

Chapter Connection

A publication of the Evansville Area Human Resources Association

June 2020



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER 2020

EHRA Evansville-Area Human Resource Association

PRESIDENT'S**MESSAGE**



Greetings, EHRA members!

Thank you to those of you who attended our virtual event on May 20 with Lee-Ann Assalone. We are pleased to be able to continue to offer programming even in the midst of this pandemic. Many venues are not scheduling events until August, so we will continue to offer our continuing education opportunities virtually for at least the next couple of months. Thank you for your patience as we navigate this new normal.



Our June meeting will be held via Webex on Thursday, June 18 at 11:30am. We are excited to have Megan Nail, President of the Indiana SHRM State Council, join us to speak about performance management. Megan is a wealth of information, and I know her presentation will be one you will not want to miss!

We look forward to seeing you (virtually) soon! Thanks for being a member!

Stay safe and be well,

Wendy Gumbel, SHRM-CP

President

Follow EHRA on Twitter
@EvansvilleHR

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.

06 18 2020

Brentwood Springs
There's hope. There's help.®

ABOUT OUR
EVENT

PERFORMANCE MANAGEMENT INNOVATION: PRACTICAL TIPS, TEMPLATES AND IDEAS

PROGRAM TIME

11:30am-12:30pm

LOCATION

WEBEX LINK WILL BE SENT AFTER REGISTRATION, ONE DAY BEFORE THE MEETING

COST

Before June 18

Member: $15 Guest: $30

June 18

Member: $20 Guest: $35

ABOUT OUR
SPEAKER



As Vice President, Total Rewards Practice, Megan advises clients on how to meet their organization's goals through total rewards and compensation strategy. She builds and designs market competitive base and incentive pay structures throughout the organization, including prioritizing compensation as a key component of the employee value proposition.

With over 12 years' experience as a volunteer leader at the Society for Human Resource Management (SHRM), Megan has invested in building and strengthening Indiana's HR community. She is currently the State Director for HR Indiana SHRM.

Megan attended Purdue University where she graduated summa cum laude with a Master of Science in Organizational Communication. Megan also received a summa cum laude Bachelor of Arts degree in Communication Management from the University of Dayton. She also possesses professional certifications including Certified Compensation Professional (World at Work), SHRM-SCP (Society for Human Resource Management – Senior Certified Professional), and SPHR-CA (Senior Professional in Human Resources, also certified in California). Megan most recently served as Senior Human Resources & Compensation Manager at Faegre Baker Daniels.

Outside the office, Megan enjoys supporting local sports teams, reading, and visiting her favorite Indy restaurant, Iozzo's Garden of Italy. She also loves spending time with her family, including two sons, aged 9 and 12.

Certification info:

In this engaging session, you will learn not only about innovative practices, but also take away tools and templates that you can use to impact your organization whether you are looking for radical change or smaller improvements. We will also discuss the pros, cons and potential pitfalls of various approaches.

Learning objectives

- Understand the history and current state of performance management in our complex "world of work."
- Determine the business need for performance management innovation.
- Discuss the pros and cons of performance ratings.

MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

SHELLY **EVERETT**

The Arc Southwest Indiana

JOHN **HALVERSON**

Halverson & Associates

LISA **KERSHAW**

OneMain Financial

RYAN **ROWLETT**

State Personnel Department

STEPHEN **WATSON**

Raben Tire

*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



STAY STRONG!



Schools Dismiss Students for Summer Vacation; HR Pros Face More Tests

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

Students have been dismissed for summer vacation, leaving those charged with administering leave under the Families First Coronavirus Response Act ("FFCRA") with new challenges to consider.

Under the FFCRA, an employee working for a covered employer may be entitled to paid leave in the event he or she experiences one or more of the qualifying reasons identified therein. One such reason is the employee's inability to work because his or her child's school, day care, or child care facility is closed or unavailable because of COVID-19 concerns. According to guidance released by the U.S. Department of Labor's Wage and Hour Division, such a "closure" occurs even if some or all instruction continues to be provided by the child's school online or through another format (e.g., "remote" or "distance" learning).

