CHAPTER CONNECTION

July 2015



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.

explore – cover



Welcome to the July 2015 edition of the EHRA newsletter.

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See information on the July Meeting

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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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Social Media: Building a Sustainable and Strategic Presence

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

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

Schedule below

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

In this session, you will learn what social media isn't and why it's so hard, as well as the need to define your audience and objectives before you do anything else. In addition, you will explore the rules to live by so that you can develop an enduring social media presence, build a sustainable team, and foster strategic growth. Finally, you will look at tips regarding specific social media platforms.

This program has been approved for 1.0 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.

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SAVE THE DATE

A Young Marine's Story of Courage, Hope, and a New Life in the NFL

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

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

Schedule below

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

One Step at a Time: A Young Marine's Story of Courage, Hope, and a New Life in the NFL follows Josh Bleill's journey from his enlistment then on to active duty in Fallujah, through two years of rehab, and ultimately to his job as the community spokesman for the Indianapolis Colts. Audience members will be inspired by his undying enthusiasm, infectious joy, and sense of humor. Everyone has had that "one bad day". Josh discovered that life begins when we embrace our bad days and keep going forward, one step at a time. HR Professionals can apply what's learned towards leading companies through challenges and change.



This program has been submitted for recertification credit with HRCI.

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LEGAL UPDATE

Department of Labor Updates and Changes
By Emilee Hille

The Department of Labor (DOL) is in various phases of consideration on several issues that could lead to changes that impact how companies handle technology issues, exemption status with employees, and documentation.

Portable Devices Considerations

The Wage and Hour Division announced the upcoming development of a request for information concerning the use of electronic devices. It is developing a request for information for August 2015 on the use of technology / portable electronic devices by employees while away from work and outside of normal working hours. At this point, the request for information is expected to focus on:

"What employers do to capture time spent working on mobile devices.
How much this is an issue.
How often employees are working on portable electronic devices.
Whether this warrants a rulemaking."[1]

The DOL is concerned that employees are utilizing personal time, sick leave and family time off; however still performing work during those periods. While is some cases this can be viewed as reasonable, there is concern that work should not be expected during certain physical or emotional leaves. Regardless, employers must comply with the Family Medical Leave Act and Americans with Disabilities Act. The second concern centers around if the time worked is considered de minimis and if a number of de minimus periods of work should be additive, and then become compensable. It is expected that the DOL will make further clarifications in this area in the future.

Overtime Exemption Changes

An area garnering more attention is the overtime exemption rule changes issued by the DOL on June 30, 2015. These changes focus on revising the Fair Labor Standards Act (FLSA) regulations governing the white-collar exemptions from the FLSA's minimum wage and overtime requirements. Currently "an employee must meet both a salary test (meaning that they are paid a salary, currently at least $455 per week or $23,660 annually) and a duties test to qualify for the exemptions (except for certain professionals)."[2] The new proposed regulations are a product of President Obama's March 2014 memorandum directing the DOL to update white collar exemptions and would increase the weekly salary level applicable to most of these exemptions to an estimated $970 per week or $50,440 per year. Additionally, the exemption for highly compensated employees would increase from $100,000 to $122,000 under the new rules.[3] If this standard is adopted, the DOL projects the salary level to be $970 per week or $50,440 per year. Due to the length of time since these rules have been updated, the increase is significant and is expected to add a large number of jobs to the hourly workforce.



LEGAL UPDATE CONT'D

DOL Upcoming Rulings and Considerations (continued)

At this time, the DOL did not offer a proposal to modify the duties tests for exemptions; however, it did invite comments about the effectiveness of the test due to its concern about exempt employees performing a significant amount of nonexempt duties. It is possible that there will also be additional revisions that require overtime-ineligible employees to spend a larger percent of their time performing exempt level work.

