CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

July 2022



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER

EHRA Evansville Area Human Resource Association

PRESIDENT'S **MESSAGE**

Cause the Effect was the theme for the national SHRM conference in New Orleans. It was a GREAT conference. The speakers were wonderful, the information was of great help, and the networking was amazing! I want to take a moment to thank the businesses that supported sending their employees to the national SHRM conference along with Debbie Tucker and myself. It's up to us as HR leaders to Cause the Effect.

Atlas Van Lines sent Brook Kemp.

Evansville Rescue Mission sent Taylor Gorman.

Please network with either of them at the next EHRA meeting (or Debbie or myself) to learn some of the great experiences we had!



Here are some of the takeaways that Debbie had from the conference.

Brad Karsh ("Become an Influencer…Guaranteed to Increase Your Persuasiveness"): "Get people to agree to one small thing first. It increases the likelihood they'll agree to a second larger request."

Joseph Grenny (Creating an Accountability Culture: Driving Change and Innovation): "The health of a relationship, team or organization is a function of the average time between identifying and discussing problems." The Other Side Academy he spoke of was so inspiring.

And George Bush (our former president) when he spoke about the most important leadership trait is humility and being humble enough to ask others for input before making decisions.

What an honor it was to see George Bush speak!

Our next conference is the HRIN conference at the end of August. If you haven't already registered, please do so! You can access registration with this link: https://hrindianashrm.org/conference/ . It's an excellent learning and networking opportunity! You can also volunteer to help out at the conference. Please try and join us! At every HRIN conference, each chapter is asked to bring a basket for a raffle to support the SHRM foundation. We try and take things local to Evansville. If you or your business would like to donate anything for the basket, please reach out to me at agries@kellerschroeder.com. We want to have the best basket!!!

Our fall conference is coming in October. Mark your calendars for October 20th! More details to follow, but I can tell you that it is at Bally's! We're looking forward to a great one!

Amanda Gries

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!

Follow EHRA on Twitter
@EvansvilleHR

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.

MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

KIMBERLY **BASINGER**

Vandco Associates LLC

JILLIAN **HALL**

SWIRCA & More

MADELINE **HOPPENSTEDT**

Highway Machine Company

EMILY **NORD**

USI Student

HANNAH **TURNER**

Berry Global

*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

07 28 2022

HR After Hours
A Networking Event

AON

How Workforce Resilience Will Help Organizations Thrive

Learning Objectives:

Please join EHRA on July 28 to learn about a newly emerging trend, Resiliency in the Workplace. This will be an interactive, hands-on session led by Nick Ioannacci, SVP & IN/KY Health Practice Leader for Aon.

In today's environment for the war on talent, organizations that promote and support a resilient workforce will achieve better business results. A resilient workforce strategy focuses on five pillars of Wellbeing: Financial, Physical, Emotional, Social and Career.

In this session, participants will learn how to:

• Drive this resiliency approach through clear leadership, vision, and connection to organizational purpose that makes the commitment feel genuine and meaningful

• Create a wellbeing strategy that delivers a suite of workplace policies, programs, and initiatives as well as compensation, benefits, and other rewards that provide employees with choice and flexibility across all five pillars of wellbeing

• Provide a culture of shared responsibility between the employer and employee around wellbeing

This session will cover several SHRM Competencies, including but not limited to, Business Acumen, HR Expertise, and Leadership & Navigation.

Prior to the meeting, attendees should take the self-assessment (**due no later than July 14th**) at: Wellbeing is top of employee agendas - how does your business fare? Aon Rising Resilient. Each participant will be provided with a customized report at the meeting, and Nick will lead a discussion on everyone's assessment results. After the meeting, participants will have a working document to share with Senior Leadership and/or Board Members of their respective organizations to promote a culture of Resiliency.

ABOUT OUR SPEAKER



Nick Ioannacci

Nick is a Senior Vice President and Local Practice Leader for Aon's Health Solutions in Indiana and Kentucky.

He holds a B.A. Management Indiana University Bloomington and is a Certified Health Care Reform Specialist (CHRS).

He has consulted with clients from varying industries and locations on a wide variety of benefits issues including emerging benefit tactics and design, total rewards and compensation, financial management, consumer-driven solutions, employee navigation, global benefits, onsite clinics, enrollment technology, building pharmacy programs, and delivery system transformation.

Nick also has extensive experience assisting employers in harmonizing their disparate benefit offerings that may exist as a result of merger, acquisition or divestitures.

