CHAPTER Connection

July 2017



AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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HR ASSOCIATION

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Volume 18, Number 7

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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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Panel on Disabilities in the Workplace

Sweetwater Events Center | 8335 Eagle Lake Dr. | Evansville, IN 47715
11:00 am—1:00 pm
$15.00 EHRA Members, $30.00 Guests, $0.00 EHRA Student Member

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
Panel on Disabilities in the Workplace
EHRA will be welcoming a very special guest to speak on Indiana's renewed effort on inclusion of our disabled citizens! Following this guest, EHRA will host a panel discussion regarding the challenges and opportunities employers face when hiring and employing disabled workers.

Panel members:

Ben Trockman, Employment and Outreach Specialist at Old National Bank– A graduate of the University of Southern Indiana, Trockman joined Old National Bank in 2014 as Community Outreach and Employment Specialist. Ben has been challenged to assist Old National to become a leader in disability employment and inclusion through education and awareness, while working to enhance recruiting efforts and rethinking the hiring processes to successfully recruit, on-board and employ people with disabilities. Ben is active within the disability advocacy community, and works with legislators in Washington DC and Indianapolis to improve employment opportunities, airline accessibility and healthcare options for people with disabilities. He previously served as a National Ambassador for Easter Seals.

In 2015, Trockman was presented with the "Spirit of Ability Award" by BraunAbility in recognition of his efforts at Old National. In July 2016, Ben was nominated as and "Honorary Torchbearer" for the Indiana Bicentennial Torch Relay. Most recently, Ben was presented with the "Individual Achievement Award" by Leadership Evansville.

Andy Imlay, Chairman of the Evansville-Vanderburgh Advisory Board on Disability Services. Diagnosed with cerebral palsy at 18 months Andy has never been one to sit on the sidelines. Being employed by Holiday World from 1999-2003 with one of those roles of their very first IT Intern. Since 2004, Andy has been employed by PC Quest on Morgan Ave. He serves as the 2017 Adult Ambassador for Easter Seals Southwestern Indiana as well as Chairman of the Evansville-Vanderburgh Advisory Board on Disability Services.

Tracy Stricker, a Purdue graduate with a BA in Communications– Prior to coming to The Arc of Evansville in 2013 as the Manager of Community Job Link, Tracy started her nonprofit career as the Regional Director for the American Heart Association for 13 years and the Community Representative for the American Cancer Society for 3 1/2 years. Tracy's responsibilities at The Arc of Evansville as the Manager of Community Job Link are to promote competitive community employment for individuals with disabilities. She provides leadership to Employment Specialist, Job Development Specialists as well as Job and Career Coaches. Currently, over 70 clients are served in Community Job Link including a staff person who works with the EVSC high schools assisting students with disabilities in locating employment. She counts as one of her biggest triumphs as seeing a client obtain their first paycheck. Tracy is married and has two Labrador fur babies, River and Jetty.

LEGAL UPDATE



Legal Soundbites
By Vickie Warren, S-CP, SPHR

Since its release last Thursday, It seems like the Healthcare bill goes back and forth like the wind. Now HR 1628, The Better Care Reconciliation Act, proposed by Senate Leaders and which amends the House's healthcare bill, The American Health Care Act (AHCA), has been delayed until after the July 4 recess per the courierpress.com on June 28, 2017. Many GOP members were also opposed to the fact that this new draft bill was done in secret by Senate Majority Leader Mitch McConnell. But the biggest concern comes from The Congressional Budget Office (CBO) who estimates that the Senate version will increase the number of people who are uninsured by 22 million. The CBO states that the largest savings would come from reductions in Medicaid. The bill's deep cuts in Medicaid would result in cuts of $722 billion over a decade and would result in 15 million fewer people enrolled in the program in 2026. The CBO also stated another 7 million wouldn't have coverage in the individual insurance market. These cuts have prompted an outcry by moderate republicans and democrats as well as large non-profits since it would exclude too many people from Medicaid.