But what happens when schools dismiss students for summer vacation? School closures due to summer vacation do not constitute qualifying reasons for paid sick leave or emergency family and medical leave under the FFCRA, according to the Wage and Hour Division. In other words, when schools dismiss for summer vacation, those taking leave for COVID-19-related school closures may no longer be entitled to continued paid leave for the same reason under the FFCRA.

HR pros should remember, however, that these employees may be entitled to take leave if their summertime child care providers (e.g., summer camps or day cares) close or are otherwise unavailable for COVID-19 reasons, and unused leave entitlements may be used at a later time if another qualifying reason occurs (through December 31 2020).

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.

HR INDIANA
ANNUAL CONFERENCE



2020 HR Indiana Conference is happening!

August 24-26, 2020
JW Marriott Hotel Indianapolis and Indiana Convention Center

You have the option to attend in person or virtually!

Register here!

Conference Scholarship (deadline 6/30/20)

- 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

- 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, 2020
    - All applicants notified prior to HR Indiana Conference
    - Award recipient announced at the HR Indiana Conference

Apply for the scholarship HERE

Southern Indiana SHRM



HRCI & SHRM CERTIFIED LEARNING OPPORTUNITIES

SI-SHRM has shared details of their two upcoming virtual programs. You can register for these programs via the links below.

Thursday, June 4, 2020

9am – 10am CST

Zoom

Register - https://sishrm.org/meetinginfo.php?id=20&ts=1590764713

How to Strategically Re-Board After the Coronavirus

The HR leader must navigate business innovation, expand his or her strategic thinking about re-boarding strategies following coronavirus for continued business growth and profit. Today, he or she must consider new business practices. Re-boarding is not "un-pausing your TV" to start where you left off. It is about your employees learning new practices to include a new set of rules and guidelines.

Wednesday, June 10, 2020

11:00am CST

Zoom

Register - https://sishrm.org/meetinginfo.php?id=16&ts=1590680568

Re-viving the Instructor-Led Classroom: Its About the Human Connection

Adult learners are smart enough to know when "authentic human connection" is not happening. The element that ties L & D technology together is people, not a computer, fax machine, cell phone, internet, e-learning, AI or email.

SPEAKER: Carrie Van Daele

Carrie Van Daele is president and CEO of Van Daele & Associates Inc. at www.leant3.com, featuring her Train the Trainer System for trainers and subject matter experts.Van Daele's company was founded in 1996 as a training and development firm in the areas of train the trainer, continuous process improvements and leadership. Van Daele is the author of 50 One-Minute Tips for Trainers *published by LogicalOperations. She is a featured writer in several publications such as The Association for Talent Development [ATD], Women of Achievement magazine, Quality Digest magazine and FM & T magazine. Her degrees include: A.A from Evangel Bible College, B.S from Indiana University and M.S.M from Indiana Wesleyan. Van Daele & Associates is a Certified Woman-Owned Business (WBE).*

From the Desk of

U.S. REPRESENTATIVE
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VIRTUAL JOBS BOARD

Over 450 Employers Invited

A Virtual Jobs Board will be live on Congressman Larry Bucshon's website from June 17 – July 3.

To participate and have your company listed on the virtual jobs board, please send the following company information to Erin.Lucas@mail.house.gov:

1. A 5 minute or less video stating the following:
   - Company name
   - Location(s)
   - Available positions
   - Qualifications needed
2. Company Logo
3. Link to application **or** PDF of application

Deadline to submit company information is Friday, June 12.

The Virtual Job Board will be live for job seekers from Wednesday, June 17 – Friday, July 3.

****This event is free and open to all employers and job seekers in Indiana's 8th Congressional District****

If you have any questions please contact Erin Lucas at erin.lucas@mail.house.gov.



2020 board

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