SCHEDULE (CST)
5:00 - 5:30 p.m. Registration
5:00 - 5:45 p.m. Appetizers and Networking
5:45 - 6:45 p.m. Program
6:45 - 7:30 p.m. Appetizers and Networking

LOCATION
Cambridge Clubhouse
1034 Beacon Hill
Evansville, IN 47725

COST
Before July 22nd
Member: $15 Guest: $30
July 22nd and later
Member: $20 Guest: $35



AON

Protecting People and Enriching Lives Around the World

Aon is in the business of better decisions and is a proud sponsor of the Evansville Human Resources Association.

Learn more at aon.com





New Guidance from U.S. Department of Labor on FMLA Leave for Mental Health Conditions

By: Olivia Robinson (Legislative Affairs Chairperson)

The COVID-19 pandemic and the resulting economic recession have negatively impacted many individuals' mental health, and it has created new barriers for individuals already suffering from mental health conditions and addiction. During the COVID-19 pandemic, about 4 in 10 adults in the United States reported symptoms of anxiety or depression, which is up from 1 in 10 adults who reported these symptoms to the Kaiser Family Foundation (KFF) from January through June 2019. In a July 2020 poll, KFF also found that many adults reported specific negative impacts on their mental health and well-being, such as difficulty sleeping (36%) or eating (32%), increases in alcohol consumption or substance use (12%), and worsening chronic conditions (12%), due to worry and stress over the coronavirus.

In late May 2022, the U.S. Department of Labor issued new guidance and frequently asked questions (FAQs) on leave under the Family and Medical Leave Act ("FMLA") for mental health conditions. In the guidance, the U.S. Department of Labor explains that serious mental health conditions are considered "serious health conditions" under the FMLA when the condition requires either (1) inpatient care or (2) continuing treatment by a health care provider.

Inpatient care
A serious mental health condition that requires inpatient care includes a situation in which the individual stays overnight in a hospital or other medical care facility. The examples provided in the guidance and FAQs include rehabilitation centers for individuals suffering from drug addiction and treatment centers for individuals with eating disorders.

Continuing Treatment
A serious mental health condition that requires continuing treatment by a health care provider include conditions that incapacitate an individual for more than 3 consecutive days and require ongoing medical treatment and chronic conditions that cause occasional periods when the individual is incapacitated and requires treatment by a health care provider at least twice a year.

The guidance and FAQs explain that ongoing medical treatment for a mental health condition can either be multiple appointments with a health care provider or a single appointment and follow-up care. The examples of such treatment include behavioral therapy, prescription medications or rehabilitation counseling. The guidance and FAQs also provide examples of chronic conditions, which include anxiety, depression and dissociative disorders.

Caring for One's Self or a Covered Family Member
As with serious physical health conditions, an eligible employee working for a covered employer can take FMLA leave to care for their own serious mental health condition or to care for a covered family member with a serious mental health condition. For example, the FAQs explain that an eligible employee would be entitled to FMLA leave to attend a family counseling session for a spouse who is in an inpatient treatment program for substance abuse or to assist a parent receiving medical treatment for depression with day-to-day activities.

The guidance also clarifies that that a parent may use FMLA leave to care for a child that is 18 years old or older if the child is incapable of self-care and the mental health condition qualifies as a disability under the Americans with Disabilities Act (ADA). The examples of mental health conditions that may constitute disabilities are major depressive disorder, bipolar disorder, post-traumatic stress disorder, obsessive compulsive disorder and schizophrenia. Importantly, the mental health condition does not have to occur or be diagnosed before the child turned 18 years old in order for the parent to receive FMLA leave.

Confidentiality and Protection from Retaliation
The guidance and FAQs remind employers of their confidentiality and no-retaliation obligations under the FMLA. Employers must keep employees' medical records, including records related to mental health information, confidential and maintain such records in files separate from personnel files. Employers are also prohibited from interfering with, restraining or retaliating against employees for exercising or attempting to exercise any rights under the FMLA.

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.

Diversity Update

On the heels of an amazing Pride Month, keep your team's commitment to DEI initiatives going. Did you know that as an HR professional, you have access to SHRM and HRCI certification credits through resources like the EEOC?

In July, the EEOC is hosting workshops that include, "Creating Equity in the Workplace: A LGBTQI+ Discussion with the EEOC" and "Creating Equity in the Workplace: Artificial Intelligence and Equal Pay," plus many more. Check out The EEOC Training Institute at the link below for more information. https://www.eeoc.gov/training-institute/eeo-workshops

Plus, all SHRM members can access materials specifically curated for DEI leaders to continue growing, see the link below for a short list of relevant and thought-provoking topics:

https://www.shrm.org/ResourcesAndTools/hr-topics/Pages/diversity-equity-and-inclusion.aspx

Remember: Diversity, Equity, and Inclusion promotes the representation and participation of different groups of people, including different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures, and sexual orientations. Adding resources and tools to your toolbox will help you in supporting, and even creating, DEI policies, programs, and initiatives at your organization.