But the bill as written is a reconciliation act which means that it will require the votes of only 50 out of 52 senators to vote for the bill plus Vice President Pence to pass—the Democrats cannot filibuster it. McConnell did not have enough votes among the GOP to bring the bill to the floor prior to the July 4 recess. There are currently five conservative Republican senators who state that they would not support this bill. In addition, Republican senators Lisa Murkowski and Susan Collins have hinted that they would not vote for a bill defunding Planned Parenthood. Even if this bill passes the Senate, it would still need to go back to the House for a vote since it is a different bill than AHCA passed by the House in May.

The Senate's draft bill will change before it comes to a vote in the Senate—that's a sure bet. But in summary the Senate's version currently includes the following:

- The draft bill still allows employees the ability to pay premiums on a pre-tax basis.
- There will be no mandated requirement by either individuals or employers to purchase or maintain coverage.
- Low income individuals on the marketplaces would not receive any cost-sharing subsidies beginning in 2020.
- The medical device and the net investment income taxes would be eliminated. The excise tax on high-cost health plans, known as Cadillac Tax, would remain in place and become effective in 2026.
- Beginning in 2020, the ACA marketplaces would reduce their insurance subsidies from 400 percent of federal poverty level to 350 percent.
- Beginning in 2021, expansion of the ACA's Medicaid would be phased out over a period of three years, and by 2023 all funding would be eliminated.
- The federal government would cap federal funding of Medicaid and allow states to receive lump sum Medicaid block grants for certain beneficiaries which would effectively end open entitlement provided by the federal government. No definition of 'certain beneficiaries' was available.

LEGAL UPDATE



Legal Soundbites
By Vickie Warren, S-CP, SPHR

- Ambulatory patient services, emergency services, hospitalization, maternity and newborn care, and mental health and substance use disorders (known as the minimum essential benefits) are loosened under this draft, and states could choose to waive those areas of required coverages.
- States could also waive out of the ban on annual and lifetime benefit limits, if they so choose.
- Older individuals could be charged five times more by Insurance issuers--up from three times-- than younger individuals.
- Obamacare rules on deductible and benefit payout caps wouldn't change, but states can request waivers.
- Health savings account will be increase under the House bill, which increases the individual accounts from $3,400 to $6,550 and family accounts from $6,550 to $13,100.
- Catch up contributions are also above to be used for over-the-counter medications, which were restricted under the ACA.
- Tax penalties for using a Health Savings Accounts for unqualified medical expenses would decrease from 20% to 10%.
- The bill does defund Planned Parenthood for one year and restrict subsidies for insurance plans covering abortion cases.

The CBO estimated that the draft law would lower premiums in the long term, but raise out-of-pocket costs. In 2026, average premiums would be about 20 percent lower than they would be under the Affordable Care Act passed by congress under President Obama. But that is only because coverage would be less and people would face higher deductibles and other cost sharing.

President Trump has been quoted as saying that he'll wait and let the Affordable Care Act fail since several big insurance players have pulled out of the exchange marketplace such as Aetna, UnitedHealth Group, and Humana. Anthem will pull out of Ohio's ACA in 2018. Anthem also stated that it is reviewing in the 14 states where it currently is participating.

The draft bill by the Senate appears to be very friendly towards employers, but at the expense of the poor and disabled. Time will only tell as to the GOP's healthcare replacement of the ACA and its effectiveness.

https://www.benefitnews.com/articles/senate-said-to-delay-health-bill-vote-until-after-july-4-recess
https://www.adp.com/spark/articles/aca-road-to-repeal-better-care-reconciliation-act-of-2017-9-1452
http://www.courierpress.com/story/news/politics/2017/06/27/whats-next-health-care-now-senate-has-punted/433058001/

http://money.cnn.com/2017/06/06/news/economy/anthem-ohio-obamacare/index.html



CERTIFICATION & SCHOLARSHIP UPDATE

Call for SHRM-CP/SHRM-SCP Certification Preparation Instructors

SHRM is seeking qualified professionals to provide classroom instruction for SHRM-CP/SHRM-SCP preparation courses offered by one of the SHRM Education Partners.