Since fewer employees will qualify as exempt status, "employers will need to take **Strategic Considerations Concerning Reclassifications. HR Professionals should be considering options such as:**

- Increase salary to meet new salary threshold.
- Revise job descriptions to clearly demonstrate what percentage of an individual's primary duty involves actually performing exempt duties, in case that portion of the ruling changes.
- Begin to communicate to staff that will clearly move from exempt to nonexempt and the effect it will have on them personally.

The public comment period will last 60 days, and a Final Rule should be expected sometime in late 2015 or early 2016. Employers should utilize this time to begin internal analysis of exempt positions, identify options to minimize internal negative impacts, and determine how to handle training issues and employee communications.

Family Medical Leave Act (FMLA) Form Revisions

In addition to the items above, the DOL made recent revisions to recommended forms for employers to use to comply with the Family and Medical Leave Act (FMLA). The most noticeable changes come in the area of the Genetic Information Nondiscrimination Act (GINA) that will assist employers in complying with GINA. New FMLA forms can be identified by the expiration date of 05/31/2018 and are found on the DOL website at http://www.dol.gov/whd/fmla/2013rule/militaryForms.htm.

http://www.shrm.org/legalissues/federalresources/pages/dol-portable-devices.aspx

http://www.laboremploymentreport.com/2015/05/13/planning-for-changes-in-overtime-exemptions/

http://www.jdsupra.com/legalnews/prepare-now-for-new-flsa-white-collar-23230/

Do you have a topic you would like our team to get more information on? If so, contact us at info@ehranet.org.

New Certifications!



EHRA Certification Chair, Debbie Tucker, SPHR, SHRM-SCP and Sara Garrett, PHR. Congratulations to Sara Garrett, PHR and Diane Dyson, PHR (not pictured) for earning their certifications.

Certification/Recertification

Achieving certification is a long-term commitment to yourself, your career and the HR profession. Recertification is the process of renewing one's certification. To maintain certification, you must be prepared to continue to learn, grow and increase your current knowledge. With recertification, you are demonstrating your commitment to staying current in the field of Human Resources.

Few, if any, resources can provide you with all the credits necessary to fulfill the requirements for your recertification.EHRA provides opportunities to secure a significant portion of the required credits through our education programs and other activities.

Recertification credits can be earned through your EHRA Chapter via activities such as:

- **Chapter Education Programs** – Whether a one-hour morning program, a half-day workshop, or a full- day conference, most of our education programs are pre-approved for recertification credit.
- **Volunteer your services to the Chapter** – With a wide variety of committees, you're bound to find something of interest and you can give back to professional colleagues.
- **Volunteer your HR expertise** – The Chapter partners with charitable organizations throughout the year, giving our members opportunities to use their HR skills for the benefit of others.
- **Volunteer to be a Mentor to another HR Professional** – Mentoring allows you to lend an experienced hand.

Read a book – SHRM (http://store.shrm.org/recert_faqs)and HRIC (http://www.hrci.org/recertification) spotlights business books pre-approved for recertification credit.

If you have completed your SHRM-CP or SHRM-SCP, please let us know at **certification@ehranet.org**.

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

"Given a Choice, Would Talent Choose You?"

By Danyelle Granger

Recently I received some promotional materials for a diversity conference and the tag line asked, "Given a choice, would talent choose you?" This simple, matter-of-fact question boldly stood out to me because it gets to the heart of the diversity discussion. Has this question been asked within your organizations? What types of responses came up? When we discuss diversity in relation to the current and future workforce, this is a question that organizations should ask themselves, if they desire to remain competitive by attracting and retaining the best talent. Diverse talent is defined not only in terms of race, ethnicity and gender, but talent in regards to age, background, life experiences, thinking styles, and other characteristics that make a person who they are. So, let's change the question slightly……

Given a choice, would a person with a disability choose you?
Given a choice, would a person who identifies as LGBT choose you?
Given a choice, would a person with a family choose you?
Given a choice, would a person caring for aging parents or relatives choose you?
Given a choice, would someone from a Latino, African American, Asian American, Native American or other minority ethnic/racial background choose you?
Given a choice, would Millennials choose you?
Given a choice, would Gen Xers, Gen Yers or Boomers choose you?