If you are interested in collaborating with other EHRA members on DEI topics, email diversity@ehranet.org.

Thank you!

Madeline Smith, SHRM-CP
EHRA Diversity Chairperson



Have you wanted to get your SHRM certification? Here is your opportunity.

EHRA Certification Scholarship Application

AMOUNT	100% of course and exam fee not to exceed $1,800
DEADLINE	August 1, 2022

Description

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.

Application and Notification

Applications from interested candidates must be received by EHRA no later than the posted deadline. Notification to all candidates will be sent via email two weeks after the respective deadline.

Eligible Expenses

Eligible expenses include SHRM and/or HRCI accredited education classes, conferences, and exam fees incurred in pursuit of obtaining the following certifications:

- aPHR - Associate Professional in Human Resources™
- PHR – Professional in Human Resources®
- SPHR – Senior Professional in Human Resources®
- PHRi – Professional in Human Resources International®
- SPHRi – Senior Professional in Human Resources International®
- GPHR – Global Professional in Human Resources®
- SHRM-CP – SHRM Certified Professional
- SHRM-SCP – SHRM Senior Certified Professional

Requirements/Restrictions

- Active EHRA members in good standing are eligible to apply for an EHRA grant/scholarship to be used toward pursuing an HR certification.
- Members are eligible for one-time (1) award scholarship.
- Preparation course towards SHRM Certification or HRCI Certification
    - Tuition for preparation courses that is provided in support of the SHRM Certification Preparation Program. Under extenuating circumstances (ex. SHRM preparation course currently offered at the University of Southern Indiana is full) EHRA may consider awarding scholarship funds to be used towards a certification preparation course not facilitated by USI.
    - Once selected, the recipient must register and pay for his or her professional development course and then send confirmation of registration and payment to EHRA.
    - The recipient will be reimbursed within 30 days of his or her successful completion of the course. Successful completion of the course means the minimum attendance of 75%. In the event the recipient does not take the exam as scheduled, he or she will be required to return to EHRA the total amount of the award (course and exam costs).
    - The course/exam cannot be previously taken before the scholarship is offered.
- Please provide the following information in your acceptance email:
    - Course Provider

- Title of Course
- Course Cost
- Website of Course Provider (for review and approval)
- Test Date
- Exam Cost

The EHRA Certification Scholarship is for the Winter 2022 Testing Window. This scholarship is for members of ERHA who are testing for HR certifications (aPHR, PHR, SPHR, GPHR, PHRi, SPHRi, SHRM-CP or SHRM-SCP) between November 2022 and February 2023. The deadline to submit your application is August 1, 2022!

Name: _____ Date: _____

Home Address: _____

City, State, Zip: _____

Work Title: _____

Employer: _____

Street Address: _____

City, State, Zip: _____

Certification Sought: _____

Study Method: _____

Eligibility:

To be considered for this scholarship, you must:

-Be an EHRA member in good standing

-Be qualified and eligible to sit for the HRCI or SHRM certification

-Testing for first time certification or to upgrade a current certification (Ex: current SHRM-CP testing for a SHRM-SCP)

-Have signed up for the exam to test for certification

-Complete this application and submit it prior to the deadline

Applicants are not eligible if they receive any other reimbursement (from employer or elsewhere) to study or sit for the certification exam.

How to Apply:

Email the completed application and attach a copy of the letter from SHRM, HRCI, or the testing center confirming you are signed up for the exam to info@EHRAnet.org by August 1, 2022. **The applications will be reviewed by a committee and the chosen finalist(s) will be notified by August 20, 2022.**

- The scholarship recipient(s) will be announced at one of the EHRA chapter monthly meetings following awarding of the scholarship.
- The Scholarship Committee will review all applications and award a scholarship.

Please use the space below (or attach a separate page to this application) explaining how this scholarship will assist you in achieving your HR career goals. Include a short biography of your career thus far, any factors that influenced you to enter the HR profession, and whether you have any HR volunteer experience:





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 like for the listing to be confidential, the EHRA Communication Chair will serve as liaison between the member and interested employers.

These advertisements are free of charge for EHRA members.