- Applicants must have earned their SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credential.
- Applicants must have classroom instruction and HR experience (or other minimum required or desirable qualifications).

Are you interested in teaching, or do you know someone who is? Please send your information to Alison.Costello@shrm.org

HRCI Indroduces a PHR for Entry-Level Professionals

The HR Certification Institute (HRCI) has launched a new credential for practitioners who are just beginning their HR careers: the Associate Professional in Human Resources (aPHR) certification. The aPHR is designed for professionals who are embarking on an HR career or transitioning into the HR field. The aPHR exam focuses on the fundamentals of HR principles and practices including recruitment, HR development and retention, compensation and benefits, employee relations and safety.

Individuals planning a career in HR, those serving in HR support roles or who have HR responsibilities but do not currently hold an HR position, as well as military personnel seeking HR professional development or transitioning to civilian HR roles will be particularly interested in this certification, explained HRCI CEO Amy Schabacker Dufrane. HRCI's Professional in Human Resources credential is the next step up from the aPHR.

Registration for the aPHR pilot exam opens Feb. 16 for test dates in early May and registration for the first aPHR testing period opens April 1 for test dates in November 2016 through January 2017. Individuals passing the aPHR exam during either testing window will receive the aPHR designation. Learn more at www.hrci.org/aphr.

EHRA Certification Scholarship!

EHRA Certification Scholarship will support an HR Professional that is in pursuit of an HR Certification. Applicants must be applying for a professional development certification. Eligible expenses include SHRM and/or HRCI accredited education classes, conferences, and exam fees incurred in pursuit of certifications. Active EHRA members in good standing are eligible to apply for an EHRA grant/scholarship to be used towards pursuing an HR certification. Members are eligible for this award only one time. The EHRA Certification Scholarship is for the Winter 2017 Testing Window. This scholarship is for members of EHRA who are testing for HR certifications (aPHR, PHR, SPHR, GPHR, PHRi, SPHRi, SHRM-CP, or SHRM-SCP) between November 2017 and February 2018. Deadline to submit is August 1, 2017. To be eligible, you must be an EHRA member in good standing, be qualified and eligible to sit for the HRCI or SHRM certification, have signed up to test for certification during the exam window of Nov 2017-Feb 2018. Applicants are not eligible if they receive any other reimbursement (from employer or elsewhere) to study for, or to sit for, the certification exam. To apply, attach a copy of the letter from the SHRM, HRCI, or the testing center confirming you are signed up for the exam to the application that can be found on the EHRA website. The applications will be reviewed by a committee and the chosen finalist(s) will be notified by September 1, 2017. The scholarship recipient(s) will be announced at one of the EHRA chapter monthly meetings following awarding of the scholarship. Visit the EHRA website for more information and to access the application.

UPDATES

EHRA will be participating in the Clean Evansville anti-litter campaign on August 5, 2017! Clean Evansville is a joint effort between the City of Evansville, Keep Evansville Beautiful, and volunteer members of the "Clean Committee". Our goal is to involve the entire community in picking up trash, as well as targeting specific areas for clean-up on a monthly basis. Clean Evansville will be targeting Riverside Drive on August 5th, from 8am-10am. EHRA is seeking members to volunteer in this activity! EHRA will provide free t-shirts for members and family who wish to attend!

We're using SignUp.com (the leading online SignUp and reminder tool) to organize our upcoming SignUps.

Here's how it works in 3 easy steps:

1) Click this link to see our SignUp on SignUp.com: http://signup.com/go/oLWvhsp
2) Review the options listed and choose the spot(s) you like.
3) Sign up! It's Easy - you will NOT need to register an account or keep a password on SignUp.com.

Volunteer Opportunity

UNITED CARING SERVICES

United Caring Services is looking for a committee member to assist in development of a safety manual for their staff. United Caring Services provides many services to homeless and nearly homeless persons in Evansville. Their services include a men's and women's emergency night shelter, a homeless medical respite program, permanent supported housing apartments, and a day shelter services 3 meals a day, 365 days per year as well as shower and laundry facilities. Anyone interested in volunteering should contact Nicole Wheeler at 812-589-9483.

