veteran status or disability status. Highlighted areas of change include:

Timing for Self Identification for Potential and Current Employees - The first change is the timing of when applicants should identify their disability status. "The new rule requires job seekers be asked to identify whether or not they are an Individual with a Disability (IWD) as soon as they might be considered an applicant."[1] Contractors should use the form provided by the OFCCP, and should not combine this form with other forms. The regulations now require contractors to invite applicants to self-identify both pre and post offer. Additionally, employees require those employers to invite employees to self-identify every 5 years. Form CC-305 can be found at the DOL website and is titled *Voluntary Self-Identification of Disability*.

Utilization Goal: The new regulations establish a nationwide 7% utilization goal for qualified IWDs. It should be noted that this is not considered a quota by the DOL, but a goal that should serve to assist in decision making. Failure to meet the 7% goal alone does not lead to penalties. Contractors must conduct an annual utilization analysis and assessment of problem areas, and establish specific action-oriented programs to address any identified problems.[2]

Mandated Language in Subcontracts: "The new regulations require that specific language be used when incorporating the equal opportunity clause into a subcontract by reference. The mandated language, though brief, will alert subcontractors to their responsibilities as Federal contractors."[3]

Data Collection Requirements: Contractors will now maintain comparison measurements for then number of IWDs who apply for positions versus then number of IWDs that are ultimately hired. The goal of this data collection is to highlight this area to create greater accountability. Data should be maintained for three years and reviewed for any trends.

OFCCP Reviews: Additionally, contractors must allow OFCCP to review compliance documents, upon request. These compliance checks can be completed on-site or off-site.

Disability Definition – Employers must also implement the definition of "disability" and nondiscrimination provisions associated with the passage of the ADA Amendments Act (ADAAA).

- **Job Announcement Taglines** – "Federal Contractors are required to include a "tagline" at the bottom of job listings that indicates compliance being an Equal Opportunity Employer of Veterans and IWDs in all job postings and advertisements. Many contractors already use a tag line such as: EEO Employer M/F/D/V. For online purposes, the OFCCP would like to see all categories spelled out; however, where open positions are listed in print or newspaper, the OFCCP will allow slightly modified abbreviations. While "D" and "V" is insufficient, examples such as "EOE/Minorities/Females/Vet/Disability" or "EOE/M/F/Vet/Disability" are better examples of appropriate taglines. Either way, the tag line must include a reference to all protected classes.[1]

- **Updated Veterans Language** – The regulations require contractors to update all language referring to Veterans. Collectively, covered Veterans are called Protected Veterans. "The categories that make up protected Veterans are now Active Duty Wartime or Campaign Badge Veteran; Armed Forces Service Medal Veteran; Disabled Veteran; and Recently Separated Veteran (three years after separation). There is also a definition for Pre-Jobs for Veterans Act (JVA) Veteran which includes Special Disabled Veteran; Vietnam Era Veteran; and Recently Separated Veteran (one year after separation). Employees and applicants who are defined as Pre-JVA Veteran may file charges of discrimination based on this status."[1]

While the new regulations became effective on March 24, 2014, contractors with a written affirmative action program (AAP) already in place on the effective date have additional time to come into compliance with the AAP requirements. This compliance structure seeks to provide contractors the opportunity to maintain their current AAP cycle.[3] It is important for contractors and subcontractors to review the areas above and to seek assistance from Legal Counsel and Affirmative Action Plan Vendors to verify compliance.

http://info.berkshireassociates.com/balanceview/bid/342211/VEVRAA-and-Section-503-Final-Rules-What-You-Need-to-Know

http://www.dol.gov/ofccp/regs/compliance/factsheets/NewRegsFactSheet_QA_508c.pdf

http://www.dol.gov/ofccp/regs/compliance/section503.htm

CALLING ALL SPEAKERS

Join the EHRA Speakers Bureau

The EHRA Speakers Bureau provides professional speakers who can address a variety of topics to assist education, business, and the community.
Members of the Speakers Bureau are available for group presentations on a variety of HR topics. Topics such as job seeking skills, interviewing tips, resume preparation, etc. for student groups along with human resource topics related to the specialty areas of the HR profession.
Need HR professions for the following topics:

- Generation Gaps (Younger vs. Older)
- Women and Competing in the Workplace
- Compensation and Benefits
- Employer Incentives
- Effective Techniques for Conflict Resolution



Please contact the Workforce Readiness Chairperson at volunteer@ehranet.org to inquire about the Speakers Bureau.

