CHAPTER CONNECTION

June 2016

FLSA

AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL 2014 AWARD GOLD CHAPTER

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

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Attorneys & Counselors at Law

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Welcome new EHRA members.

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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They're Here! New Salary Requirements for Employees Exempt from Overtime Pay

Sweetwater Event Center | 8335 Eagle Lake Dr. | Evansville, IN 47715
11:00 am—2:00 pm
$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Agenda

11:00 am—12:00 pm CST: Registration and Lunch by Bauerhaus Catering
12:00 pm—1:00 pm CST: Program

Description

Does your company have employees? Do you pay them? Then you should start preparing now to ensure you're in compliance with DOL's new salary requirements for employees eligible for overtime pay. In this FREE seminar, the KDDK labor and employment law team will address your questions including:

- What are the new salary requirements for exemption from overtime?
- Were there any changes to the duties test?
- How do we handle employees with smart phones?
- How are bonuses and commissions included?
- Should we move employees from salary to hourly?
- How should we communicate any changes to staff?
- How long do we have to implement changes?
- And more...

Speaker



Jake Fulcher, Partner, KDDK, exclusively represents employers in all aspects of labor and employment law for a broad client base, including both private and public employers located in the US and abroad. Jake believes in a proactive approach to labor and employee relations. Accordingly, Jake devotes much of his practice to daily client counseling, developing best practices, and providing management and supervisor training on a variety of labor and employment-related issues. Jake also reviews and drafts employee contracts, consulting agreements, handbooks, non-compete/trade secret agreements and severance packages.



Josh Gessling, Attorney, KDDK, assists businesses in a broad range of employment and labor law matters, and provides litigation and trial services for the firm's clients. Josh utilizes his background in employment, labor and international law to assist clients with workforce management and operational issues in the US and abroad,. Josh is licensed to practice law in Indiana and Florida.

This program is valid for 1.0 PDC for the SHRM-CP or SHRM-SCP. For more information about certification or recertification please visit www.shrmcertification.org.

This program has been approved for 1.0 HR recertification credit with HRCI.

The EHRA is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP℠ or SHRM-SCP℠. For more information about certification or recertification, please visit www.shrmcertification.org."

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.



LEGAL UPDATE

NEW OVERTIME RULING ANNOUNCED

By Vickie Warren, SPHR, SHRM S-CP

The U.S Labor Department (USDOL) has finally released the following changes in USDOL's definitions of executive, administrative, professional, computer-employee, and highly compensated exemptions under the FLSA's Section 13(a)(1). These rules will become effective on December 1, 2016:

- The minimum salary threshold is increasing to $913 per week, which annualizes to $47,476 (up from $455 per week, or $23,660 per year).
- This amount will now be "updated" every three years (meaning that it will likely increase with each "update"), beginning on January 1, 2020. USDOL will announce these changes 150 days in advance.
- Employers will be able to satisfy up to 10% of this new threshold through nondiscretionary bonuses and other incentive payments, including commissions, provided that the payments are made at least quarterly.
- The total-annual-compensation threshold for the "highly compensated employee" exemption will increase from $100,000 to $134,004 (which will also be "updated" every three years).

So what does this mean?

1. USDOL is doubling the current salary threshold. This is likely intended to both reduce the proportion of exempt workers sharply while increasing the compensation of many who will remain exempt.
2. USDOL will publish what amounts to an automatic "update" to the minimum salary threshold.

USDOL did not change any of the exemptions' requirements as they relate to the kinds or amounts of work necessary to sustain exempt status (commonly known as the "duties test").

Right now, you should be:

- Determining what salaried positions in your company are below the $47,476 base pay for the salaried test;
- Estimating the cost to your company on moving these positions to the new base pay of $47,476 as long as they meet the 'duties' test; and,
- Estimating the cost to your company as to potential overtime and monitoring compliance so that formerly salaried employees do not work off the clock;

Developing communication plans for employees who have been treated as exempt but who no longer will be.

It is possible that lawsuits will be filed by some in Congress later this year. However, all of us should assume for the time being that the new requirements will take effect as scheduled.

For further information please review the following links. Either click on the link or copy and paste the links below in your browser to access more information:

https://www.shrm.org/legalissues/federalresources/pages/overtime-rule-hub.aspx
https://www.dol.gov/WHD/overtime/final2016/
http://www.kddk.com/dol-issues-new-salary-requirements-for-overtime-pay-eligibility/
http://www.laborlawyers.com/new-exemption-rules-finally-arrive-employers-should-prepare-for-the-impact

Certification and 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).