EHRA seeking sponsors for our EHRA monthly meeetings. A great way to market your company services or products to our large tri-state membership. A monthly sponsorship provides space on our EHRA website for the month of your sponsorship as well as an ad/log to run in our monthly electronic newsletter that is emailed to our entire membership of over 300 HR folks. Please contact Rick Jones, Finance Chairperson for more information.

ADVOCACY TEAM

SHRM A-TEAM UPDATE

Register today for the next SHRM A-Team quarterly webcast!
Thursday, July 13, at 4:00 pm ET/1:00 pm PT
Don't miss hearing the latest from SHRM about key regulatory and legislative activity this quarter, and ***how you can best engage over the August congressional recess*** during this strategic webcast.

*If you have a scheduling conflict and/or are unable to make the live version of the webcast, an *archived edition* will be available using the same registration link below.

Click Here to Register!

Important Webinar Registration Notes:
The registration link is also the link you will use to view the webcast on Thursday, July 13, at 4:00 pm ET/1:00 pm PT.

- The webcast will provide both audio and video through your computer - *there will be no conference call number for this session.*
- If you have a scheduling conflict and/or are unable to make the live version of the webcast, an *archived edition* will be available within 48 hours of the webcast using the same link.

In the Meantime:
Review the 2017 SHRM A-Team Calendar of Events.
Make sure you have downloaded SHRM's advocacy mobile app to keep up with the latest in HR and workplace policy and be a more effective advocate anytime, anywhere ("SHRM Advocacy," free in app stores).

On Twitter? Follow @SHRMATeam and the rest of SHRM's Government Affairs team for timely updates on key HR issues.

Need a one-on-one Q&A session with us about how you can best continue to carry out your duties as an active A-Team member? Or have a general A-Team or HR advocacy question? Contact Meredith Nethercutt at Meredith.Nethercutt@shrm.org at any time.

Thanks in advance for joining us on the upcoming A-Team webinar!
Regards,
Meredith
Meredith Nethercutt
Senior Associate for Member Advocacy and A-Team Program Director
Society for Human Resource Management

The Society for Human Resource Management (SHRM) is the world's largest HR professional society, representing 285,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates. Visit us at shrm.org

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DEAR EHRA MEMBERS



Thank you to all that attended our June meeting where Evansville's Maura Robinson inspired our group in a variety of ways. Thank you Maura!



It's now officially Summer! Our July meeting is scheduled for July 17 over lunch at Sweetwater Event Facility on the east side of Evansville. While we are still finalizing our keynote speaker, we do know you will be very excited to hear the speech. Following the speech, we will present a distinguished panel of community leaders.

We are continuing our volunteer activity on August 5 with Keep Evansville Beautiful. Please go to ehranet.org and look for details on this great opportunity to give back to our community. We are also putting together an evening networking activity for the first or second week in August. Be on the lookout for an e-blast and on twitter @EvansvilleHR.
For those folks that are attending the Indiana State HR Conference, EHRA will have an evening networking activity on Monday, August 28. More details on that to come via an e-blast or @EvansvilleHR.

As always if you have any questions or concerns, please email me. Thanks for being a member.

Jake

Jake Fulcher
Kahn, Dees, Donovan & Kahn, LLP
Jfulcher@kddk.com

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.

EHRA Vision

To be the HR voice for the Tri-State.

MEMBER SPOTLIGHT



Please welcome these new members:

Lauren Fuhs, HR Coordinator at Berry Global
Erika McCormick HR Generalist at Tri-State Orthopaedic Surgeons

Recent Accomplishments:

Christina Hauger, SHRM-CP, HR Special Projects & Data Analyst for AstraZeneca, just completed her MBA– Congratulations to Christina!

Did you have a recent accomplishment that you want to share? Let us put you in the spotlight.

Email our Newsletter Editor, Jennifer Harris at jenharr@atlasworldgroup.com.