CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

July 2023



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL SILVER CHAPTER 2022

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



Welcome to July!

I know this is a busy time of year with summer activities for kids, vacations, etc. Take time to enjoy!!!

Don't forget the state conference is August 8 – 10th in Indianapolis! Don't miss it! If you were at our EHRA conference a couple years ago, Karith Foster spoke and she is the emcee at state conference! She will rock it! Here is a link with information: https://hrindianashrm.org/conference/. If you are interested in volunteering at the state conference, please do so. We'd love to see EHRA represent! Here is the link to volunteer: https://www.signupgenius.com/go/904084cada82fabf85-hrindiana#/

There are scholarships available for certification and for the inclusion conference! Please visit the HRIN website above to review the information. It's a wonderful opportunity!

The July meeting is going to be held in the meeting room at Deaconess Gateway. Be sure and check out the meeting information later in the newsletter.

The EHRA board will be meeting soon to discuss 2024. If anyone is interested in joining the board and helping make EHRA even better, please reach out to me at agries@kellerschroeder.com. I'm happy to answer any questions you may have about time commitment, duties, etc.

Amanda Gries
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.



FIND YOUR PARTNER IN HEALTH. FIND YOUR Y.

Workplace wellness can seem daunting, but as a trusted partner for health & wellness since 1857, the YMCA of Southwestern Indiana works alongside employers to develop a plan that fits the needs of their employees. The Y is more than a gym so membership means more here. The Y has lots of health & wellness options but also additional services that address life for employees (especially families) like child care services, family activities, education & enrichment classes, or volunteer opportunities. That's what makes us different. That's what makes us a true partner. The Y takes a broad-based, holistic approach to keeping employees happy and healthy with resources that go beyond a fitness facility.

For more information about Corporate Membership, contact:

Lisa Verkamp
verkamp@ymcaswin.org
812.492.6714

WWW.YMCASWIN.ORG

Five branches serving Southwestern Indiana.
For more than a workout. For a better us.

Ascension St. Vincent YMCA	516 Court St	812.423.9622
Dunigan Family YMCA	6846 Oak Grove Rd	812.401.9622
YMCA Community Outreach	1930 S Garvin St	812.491.7630
YMCA Child Care Services	516 Court St	812.423.9622
YMCA Camp Carson	2034 Outer Lake Rd	812.385.3597

Welcome Our New Members!

DASHAWN **MURRAY**
SABIC

ANDREA **IMES**
Southwestern Healthcare

*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, PLEASE SEND THEM TO JESSICA.BAILEY@COUNTRYMARK.COM TO SHARE IN THE NEWSLETTER.

SAVE THE DATE

2023 EHRA

MONTHLY MEETINGS

7/19— KATHLEEN LAPEKAS

8/8—8/10—IN SHRM CONFERENCE

9/21—PENNY TEPE

10/26—EHRA ANNUAL CONFERENCE

11/16—TBD

DECEMBER—EHRA HOLIDAY PARTY

LIKE, FOLLOW, & VISIT THE EHRA!

TWITTER.COM/EVANSVILLEHR

FACEBOOK.COM/EHRAINC

LINKEDIN.COM/COMPANY/EVVEHRA

EHRANET.ORG

July Meeting Information

Thursday, July 19, 2023
11AM - 1PM
Deaconess Pavilion Conference Center
4011 Gateway Blvd.
Newburgh, IN



AGENDA

11:00 - 11:30 Registration and Networking
11:30 - 12:00 Lunch
12:00 - 1:00 Program

PROGRAM:
WINNING OVER THE BATTLE OF PROCRASTINATION

When it comes to facing tough moments, we have a habit of procrastinating until the last moment. In this session we will talk about strategies not only to overcome procrastination, but also strategies we can develop to keep our commitments to tough moments. This session will talk about why we procrastinate and what we can do to immediately battle that "monster" within us.

SPEAKER:
KATHLEEN LAPEKAS

Kathleen is a Human Resources Consultant with over 27 years of HR Management. After earning a Bachelor's degree in Industrial/Organizational Psychology from the Western Michigan University with Honors, she spent the last 25 years working in Human Resources for Fortune 100 and Fortune 500 companies throughout the United States.

Then, in 2010, Kathleen began her own HR Consulting business to serve has an HR Resource for small and mid-sized businesses. Her expertise covers every aspect of HR including organizational development, employee relations, training, recruiting and legal compliance.