If individuals who identified with any of the categories listed above did choose you, is your organizational culture prepared to retain, develop, promote or support them?



Do you offer domestic partner benefits?
Do you offer mentoring programs?
Do you offer internships?
Do you offer corporate wellness programs?
Do you offer employee recognition programs?
Do you conduct an annual employee survey?
Do you offer leadership development or on-going career planning programs?
Who is developing your marketing strategies?
Are promotion trends equitable across race and gender?
Do you offer worklife programs, including flexible work schedules or job sharing?
Do you have relationships with organizations serving diverse communities?
What type of technology or social media are you using?
Do you have an employee volunteer program?

Really give this some thought….."Given a choice, would talent choose you?" Or "Would they choose your competitor?"

JULY CULTURAL OBSERVANCES

July 2 - Dharma Day (Buddhist)
July 4 - Independence Day
July 18 - Eid Al-Fitr (Islamic)
July 26 - Americans With Disabilities Act Day

**Partial Listing. Click here for a full listing of observances*



Follow EHRA on Twitter @EvansvilleHR



Dear EHRA Members:

EHRA members and guests packed the Sweetwater Events Center on June 24th to hear Flashpoint associates present, "What's All This Talk about Abolishing the Annual Review?" During the meeting, EHRA's SHRM Liaison & Certification Chair, Debbie Tucker, SHRM-SCP, SPHR, recognized EHRA member, Sara Garrett, **PHR** who recently earned her certification. Congratulations Sara!

Are you looking to show your EHRA pride when you attend a local meeting, go to the Indiana State Conference, or visit SHRM events? EHRA will be offering a logo wear item to members at no cost. Each member will have an opportunity to order a logo wear item - watch for more information soon.

Please join other EHRA members at these upcoming summer events:
July 16th- Social Media: Building a Sustainable and Strategic Presence
July 29th- HR After Hours at Bar Louie
Aug 24th-26th - 2015 Indiana State HR Conference at the JW Marriott in Indianapolis
September 17th- One Step at a Time: A Young Marine's Story of Courage, Hope, and a New Life in the NFL.

Thanks for being a member!

Tela

Tela M. Erdell, SPHR, GPHR, SHRM-SCP
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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.

July Nonprofit Highlight

THE PARENTING TIME CENTER
101 NW 13th St , Evansville, IN 47708 | 812.759.1543

Parenting Time Center

Opened in 2009, Parenting Time Center was a dream realized for Kathryn Kornblum-Zelle and Kay Pechin. Both family law attorneys, who witnessed family after family torn apart by custody battles, leaving innocent children victims of emotional damage.

Having no professional place to exchange children, parents resorted to public parking lots and relatives' houses often resulting in the opportunity for further conflict, violence, and even death.

Feeling compelled to help these children and give them a safe site to interact with their parent, they worked to open Parenting Time Center, the only professional supervised visit and exchange center utilizing professional social workers and high security technology in a nine-county area of Southwestern Indiana, as well as Southern Illinois and Western Kentucky.

Our professional staff works with families of all backgrounds to empower children to create a positive relationship with their parent and to direct the parent on appropriate child-parent interaction. Every day, we continue working to stop the generational cycle of turmoil and create healthy families in the Tri-State. Each child comes to us, a victim of family conflict. At Parenting Time Center, they are given a voice and knowledge of how to have a healthy relationship with their parent. Parenting Time Center is a member of the Domestic Violence Coalition, Substance Abuse Council, Stop Child Abuse, Tri-State Military Resource, and Supervised Visitation Network. We collaborate with many agencies to help create a better life for our tri-state area.

