CHAPTER Connection

June 2017



AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

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HR ASSOCIATION

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Volume 18, Number 6

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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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Applying Change to Impact Talent Management
Presented by Maura G. Robinson, MPA

Old National Events Plaza | 715 Locust St. | Evansville, IN 47708
11:00 am—1:00 pm
$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Location: Enter through main doors marked Akin Theatre. Once inside, turn right to go down the hall through the glass doors and up the escalators to the meeting room.

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
"Applying Change to Impact Talent Management"
The presentation will provide parallel paths to foster innovation in the areas of talent management through organic changes. Attendees will also be exposed to an in-depth approach to intergenerational recruitment and retention opportunities. An alternative recruitment model created by Maura G. Robinson as a paradigm shift option will be presented. This model will help attendees better understand and prepare for current and future workforce scarcity.

Presenter
Maura G. Robinson, MPA is the President/CEO of M. G. Robinson, Inc. She is a bilingual (Spanish/English) motivational national speaker, author, and a change and inclusion strategist. She is also a Sociologist with a Master's in Public Administration from Indiana State University. She is revolutionizing the business world with her change and inclusion management frameworks. Her change management services help organizations implement change without disruption to the stability of the workforce, productivity and the organizational bottom-line. In retrospect, her inclusion management framework creates a direct and contemporary approach to inclusion practices including recruitment, retention and productivity within the different organizational settings. A list of her clients includes Deaconess Women Hospital, Daviess County School Corporation, Fifth Third Bank, German American Bank, Miller Pipeline, Old National Bank, Toyota, The City of Evansville, The University of Evansville, The University of Southern Indiana, Vectren Corporation, Vanderburgh County School Corporation, and Walmart just to name a few.



Maura's published books include The Inclusion Revolution is Now™, We Are One™, (self-help book), Inclusion Must Be the Outcome™ and the series – Inclusion Is Us™ which includes The Latino Culture Awareness and Understanding, and Is Law Enforcement In Crisis? This year she has introduced her bilingual (Spanish/English) children's book series to promote bilingual education. All her books are available at Amazon.com.

She started her company 22 years ago and has over 25 years of corporate experience. Maura is a certified MBE/WBE, and a member of Evansville-Area Human Resource Association. The National Society for Hispanic Professionals. The National Association of Women Business Owners, Southwest Indiana Chamber of Commerce, Tennessee Latin American Chamber of Commerce, and Pi Sigma Alpha National Political Science Honor Society.

Maura is the president and founder of the Diversity and Inclusion Institute for Change. The Institute helps organizations and communities bridge disparity gaps through a behavioral approach to action.

Maura is also well known for her extensive work with Latinos in rural areas, as well as her research on the Latino cultures. Her Latino Summit™ has become one of her signature events. The purpose of the summit is to bring a professional awareness of the positive impact of the Latino population in our communities. The Latino summit is structured to enhance the knowledge and outreach skills on those working with Latinos in the areas of education, banking, politics, retail, hospitality, medical, etc.

Maura volunteers part of her time to serve the Latino Collaboration Table, The Gibson County Economic Development Coalition, United Way, and Saint Meinard Board of Overseers.

Maura has been married to Mark for 30 years. Her only daughter Olivia is an attorney who practices employment law at Kahn, Dees, Donovan and Kahn.

Maura G. Robinson's latest book "Appling Change to impact Talent Management" will be in stores this fall.



HOLA Evansville

Brant Flores and Rudy Monejano of HOLA Evansville will be with us at our Jun 15th meeting.

HOLA Evansville was created to enhance cultural diversity and ensure the success of Latinos in the areas of education, health, safety, workforce, economic strength and leadership. In addition to government grants and donations from the large community they offer free assistance to low income area Latinos.

The Saturday after our meeting, June 17th, they will be holding their Latino Festival at Bosse Field from 2pm—8pm. This event is open to all, with a $5 ticket charge for adults. Kids 12 and under are free. All money raised will go to help fund La Academia, located at Nativity Catholic Church. There Latinos can receive help filling out job applications , translation services, health service referrals, and more.

Recent Accomplishments

Sara Garrett earned her Master's degree (What an accomplishment! Sara works so hard!)

Jennifer Harris wrote the Indiana Governor (E. Holcomb) online about the National Food Allergy Week (May 14-20). She was able to secure a proclamation for Indiana stating May 14-20 as Food Allergy Awareness Week. We join the rest of the country with this proclamation!