CERTIFICATION SCHOLARSHIPS! DEADLINE is July 15, 2016

Wouldn't it be great to see an EHRA member get one of these scholarships?

New for 2016! There is still time to apply for SHRM Foundation certification scholarships to be awarded in the fall. *SHRM members* may apply for this **$750 award** to support their pursuit of the SHRM-CP or SHRM-SCP certification.

Application Deadline: July 15, 2016 (awarded in October)

Eligibility: Individuals must be current members of national SHRM and their membership must remain active throughout the year they are awarded the scholarship. Individuals must be preparing to sit for the SHRM-CP or SHRM-SCP certification exam. Employees or board members of SHRM or the SHRM Foundation or other SHRM affiliate (not including chapters), and members of their immediate family are not eligible to apply for SHRM Foundation grants, awards or scholarships. Student members are not eligible to apply for this award. For more information (selection criteria and application) visit the SHRM Foundation certification scholarship page.

Application*:* The application includes contact information and a series of short-answer questions about your volunteer experience and your career aspirations. You will also be asked to upload a current resume that includes your SHRM Foundation and/or SHRM volunteer experience, and one letter of reference. Reference letters should be addressed to the "SHRM Foundation Scholarship Review Committee" and should provide insight into your character, career and volunteer accomplishments, work ethic, values, and need for the scholarship.

Timeline: Apply May 2 - July 15, 2016.....Notified of results by October 7

HRCI Introduces aPHR 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.

Meisinger Award Application Window Now Open

The SHRM Foundation is currently accepting applications for the 2016 Susan R. Meisinger Fellowship for Graduate Study in HR. This award is designed to support master's degree students who are either SHRM members or certified HR professionals. 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.

Applications are due on **Monday, August 15, 2016**. For more information, click here.

Michael R. Losey Excellence in HR Research Award

A single award of $50,000 is presented annually to further the field of human resource management. Nominations are encouraged for scholars with a significant body of work in the field of HR.

For more information about the nomination process visit the Losey Award page.

Application deadline: July 15, 2016.

Volunteer and Scholarship Opportunities!

SHRM Special Expertise Panel Applications Now Accepted

Want to be able to weigh in on emerging HR trends? Want to provide guidance on current HR policy, and renowned industry publications? There is no better way to leave your mark on the HR community than to serve on one of SHRM's five Special Expertise Panels: Ethics & Corporate Social Responsibility and Sustainability, Global, HR Disciplines (including total rewards, staffing, employee relations, org development, diversity, and employee health, safety & security), Labor Relations, Technology and HR Management. If you have a willingness to participate in media interviews (training provided), a minimum of 8-10 years progressive HR expertise and good communications skills, we want you! The 2017 application period is now open.

Application deadline July 31, 2016.

SHRM Foundation Scholarships Deadline

Applications are now being accepted for undergraduate scholarships ($2,500), graduate scholarships ($5,000) and SHRM certification scholarships ($750). Those that are SHRM professional members are eligible for these scholarships. For more information visit the SHRM Foundation scholarship page.

Application deadline: July 15, 2016.



HR INDIANA Scholarships

Funded by BARNES & THORNBURG LLP

Announcing the Barnes & Thornburg/Ken Yerkes Scholarships for HR Professionals

2 Scholarships

- ☐ **Certification Scholarship—Award to support the pursuit of a professional certification**
- ☐ **Conference Scholarship—Award to support attendance at the HR Indiana Conference and waiver of HR Indiana Conference registration fee.**

Certification Scholarship (deadline 6/30/16)

- ☐ Award can be used to purchase certification preparation tools and/or exam fees for SHRM certification.
- ☐ Awarded annually in August each year at the HR Indiana Conference and can be used during the remainder of the current year or until August 31 of the following calendar year.
- ☐ This scholarship is a one-time award to a recipient.
- ☐ Eligibility is based on the following:
  - -SHRM and Indiana local chapter member on or before May 1
  - -Must be preparing to sit for a certification exam
- ☐ Selection Criteria
  - -Work experience/progression (HR involvement and future career plans)
  - -Volunteer activity
  - -Financial need
- ☐ How to apply
  - -Complete an application;
  - -Submit two professional letters of reference providing insight into the person's character, career and volunteer accomplishments, work ethic, values and need for scholarship.
- ☐ Timeline
  - -**Applications submitted by June 30**
  - -All applicants notified prior to HR Indiana Conference
  - -Award recipient announced at the HR Indiana Conference