EHRA
Evansville Area Human Resource Association

@ SHRM22
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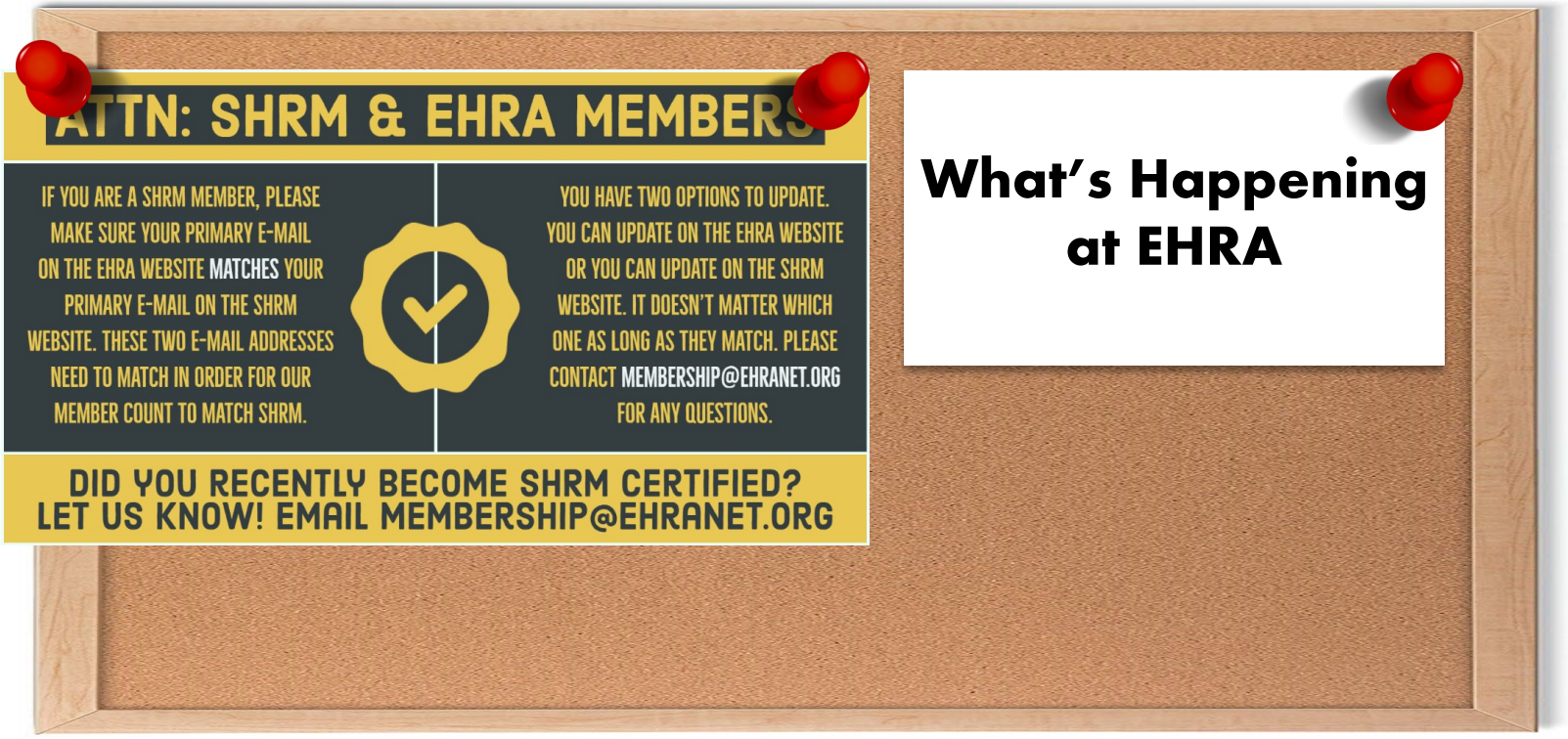








CITY OF NEW ORLEANS



What's Happening at EHRA

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agries@kellerschroeder.com

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Debbie Tucker, SPHR, SHRM-SCP
djtklt@yahoo.com

Secretary
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jessicabailey@berryglobal.com

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metst53@hotmail.com

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juliakpillowhrin@gmail.com

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Jason Fertig
jfertig@usi.edu

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Madeline Smith
madeline.smith@countrymark.com

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Josh Gessling
jgessling@zsws.com

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jennifer.zimmer@countrymark.com

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samantha.witte85@gmail.com

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Katie Kissel
katie.kissel@phrehab.com

Legislative Affairs Chairperson
Olivia Robinson
orobinson@kddk.com

College Relations Chairperson
Melanie Reed
mreed@scvl.com

Past President
Wendy Gumbel, PHR, SHRM-CP
wendy.gumbel@encompasshealth.com