

Chapter Connection

A publication of the Evansville Area Human Resources Association

July 2021



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER 2021

EHRA Evansville Area Human Resource Association

PRESIDENT'S**MESSAGE**



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Thank you to everyone who attended our return to in-person meetings in June! It was so great to see everyone's smiling faces! We will continue in person for July with Emily Reidford from Mental Health America speaking for us on Thursday, July 22 at the Central Library Browning Rooms. Emily will speak on mental health during a pandemic, which is a topic that continues to be relevant in our workplaces.

We are excited to be offering a SHRM certification scholarship again this year. The award will cover 100% of a preparatory course and exam fee up to $1800. More details and a link to apply can be found on our website. If you have been thinking about getting certified, this is a great opportunity!

We are gearing up for the Indiana SHRM State Conference next month in Indianapolis, and will be hosting an EHRA chapter event for our members who are in attendance. Watch for more information and a registration link soon!

I hope you have an amazing summer and stay cool in the Midwestern heat!

Thanks for being a member!

Wendy Gumbel

President

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.

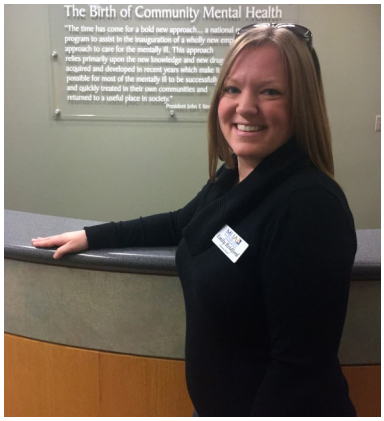
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HARDING, SHYMANSKI & COMPANY, P.S.C.
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TOPIC: Minding Your Mental Health During a Pandemic

CONTENT: Join us how we explore how our collective mental health is doing, what we may be experiencing and how to help ourselves and those we care about stay mentally well. Presentation includes national and local data, mental health trends, supports and resources.



BIO: Emily Reidford has served as Executive Director for Mental Health America of Vanderburgh County for the past 10 years. She graduated from Indiana University with a degree in Psychology and Human Development and Family Studies. Her work includes co-chairing the SW Indiana Suicide Prevention Coalition, Resilient Evansville and other community initiatives surrounding mental health. She is a QPR Master Trainer, Mental Health First Aid Instructor and CALM Trainer. She was most recently named one of Rotary's 20 Under 40 Class in 2020.

SCHEDULE (CST)	LOCATION	COST
11:00am-11:30PM: Networking 11:30am-12pm: Lunch 12pm-1pm: Program	**The Browning Room—EVPL** 200 S.E. Martin Luther King Blvd. Evansville, IN 47713	Before July 14th Member: $15 Guest: $30 July 14th and later Member: $20 Guest: $35



Please be aware that the payment portal on our website is currently down. If you are attempting to register for a meeting or the annual conference, you will not be able to pay online. We are in the process of correcting the issue with our vendor and appreciate your patience as we address the problem. Please either wait to register for the event or bypass payment and pay at the door with cash or check. We apologize for any inconvenience.

MEMBER **SPOTLIGHT**



KELLI **FRANKS**

Interstate Petroleum Enterprises

What led you to join EHRA? Our company will be transferring from Henderson, KY to Evansville, IN by the end of the year. I am excited to network with fellow HR professionals in my area. I invite continued education for support in my HR position at Anderson Capital Partners.

What do you enjoy about your job? I am in an influential position with a chance to help improve the lives of employees and have an impact on my company. I have exposure to different areas and people to connect. I have a chance to be innovative with continued learning, and out of the box thinking.

*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, SHARE IT WITH US AT JFERTIG@USI.EDU



Legal Update: New Reporting Requirements for Certain Indiana Employers

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

Summer may be synonymous with leisure and vacations, but for the next generation of workers it can also be the ideal time to search for a seasonal job. Coincidentally, there are new rules with which Hoosier employers must comply if they employ five or more minor employees at a particular location.

Jordan Heck, a lawyer with Kahn, Dees, Donovan & Kahn, LLP in Evansville and legal update contributor, reports the long-time standard in Indiana has been for schools to issue work permits for students who are under the age of 18. But beginning July 1, 2021, this will no longer be the case for all employers. Instead, Jordan says businesses who employ five or more minor employees at a particular location will now be required to track and report information regarding their minor employees via Indiana's new Youth Employment System. According to Jordan, employers who fail to comply with this new requirement may be issued penalties of $400 per infraction.

Jordan says this reporting requirement does not impact Indiana's work-hour requirement for minors, and all employers must still comply with the Teen Work Hour Restrictions and Prohibited and Hazardous Occupation restrictions for minors. These changes became effective July 1, 2021. Therefore, covered employers should consider immediately registering for the Youth Employment System if they have not done so already. Employers affected by these changes may register and obtain more information here: https://er.dol.in.gov/.