AURORA UPDATE:

Thank you for your recent donations to Aurora. Any assistance we get is greatly appreciated. As an update, we are currently 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.**

Sincerely,
Jayme Walters, MSW
Director of Development

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:



THE EVANSVILLE CHRISTIAN LIFE CENTER

Calling all workforce readiness experts!

The workforce readiness committee is looking for a few volunteers to create and present some short basic PowerPoint presentations on workforce readiness related topics such as:

-Job Search 101
-Resume Writing
-Interview tips
-Dress for Success

These presentations will be presented to local organizations whose clients are in need of workforce readiness preparation.

*If you know of an organization that could benefit from these presentations, please contact Abby Keeping at Akeeping@pinstripe.com



SHRM Foundation
Shaping the Future of HR

Susan R. Meisinger Fellowship for Graduate Study in HR

The **Susan R. Meisinger Fellowship for Graduate Study in HR** is a premier source of funding for first-time master's degree students in Human Resources. The award honors former SHRM President & CEO, Susan R. Meisinger, SPHR.

The fellowship is designed to support master's degree students who are either members of SHRM or certified HR professionals through the HR Certification Institute. Sponsored jointly by SHRM, the SHRM Foundation and the HR Certification Institute, the fellowship supports those who want to leverage significant past contributions to the HR management field and who plan to continue contributing to the profession by earning a master's degree in HR.

One winner is selected annually to receive a fellowship of up to $10,000. Additional fellowships may be awarded, depending on funding available, quantity and quality of applicants, and the discretion of SHRM. Each fellowship is renewable for one additional year for a total of two years of graduate study and up to $20,000 total for the fellowship. Doctoral students, including DBAs and Ph.D.'s, are not eligible for this award.

How to Apply
Download and complete the application form, compile all required materials, then mail your completed application package to:

Meisinger Fellowship
SHRM Foundation Administrator
1800 Duke Street
Alexandria, VA 22314
(703) 535-6020

All required materials must be submitted together in one package. Applications will not be returned. **Completed applications must be *received* by Monday, August 18, 2014**. All applicants will be notified of results via mail by October 31, 2014.
Frequently-asked questions (FAQs)
Read about past winners

Download the application form

Michael R. Losey Human Resource Research Award

This award honors lifetime achievement in human resource research. It recognizes an individual for significant past and ongoing research contributions that impact the HR management field.

A single award of $50,000 is presented annually to further the field of human resource management. Nominations are encouraged for scholars with a significant body of work in the field of HR.
Download Losey Award Flier

Who is Eligible
This prestigious award recognizes significant contributions to the HR field through empirical research and its application to practice. To be eligible, a nominee must possess a broad and deep track record of contributions to the HR discipline through research, as well as interactions with the practitioner community. Examples include: speaking and consulting engagements, authoring books, book chapters, or journal articles that have affected how HR is practiced.

The winning nominee will also have an extensive body of published research in top-tier, peer-reviewed journals such as:

- Human Resource Management (HRMJ)
- Journal of Management (JOM)
- Journal of Applied Psychology (JAP)
- Academy of Management Journal (AMJ)
- Personnel Psychology (PP)

How to Make a Nomination
Please download and review the Losey Award Flier for detailed information on submitting a nomination. Self-nominations are not accepted. Nominations for the 2014 award may be submitted through July 14, 2014.

Questions? Write to: elissa.soares@shrm.org.

EHRA MEMBERSHIP REFERRAL PROGRAM



"2014 Membership Frenzy"

Over the past two years, EHRA's total membership has grown by more than 20%, with many new members coming to the organization through our member referral programs. EHRA is excited to once again introduce a member referral program! The program will begin on July 14, 2014 and will run through December 31, 2014.

EHRA members will earn a point for every new member they refer that joins the organization. Members will receive an extra bonus point for any new referral that is a SHRM member.
Throughout the course of the program we'll offer additional ways to earn extra points based on types of referrals, so make sure to keep your eyes open to the monthly newsletter, e-mail blasts, and the EHRA's Linked In announcements.

At the end of the program, the three referrers with the most points 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.

Prize Levels:
1st Place - $100
2nd Place - $ 75
3rd Place - $ 50

In addition, two drawings will be conducted at the end of the program from all referrals received with the two drawing winners receiving free EHRA Conference in 2015.

The rules of the contest include the following:

a. EHRA members should have their referral submit a new member application through the EHRA website at ehranet.org.
b. The new member applicant must list the name(s) of their referrer in the appropriate box on their application form.
c. A referral with more than one referrer will be split equally among all listed referrers.
d. To qualify as a referral, a new member must have not been a member of EHRA at any previous point during 2014.
e. Referrals must be in the spirit of the program – any questionable referrals are subject to review and final determination by the EHRA Board of Directors.
f. Ties for prizes will be broken by a drawing at the end of the program.

