


# Chapter Connection

**A publication of the Evansville Area Human Resources Association**

## June 2021




AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER 2021

EHRA Evansville Area Human Resource Association

# PRESIDENT'S**MESSAGE**



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Happy June! We are back in person this month! I hope to see all of your smiling faces at the Bauerhaus on Wednesday, June 16th for our meeting with Carrie Van Daele about helping our workforces reconnect in 2021. I am super excited to get back to a more normal event schedule, including the state conference in Indianapolis in August and our own annual conference in October. More information on these events and links to register are in this newsletter. We hope to see you there!

Thanks for being a member!

Wendy Gumbel

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.**

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## TOPIC: Help Your Workforce Re-Connect in 2021

*"How do we people again?"*

**CONTENT:** Your workforce was hit with a sudden loss of income, interpersonal relationships by remote access, empty offices and lonely staff; leaving some employees in foul moods, disconnected with low morale and with an overactive negative attitude.

*"There has been a surge to overuse digital learning tools… leaving your company without improved performance, said Justin Brusino from ATD.*

You will learn:

- ➔How to re-connect your workforce.
- ➔How to re-engage your workforce.
- ➔How to re-empower your workforce.



**BIO**: Carrie Van Daele is president and CEO of Van Daele & Associates Inc. at http://www.leant3.com and http://www.vtrain.us featuring her Train the Trainer System for trainers and subject matter experts. Van Daele's company was founded in 1996. Carrie is the author of 50 One-Minute Tips for Trainers published by Logical Operations. She is a featured writer in several publications for Talent & Development [TD], Women of Achievement magazine, Quality Digest magazine and FM & T magazine. Her degrees include: A.A - Evangel Bible College; B.S - Indiana University and M.S.M - Indiana Wesleyan.

**Carrie Van Daele and Jeff Amstutz-Published Article in HR Professionals magazine about a nightmare nobody talks about:**
https://hrprofessionalsmagazine.com/2020/06/06/online-self-directed-nightmare-nobody-talks-about/

**Carrie Van Daele –Published Article in Training Industry about the abuse of digital-virtual tools:**
https://trainingindustry.com/blog/content-development/reviving-the-instructor-led-classroom-its-about-human-connection/.

| SCHEDULE | LOCATION | COST |
|---|---|---|
| 11:00am-1:00PM CST | Bauerhaus<br>13605 Darmstadt Rd.<br>Evansville, IN 47725 | Before June 15th<br>Member: $15 Guest: $30<br>June 15th and later<br>Member: $20 Guest: $35 |

# MEMBER **SPOTLIGHT**



## WELCOME TO OUR

## NEW MEMBERS*

TAYLOR **ANDERSON**

**Berry Global**

CHRISTA **BENNETT**

**The Good Samaritan Home, Inc.**

KELLY **HEIM**

**DSM Engineering Materials**

BRANDI **HILBORN**

**Total Insight Screening, LLC.**

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**USI Student**

NICOLE **VIDANGOS PARDO**

**USI Student**

*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**




## Employers' New Notice Requirements for COBRA under American Rescue Plan Act

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

This month, we contacted Olivia G. Robinson, an attorney with Kahn, Dees, Donovan & Kahn, LLP (KDDK) in Evansville, to get her thoughts on the COBRA notice requirements as provided by the American Rescue Plan Act (ARP). According to Ms. Robinson, the recently enacted ARP provides temporary premium assistance under COBRA to help Assistance Eligible Individuals (AEI) continue their health benefits. The premium assistance applies to periods of health coverage on or after *April 1, 2021 through September 30, 2021*.

AEI are not required to pay their COBRA continuation coverage premiums. An employer or plan to whom COBRA premiums are payable is entitled to a tax credit for the amount of the premium assistance. AEI are COBRA qualified beneficiaries who meet the following requirements during the period from April 1, 2021 through September 30, 2021:

- Eligible for COBRA continuation coverage by reason of a qualifying event that is a reduction in hours or involuntary termination of employment; and

Elects COBRA continuation coverage.

An individual is not eligible for the premium assistance if he or she is eligible for other group health coverage, such as through a new employer's plan or spouse's plan, or through Medicare.

*New Notice Requirements*

Employers are required to notify qualified beneficiaries regarding the premium assistance and other information about their rights under the ARP, as follows:

- A general notice to all qualified beneficiaries who have a qualifying event that is a reduction in hours or an involuntary termination of employer from April 1, 2021 through September 30, 2021. This notice may be provided separately or with the COBRA election notice following a COBRA qualifying event.

- A notice of the extended COBRA election period to any AEI (or any individual who would be an AEI if COBRA continuation coverage election were in effect) who had a qualifying event before April 1, 2021. This additional election period does not extend the period of COBRA continuation coverage beyond the original maximum period, which is generally 18 months from the employee's reduction in hours or involuntary termination. This means that this notice requirement does not include those individuals whose maximum COBRA continuation coverage period, if COBRA had been elected or not, would have ended before April 1, 2021. *This notice must be provided within 60 days following April 1, 2021 (that is, by May 31, 2021).*

A notice of the expiration of the premium assistance explaining that the premium assistance for the individual will expire soon, the date of the expiration, and that the individual may be eligible for coverage without any premium assistance through COBRA continuation coverage or coverage under a group health plan. *This notice must be provided 15 – 45 days before the individual's premium assistance expires.*

Additional information regarding COBRA and model notices can be located on the U.S. Department of Labor's website by following this link: https://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/cobra/premium-subsidy



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT



SHRM recognizes that extenuating circumstances may prevent a credential-holder's attainment of 60 PDCs within the 3-year recertification period. In those instances, a SHRM-CP or SHRM-SCP credential-holder may apply for a hardship extension status. To request hardship status, please complete the SHRM Certification Recertification Hardship Extension Form, which can be found at shrmcertification.org/recertify.

The request must be made at least 30 days before your recertification end date but no earlier than the final year of your 3-year recertification period. Examples of hardships include, but are not limited to, serious personal illness, serious illness of a family member, long-term unemployment and military deployment.

If your hardship request is approved, your certification will be extended for up to 12 months. During this time, you may not use the credential after your name until you complete your PDC requirements. Your certification period end date will not change upon reinstatement to active status.

The filled out and signed form can be sent to shrmcertification@shrm.org for review and processing.

Should you need further assistance, do not hesitate to reply to this message, or you may contact SHRM Customer Experience at 800.283.7476, option 3 or 703.548.3440, option 3 to speak with a representative

https://shrm.org/certification/recertification/Documents/19-1279_2019RecertHandbook_FNL.pdf.

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# 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

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# What's Happening at EHRA

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