LEGAL UPDATE



Legal Soundbites
By Vickie Warren, S-CP, SPHR

Legal Soundbites

By Vickie Warren, SHRM, S-CP, SPHR

Electronic Submission to OSHA Delayed--According to Gregory Dale, an attorney with Faegre Baker Daniels, OSHA has recently indicated that it is proposing a delay affecting the initial July 1, 2017 date for electronic submission of occupational injury/illness data. Dale states that there was no reason provided by OSHA, but the OSHA agency indicated that additional updates will be posted on its website as they become available. Employers will still have their regular existing obligations to collect, maintain, and certify occupational injury/illness records. Previous to this delay, employers with 250 or more employees were to submit OSHA form 300A as of July 1, 2017. On July 1, 2018, these same employers in this category were to electronically submit forms 300A, 300, and 301. However, in 2019, the employer electronic submission deadline would have changed from July to March 2.

New Fiduciary Rule effective June 9, 2017--Carol Buckman with *Employee Benefit News*, reported this week that the DOL has confirmed that tial June 9, 2017 compliance date for the new Fiduciary Rule **will not be postponed**. The DOL has issued a FAQ's that clarifies what those affe and won't need to do. The DOL will review the rule, despite the multiple court decisions to uphold it. Chances are, per Buckman, that many c will be made to the Rule in the future. However, as of June 9, 2017, Plan Sponsors must ensure that any investment advice they help plan par (employees) receive **isn't conflicted due to advisor fees**. Several financial service providers had wanted a delay in the rule, saying the require are onerous to advisors, increases lawsuits, and requires higher flat fees for advice. HR professionals who are plan sponsors and who arrange employees to receive advice that is not in their best interest could be sued, according to SHRM's Stephen Miller, CEBS. Miller advised that HR the fees and the new contracts from their financial services vendors to ensure that the standard is being met. He also stated that the *ThinkPr* liberal public policy group, advocated for the rule, basically stating that the "rule would expand the fiduciary duty standard to cover brokers a people seeking advice about retirement investments. Prior to June 9, brokers can steer clients toward the products that make themselves (th kers) more money at the expense of their client's needs." Miller stated that major participant disclosures and new documents, forms and co that need to be modified, updated and reviewed by a legal representative are tied to a January 1, 2018 deadline. In summary, the rule will re that providing investment advice to retirement plan sponsors and participants to follow a fiduciary standard of conduct under ERISA. ***This me sors may only offer advice that is in the best interests of plan participants without regard to commissions and fees, and they must disclose of interest.*** For more information, check out the DOL's website on FAQ's by copying this link to your browser. https://www.dol.gov/agencies about-ebsa/our-activities/resource-center/faqs/conflict-of-interest

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Provide Paid Parental Leave --President Trumps 2018 Federal Budget Proposal, released May 23, recommends up to six weeks of paid leave for parents after birth or adoption of a child. The states would fund and administer the program through existing unemployed insurance system, which is funded by the unemployment taxes paid by employers. The program is anticipated to cost about $25 billion over 10 years. The administration would support states in helping them figure out how to fund the six weeks. State could opt out if they already offer at least six weeks of paid leave to new mothers and fathers. Debra Ness, president of the National Partnership for Women & Families in Washington, D.C., stated that her group had concerns that the six weeks of paid leave in comparison to the 12 week national standard sends a mixed message. She feels that this law would do more harm than good. In addition, states UI funds have been depleted due to the 2007-2009 recession. 36 states used all of their UI funds and had to get loans from the federal government to continue to pay UI benefits. Only 21 states reached the minimal level of solvency at the beginning of 2017. Large US corporations such as American Express, Ikea, Etsy, and Ernst & Young have increased their paid leave on average up to 16 weeks to 26 weeks of fully paid leave. Check out President's budget entitled A New Foundation for American Greatness, fiscal year 2018 at the following website: https://www.whitehouse.gov/sites/whitehouse.gov/files/omb/budget/fy2018/budget.pdf



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 finaliis(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 would like to collect items that are needed for the Matthew 25 AIDS Assist.

EHRA would like to focus on personal hygiene items. Providing **shampoo, conditioner, soap, deodorant and shaving items to those in** need will help individuals get back on their feet.

Many people lose everything when discovering infection. They lose friends, family, job and in some cases housing. Matthew 25 AIDS Service exists to provide support in every aspect possible.

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.