EHRA Board of Directors are not eligible to participate. Questions about the program can be directed to Rick Jones at membership@ehranet.org



Dear EHRA Members:

Currently certified HR professionals will be eligible for the new SHRM certification beginning January 1, 2015. There will be two levels to the SHRM certification: SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP). In order to be eligible, currently certified professionals must document that their current certification is in good standing, sign the code of ethics, and complete a no-cost online tutorial. Once this process is completed, certified HR professionals can add the SHRM credential to their current list of credentials and a three-year recertification cycle will begin. For those seeking certification (not yet certified), the first test window for the SHRM certification is scheduled for mid-2015.

HRCI will continue to develop and administer certifications – PHR®, SPHR®, GPHR®, PHR–CA®/SPHR-CA®, HRBP® and HRMP®. There is no change to the HRCI recertification process or how HR professionals receive credits toward recertification. There is no change to the preparation process or dates of ongoing or future exams for HRCI certifications.

We know that this change brings with it many questions, concerns, and decisions to make as it pertains to HR professional certification. To assist with this, please consider reading these fully linked FAQs:

To access the FAQ section for SHRM, click here (http://www.shrm.org/certification/shrmcertification/pages/faqs.aspx)

To access the FAQ section for HRCI, click here (http://www.hrci.org/docs/default-source/press-releases/faqs-on-certifications.pdf?sfvrsn=12)

To communicate directly with SHRM or HRCI, please contact at the following numbers:
SHRM: 1-800-283-7476
HRCI: 1-866-898-4724

I hope to see you at the next EHRA event on July 17th.

Thanks for being an EHRA member!

Tela

Tela M. Erdell, SPHR, GPHR
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.

UNIVERSITY OF SOUTHERN INDIANA
Outreach and Engagement

SHRM LEARNING SYSTEM

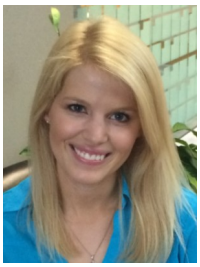
This course, sanctioned by SHRM, is designed to provide human resource professionals competency in the six areas of human resources. It is an excellent exam prep course for those seeking certification by HRCI. SHRM and HRCI partnered in developing this learning system which includes six books, access to a website featuring practice tests, and a certificate of completion from USI and SHRM.

Instructors: Certified HR professionals
Orientation: Saturday, September 20, 9 a.m. to noon
Dates: Eleven Tuesdays, September 23-December 2, 6 to 9 p.m.
Location: Innovation Pointe, 318 Main Street, Evansville, IN 47708
Registration: $1,199
Discount: $1,149 for Evansville-Area Human Resource Association members; 10% off for USI Alumni
Course Number: PHR550

MEMBER SPOTLIGHT



The EHRA would like you to get to know the new members who have joined us recently.



Madelyn Burk currently serves as an HR Generalist with Traylor Brothers, Inc. Madelyn joined EHRA at the recommendation of her coworkers because it seemed like a good networking and learning opportunity and to gain experience in areas of HR she has not yet been exposed to.

Another new member to EHRA recently is **Jim Stephens**. Jim joins us from Affinity Staffing where he currently serves as President / CEO. When asked why he joined EHRA, Jim mentioned the ability to surround himself with those who are the most knowledgeable in employment law, trends, compensation, recruitment and hiring and employee engagement as well as the networking opportunities that EHRA will provide.



EHRA Members, don't miss out on our newest Membership Referral Program "Membership Frenzy." Invite your friends and coworkers who work in the field to join us and be eligible for some great prizes. As always, thank you for being a member.

Please help us welcome Madelyn, Jim and the following other new members at our next meeting:

Amy Brouse
Credentialing Compliance Specialist
Onsite OHS

Barbara Dixon
Senior Analyst
Springleaf

Brandi Floyd
Recruiter
Aerotek

Scott Judd
HR Manager
SRG Global

Maria McElroy
Business Manager
River View Coal

Crystal Reidford
Compensation Analyst II
Springleaf



Did you have a recent accomplishment that you want to share?

Let us put you in the spotlight.

Email our Newsletter Editor, Nick Lindy at niclind@atlasworldgroup.com

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Evansville, IN 47715
812-482-1170
marsha_talley@us.aflac.com

WORLD'S MOST ETHICAL COMPANIES RANKING