Conference Scholarship (deadline 6/30/16)

- ☐ Award will be used to pay for registration and hotel expenses (overnight room and parking) associated with attendance at the annual HR Indiana Conference.
- ☐ This scholarship is a one-time award to a recipient.
- ☐ Eligibility is based on the following:
  - -Attendance at the upcoming HR Indiana Conference (must register as an attendee)
  - -Must hold a position in the HR profession
  - -SHRM and Indiana local chapter member as of May 1
- ☐ Selection Criteria
  - -Work experience/progression (HR involvement and future career plans
  - -Volunteer activity
  - -Financial need
- ☐ How to apply
  - -Complete an application;
  - -Submit two professional letters of reference providing insight into your character, career and volunteer accomplishments, work ethic, values and need for scholarship.
- ☐ Timeline
  - -**Applications submitted by June 30**
  - -All applicants notified prior to HR Indiana Conference
  - -Award recipient announced at the HR Indiana Conference

INDIANA STATE COUNCIL SHRM AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Apply for either scholarship at www.HRIndianaConference.org/scholarship

Questions? Contact: Mark Records, Administrator, Indiana SHRM

317-841-8202 * admin@indianashrm.org

www.HRIndianaConference.org * www.IndianaSHRM.org

AURORA

Aurora is 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.**

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:

Volunteer Opportunity

STATE MEMBERSHIP COMMITTEE OPPORTUNITY

One of the 2016 goals of Indiana SHRM is to revitalize the state membership committee. The vision for this committee is to assist the chapters with increasing membership through education, support, and coordination of the membership initiatives at state conference. The time commitment is typically less than one hour per month. If you are interested in participating in this committee, please contact the State Membership Director, Megan Nail, SPHR-CA, SHRM-SCP at hrpda.megan.nail@gmail.com.

Follow EHRA on Twitter @EvansvilleHR



Dear EHRA Members:

Thank you to all that attended our May events. We had Chris Schrader present his local, state and national Legislative Update in the middle of May and then just a few weeks ago, we had a great HR After Hours networking event at Acropolis. As a reminder, if you have registered for a monthly meeting or networking event and cannot attend, please let us know. We usually have to pre-order at many of our networking locations and an accurate head count is important.



Given that the cover has been lifted on the new overtime regulations, Josh Gessling and I will present on that topic at our June membership meeting. That meeting is scheduled for June 16 at lunchtime and it will be at the Sweetwater Event facility.

Thank you to all that participated in our survey on a membership appreciation event. With the votes tallied, the Night at the Otters event won out. Membership Director Rick Jones is currently putting something together for that event and we will have some news to share soon.

Please also do not forget to register for the Indiana State Conference. For those of you that attend regularly, you know what a great conference it is. I will be a first-time attendee this year and am excited for the opportunity.

As always, if you have any questions or comments, please email me at jfulcher@kddk.com. I look forward to seeing you at our June meeting at Sweetwater.

Thank you for being a member!

Jake

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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

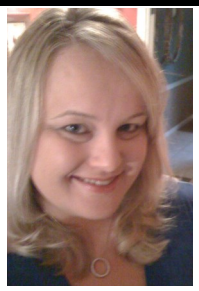
To be the HR voice for the Tri-State.

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!

MEMBER SPOTLIGHT





Jaclyn Hill, Assistant Controller at Millennium Steel Service, thinks the EHRA is a good opportunity to network with other HR professionals and makes a lot of good training available. She enjoys her position because she is exposed to so many facets of the business. It's the many different activities that keep me active and engaged.



Krystal McGlaun, HR Professional at Schilli Transportation Services, joined EHRA after recently relocating to Evansville as a good way to become involved with the local community. She hopes to learn more about all areas of human resources and to met others who work in the field.

Please welcome these new members:

Michele Jackson, HR Specialist at TMMI
Leah Schutte HR Business Partner at Tropicana Evansville
Stacy Gallucci, Principal Owner HR ReImagined
Elexica McAlister, HR Specialist at TMMI



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 jenchan@atlasworldgroup.com