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.



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT



SHRM recognizes that extenuating circumstances may prevent a credential-holder's attainment of 60 PDCs within the 3-year recertification period. In those instances, a SHRM-CP or SHRM-SCP credential-holder may apply for a hardship extension status. To request hardship status, please complete the SHRM Certification Recertification Hardship Extension Form, which can be found at shrmcertification.org/recertify.

The request must be made at least 30 days before your recertification end date but no earlier than the final year of your 3-year recertification period. Examples of hardships include, but are not limited to, serious personal illness, serious illness of a family member, long-term unemployment and military deployment.

If your hardship request is approved, your certification will be extended for up to 12 months. During this time, you may not use the credential after your name until you complete your PDC requirements. Your certification period end date will not change upon reinstatement to active status.

The filled out and signed form can be sent to shrmcertification@shrm.org for review and processing.

Should you need further assistance, do not hesitate to reply to this message, or you may contact SHRM Customer Experience at 800.283.7476, option 3 or 703.548.3440, option 3 to speak with a representative

https://shrm.org/certification/recertification/Documents/19-1279_2019RecertHandbook_FNL.pdf.

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RECERTIFICATION
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2021

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:

- SHRM Members: $100/30 days
- Non-SHRM Members: $200/30 days
- Staffing Agencies: $250/30 days

To place a "Help Wanted" job listing, click here 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

EARLY BIRD SPECIAL REGISTRATION THROUGH JULY!!

That's right those of you who wish to attend the IN-PERSON Annual Conference scheduled for October 15, 2021 at the Old National Events Plaza can get $20 off the regular attendee price through July 31 only.

We have Karith Foster who will be speaking on Stereotyped 101™ which takes the "division" out of traditional DEI programming by offering a truly inclusive way to communicate, learn, and create an environment vital to current employee, management and company success. Karith's INVERSITY™ model invites all members of her audience to C.A.R.E. so they leave with the enhanced tools of Conscious Empathy, Active Listening, Responsible Reactions and Environmental Awareness.

We also offer a variety of other topics throughout the day such as

Talking Points for Effective Communication. Pam Goedde, Goedde Consulting.

Employers Faced With Medical/Recreation Marijuana Use. Chad Sullivan, Attorney, Jackson & Kelly.

Legislative and Labor Law Developments for Union and Non-Union Employers. Josh B. Gessling & Jake Fulcher, Attorneys, Kahn, Dees, Donovan, Kahn.

Servant Leadership that transforms our workplace. Lynn Miller-Pease, Executive Director of Leadership Everyone

We also offer 25 vendor booths that you can visit, and learn about various HR products during specific times throughout the day. We will be serving Breakfast and Lunch during the conference at no cost to you.

So don't delay!! Cash in on the savings and register throughout the month of July by accessing the website WWW.EHRANET.ORG

EHRA
Evansville Area Human Resource Association

HR INDIANA CONFERENCE - UNDER ONE ROOF!

AUGUST 2ND – 4TH @ THE JW MARRIOTT

NEW! Upgrade your conference experience with the VIP package!

Register today at WWW.HRINDIANASHRM.ORG

EARLY BIRD REGISTRATION ENDS APRIL 30TH **SAVE $70**



ADAM GRANT



ALICE MARIE JOHNSON

HR 2021 INDIANA ANNUAL CONFERENCE August 2-4, 2021

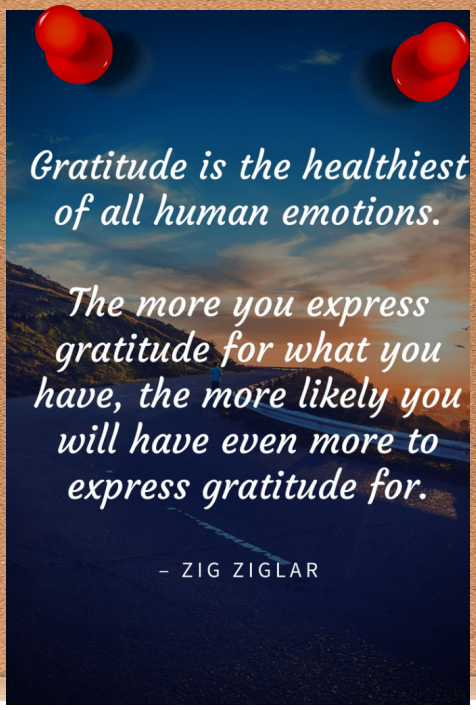
HR Solutions Center-NEW!

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What's Happening at EHRA

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