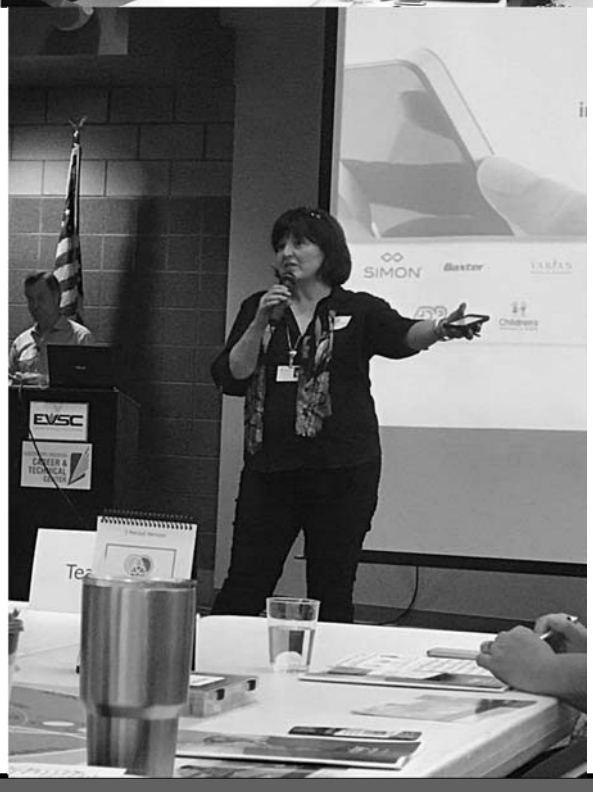
EHRA seeking sponsors for our EHRA monthly meeetings. A great way to market your company services or products to our large tri-state membership. A monthly sponsorship provides space on our EHRA website for the month of your sponsorship as well as an ad/log to run in our monthly electronic newsletter that is emailed to our entire membership of over 300 HR folks. Please contact Rick Jones, Finance Chairperson 2016 for more information.

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EHRA Spring Conference







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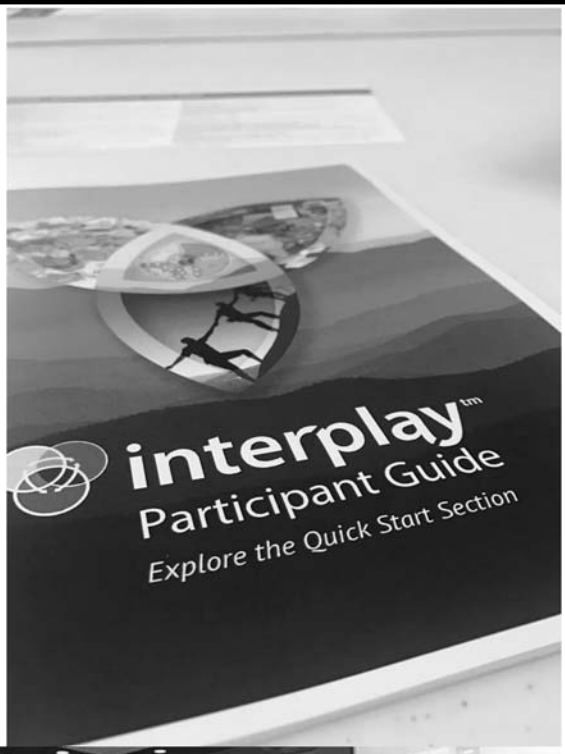
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First Volunteer Event May 6th

EHRA had 10 attendees volunteer their time to support the Clean Evansville mission at Howell Park on May 6th. Here are a few pictures of our members and their families.







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DEAR EHRA MEMBERS



Thanks to all that attended our May meeting where Chris Schrader gave us the local, state and national legislative landscape. This is surely an interesting time to be discussing those issues. Chris is an annual treat for us to have in town and always leaves us with something to think about. Thank you Chris!



Our President-Elect, Sara Garrett, has done a great job of putting the programming together for our monthly meetings. This continues in our June 15 meeting with Evansville's-own Maura Robinson. We are very excited to welcome Maura to speak to the Chapter. Maura's topic, "Applying Change to Impact Talent Management", will provide parallel paths to foster innovation in the areas of talent management through organic changes. We will also be exposed to an in-depth approach to intergenerational recruitment and retention opportunities. An alternative recruitment model created by Maura as a paradigm shift option will be presented. This model will help us better understand and prepare for current and future workforce scarcity.

In the near future, we should have some exciting news to share about future presenters, as well as another evening networking event. Enjoy your summer.

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

Jake

Jake Fulcher
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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:

Glenn Floyd, Staffing Coordinator at People Plus, Inc.
Christina Hauger, HR Special Project & Data Analyst at AstraZeneca
Amy Sand, Director HR & Safety at Taubensee Steel & Wire Company
Jennifer Skodinoki, HR Generalist at The Arc of Evansville

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.