MEMBER SPOTLIGHT



Please give a big welcome to our newest members:



Mallory Mooney, HR Assistant with Berry Plastics, wanted to join EHRA in order to stay informed about important developments and phenomenon in the human resources profession. As she relatively recently began her career, she hopes to gain more insights about human resources areas she has not encountered yet. Additionally, she hopes to broaden her network of human resources professionals in order to learn from their experiences and career background.

Mary Richie, HR Manager with Toyota Boshoku



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

Let us put you in the spotlight.

Email our Newsletter Editor, Jennifer Chang at jchang@cresline.com

SHRM Foundation
Shaping the future of HR

Academic and Certification Scholarships
For HR Professionals

More than 100 scholarships totaling $122,500 will be awarded to SHRM members in 2015. The awards program is designed to support HR professionals working towards a college degree or SHRM certification. Individuals may apply for a $2000 education scholarship and/or a $750 certification scholarship.

Application Deadline: July 15, 2015

Eligibility

SHRM professional, general and associate members — with a valid SHRM ID number — pursuing a college degree or working toward SHRM-CP or SHRM-SCP certifications are eligible to apply. (SHRM student members and local-only members are *not* eligible for these awards.

Awards

- 110 Certification scholarships of $750 each, including

    —3M Certification Scholarship
    —Career Spa, LLC Certification Scholarship
    —Sara Rynes Certification Scholarship
    —Jim Schultz Certification Scholarship
    —Talent Connections, LLC Certification Scholarship
    —Virginia SHRM State Council Certification Scholarship

- 20 Academic scholarships of $2,000 each

Each SHRM domestic region has a total of $20,000 to distribute which means applicants compete only with others in their own area of the country. Each region will award 22 certification scholarships and 4 academic scholarships for a total of 26 awards.

How to Apply

Visit www.SHRMFoundations.org and click on "Scholarships & Awards" to learn more about the SHRM Foundation Scholarship Program.

Application period: April 1—July 15, 2015.



Getting a Master's in HR?

Susan R. Meisinger Fellowship for Graduate Study in HR

The Susan R. Meisinger Fellowship for Graduate Study in HR award is designed to support master's degree students who are either SHRM members or certified HR professionals. Sponsored jointly by SHRM, the SHRM Foundation and the HR Certification Institute, the Fellowship is for those who want to leverage significant past contributions affecting the HR management field and continue contributing to the profession by earning a master's degree in HR.

We encourage volunteer SHRM leaders and academics to share this information with HR professionals who are applying now to begin studying HR at the master's level in fall 2015 or spring 2016. Anywone who meets the eligibility requirements is encouraged to apply.

The Frequently Asked Questions (FAQs) document, available online at www.shrm.org/meisinger, details the eligibility and submission requirements. The application form is also available online.

Applications are due on Monday, August 17, 2015. Please note: Application packages will not be returned.

Questions? Please contact: Elissa Soares, Foundation Administrator
Phone: (703) 535-6020
E-mail: fellowship@shrm.org

SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

HR CERTIFICATION INSTITUTE™

SHRM Foundation Shaping the future of HR

HOW MUCH COULD YOU SAVE WITH A NO-COST EMPLOYEE WELLNESS BENEFIT?

WHAT IS PROFILE BY SANFORD?

Profile is an evidence-based weight management program designed by researchers and physicians at Sanford Health. The Profile plan is designed to be simple, effective and sustainable by combining three core principles for sustainable weight loss.

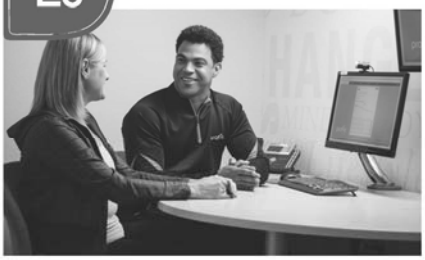
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Ac **ACTIVITY**



Ls **LIFESTYLE**



EMPLOYEE PERKS

Your employees will experience a healthier lifestyle and exclusive benefits:

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