Kathleen currently serves as an Adjunct Instructor at University of Evansville and as a Continuing Education instructor at both Henderson Community College and University of Southern Indiana, teaching courses in leadership and in Human Resources. She serves as on the Board of Directors of Autism Evansville (since 2011). Kathleen resides in Evansville, Indiana with her husband, Rob and their son, Jacob.

SPONSORSHIP TIERS OF IMPACT *at a glance*

NAMIWalks is proud to help build better lives for people living in Evansville and surrounding areas affected by mental health conditions. We are grateful to our partners for making this possible.

	Presenting $5,000	Premier $2,500	Gold $1,000	Silver $500	Bronze $250	Supporter $100
Speaking opportunity at your local NAMIWalks event, during your choice of ceremony and/or local event kickoff meeting	●					
Dedicated press release announcing sponsorship	●					
"Presented by" naming rights with logo included on select customized materials	●					
Logo in all scheduled participant electronic communications starting 80 days from the event date (minimum of 20)	●	●				
Opportunity to display company-provided banner	●	●				
Name included in press releases	●	●				
Logo on NAMIWalks poster*	●	●	●			
Logo recognition at Cultivation Events*	●	●	●			
Exhibit space at your NAMIWalks event*	Premium Table	Table	Table	Table	Table	
Promotion on social media and/or in newsletters, pre and post event	6	5	4	3	2	
Recognition on NAMIWalks participant T-shirts*	Large logo	Large logo	Medium logo	Small logo	Name	
Recognition on NAMIWalks event day signage*	Logo	Logo	Logo	Logo	Name	
Recognition on local NAMIWalks website	Logo	Logo	Logo	Logo	Name	
Logo recognition on one NAMIWalks route sign*						●

This year's NAMIWalk in Evansville will be held on Saturday, October 26, 2023 at Wesselman Park & Nature Preserve.
If you're interested in sponsoring, email Penny Tepe: penny.tepe@namievansville.org.



U.S. Supreme Court Revises Standard for Evaluating Requests for Religious Accommodations in the Workplace

By: Joshua B Gessling, EHRA Legislative Director

On June 29, 2023, in a case called *Groff v. DeJoy*, the U.S. Supreme Court revised the standard used for evaluating requests for religious accommodations under Title VII. In doing so, the Supreme Court effectively scrapped the oft applied "*de minimis*" standard in favor of one that requires employers to establish the accommodation would result in "substantial increased costs in relation to the conduct of [the employer's] business" before denying such a request.

By way of background, employers covered by Title VII are generally required to reasonably accommodate the religious beliefs, observances, and practices of their employees unless doing so creates "undue hardship." In 1977, in a case called *Trans World Airlines, Inc. v. Hardison*, the Supreme Court explained that an "undue hardship" is one that requires an employer to incur more than a "*de minimis*" (or minimal or trivial) cost. For nearly 50 years, federal courts (and employers, HR professionals, and legal practitioners) relied on the "*de minimis*" standard espoused in *Hardison* in deciding whether requests for religious accommodations in the workplace would impose undue hardships under Title VII. During this time, courts have generally held that requests for religious accommodations that imposed more than minimal costs would create undue hardships and could be lawfully denied under Title VII, whereas requests that resulted in minimal costs (or no cost) couldn't.

In the *Groff* decision, the Supreme Court announced (in a unanimous decision) that courts had focused too much on the "*de minimis*" language in its *Hardison* decision and, as a result, had misinterpreted the decision and misapplied its rule. Instead of using the "*de minimis*" standard to determine whether a request for a religious accommodation would constitute an undue hardship under Title VII, according to the *Groff* decision, an employer should now consider whether the "burden of granting an accommodation would result in substantial increased cost in relation to the conduct of its particular business."

In light of this development, employers are encouraged to consider how the Supreme Court's decision in *Groff* impacts their employee handbooks, policies, and processes for evaluating requests for religious accommodations and adjust accordingly.

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 this update and how it affects you or your organization or any other specific legal issue or problem you may be experiencing.



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, please visit our website 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.

What's Happening at EHRA

Join us August 8—10 in Indianapolis for the 2023 HR Indiana Conference!

hrindianashrm.org/conference

2023 *board*

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Amanda Gries
agries@kellerschroeder.com

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