# Chapter Connection

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

## June 2022



# PRESIDENT'S**MESSAGE**

Hello EHRA members! If you didn't have a chance to attend the May meeting, you missed out! The presentation was great, and our sponsor, RSI gave all attendees a book. Empathy truly is a business skill.

Just a reminder, the HRIN conference is coming up at the end of August. If you haven't already registered, please do so! You can access registration with this link: https://hrindianashrm.org/conference/ . It's an excellent learning and networking opportunity! You can also volunteer to help out at the conference. Please try and join us!

I will be attending the national SHRM conference in New Orleans, LA, this month. I can't wait to bring back information to share! If you haven't been, you should truly experience it. I feel I come back with so much energy and lots of ideas after attending national.

As you will see in the meeting announcement of the newsletter, Chris Schrader will be back in June! It will be the day after we return from the national conference, so I'm sure he'll have even MORE information to share! If you've never heard Chris speak, you really should. He does a great job of keeping chapters up to date about what is going on in Washington in relation to HR. We are lucky to have him as a resource!

Thank you again, to all of you, for returning surveys that are sent out. We look at each of them and work to make our meetings/events truly better for our members!

I would like to take a moment and send our thoughts/prayers to the community of Ulvade, TX. I can't imagine what the survivors and the families of the victims are going through.

Amanda Gries



## 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!

Follow EHRA on Twitter
@EvansvilleHR

**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.**

# MEMBER **SPOTLIGHT**



## WELCOME TO OUR

## NEW MEMBERS*

MELISSA **KANDAL**

**PTI**

KIMBERLY **POWLESS-GRIFFIN**

**PTI**

KRISTI **SAFRANEK**

**LCMH**

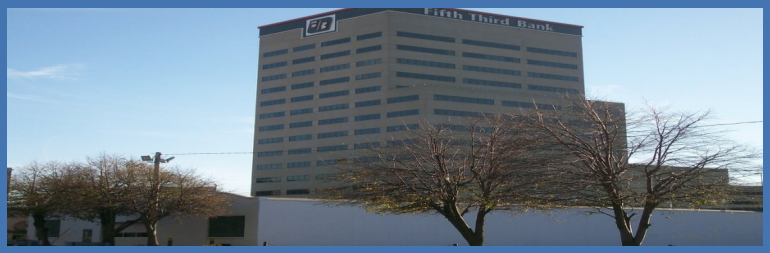
JEREMIAH **STANSFIELD**

**DX Enterprises**

*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**

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# Federal and State Government Affairs Update

**Learning Objectives:**

- Current update on Federal and State Government Affairs Update
- What is going on in DC right now, and how will it affect HR?
- The Indiana General Assembly stayed in session until early October for the first time in the history of the state, Why, and what did they do?

## ABOUT OUR SPEAKER



**Chris Schrader**

Chris is president of Schrader and Associates, a full-service human resources management consulting firm focused on helping businesses excel and grow. Before starting his own company, he worked for several firms in the publishing industry for more than 25 years, holding executive leadership positions in Operations, Sales, Accounting, and Human Resources.

He is also an adjunct professor at Indiana University, where he teaches human resources management. He serves on both the healthcare and labor law policy committees of the Indiana Chamber of Commerce and the legislative committee of the Bloomington Chamber of Commerce. He is a past recipient of the Indiana Chamber Volunteer of the Year award, HR Indiana SHRM Award for Professional Excellence, and Morgan Hutton Visionary Award from the Bloomington Chamber of Commerce for effectiveness in public policy. He has served as Director – Government Affairs for HR Indiana SHRM for more than 20 years.

Chris holds a degree in Political Science from Indiana University and is certified as a Senior Professional in Human Resources by the Human Resources Certification Institute.

| SCHEDULE (CST) | LOCATION | COST |
|---|---|---|
| 11:00am-11:30PM: Networking<br>11:30am-12pm: Lunch<br>12pm-1pm: Program | Welborn Foundation Community Room<br>20 NW 3rd St, Suite 1500, Evansville - located in the tall Fifth Third building in downtown | Before June 13th<br>Member: $15 Guest: $30<br>June 13th and later<br>Member: $20 Guest: $35 |




## House Introduces the Wage Theft Prevention and Wage Recovery Act

*By: Olivia Robinson (Legislative Affairs Chairperson)*

On May 10, 2022, the House Education and Labor Committee introduced the Wage Theft Prevention and Wage Recovery Act that imposes new requirements and increases penalties on employers for violations under the Fair Labor Standards Act (FLSA) as detailed below. The Senate will vote on the Act in the coming months.

Supporters of the Act have stated that too often, dishonest employers are able to steal employee's wages in violation of the FLSA without the worry of significant consequences. Supporters have focused on three "problems" that they believe will be solved under the Act:

1. The FLSA does not require detailed pay stubs or recordkeeping, which are critical for employees to confirm wage accuracy and if necessary, establish a legal claim for stolen wages.
2. The FLSA's civil monetary penalties and liquidated damages provide little deterrent to keep employers from committing wage theft.
3. Mandatory arbitration agreements and collective action waivers shield employers from accountability under the FLSA.

The Act requires employers to provide detailed pay stubs to employees regularly that include certain information, such as the rate of pay per workweek during the applicable pay period and an explanation of the basis for such rate, itemized deductions from the gross income of the employee during the applicable pay period and the name, address, and telephone number of the employer.

The Act also requires that in the event an employee requests an inspection of their pay records, the employer must provide the employee with a copy of such records for a period of up to 5 years prior to such request being made. The employer must comply with the employee's request to inspect such records within 21 days after such request.

Under the Act, any employer who commits a wage violation will be subject to a civil fine that is not to exceed $22,030 per each employee affected. Any employer who willfully commits a wage violation will be subject to a civil fine that is not to exceed $110,150 per each employee affected and upon conviction, will be subject to a criminal fine of not more than $10,000 per each employee affected. For any wage violation, the employer will be subject to any interest on such unpaid wages or unpaid overtime compensation accrued at the prevailing rate, and an additional amount as liquidated damages that is equal to 2 times such amount of unpaid wages or unpaid overtime compensation.

Under the Act, employees will have the right to bring an action in court and this right cannot be waived by an employee as a condition of employment or in a pre-dispute arbitration agreement.

Several states, including Indiana, already have laws that require employers to provide detailed paystubs to their employees. This issue, amongst others, were raised by the U.S. Chamber of Commerce in a letter to the members of the House Education and Labor Committee opposing the Act. Employers should monitor this legislation in the coming months as it will impact their workplace if it is passed into law in its current version.

*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.*





# 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:

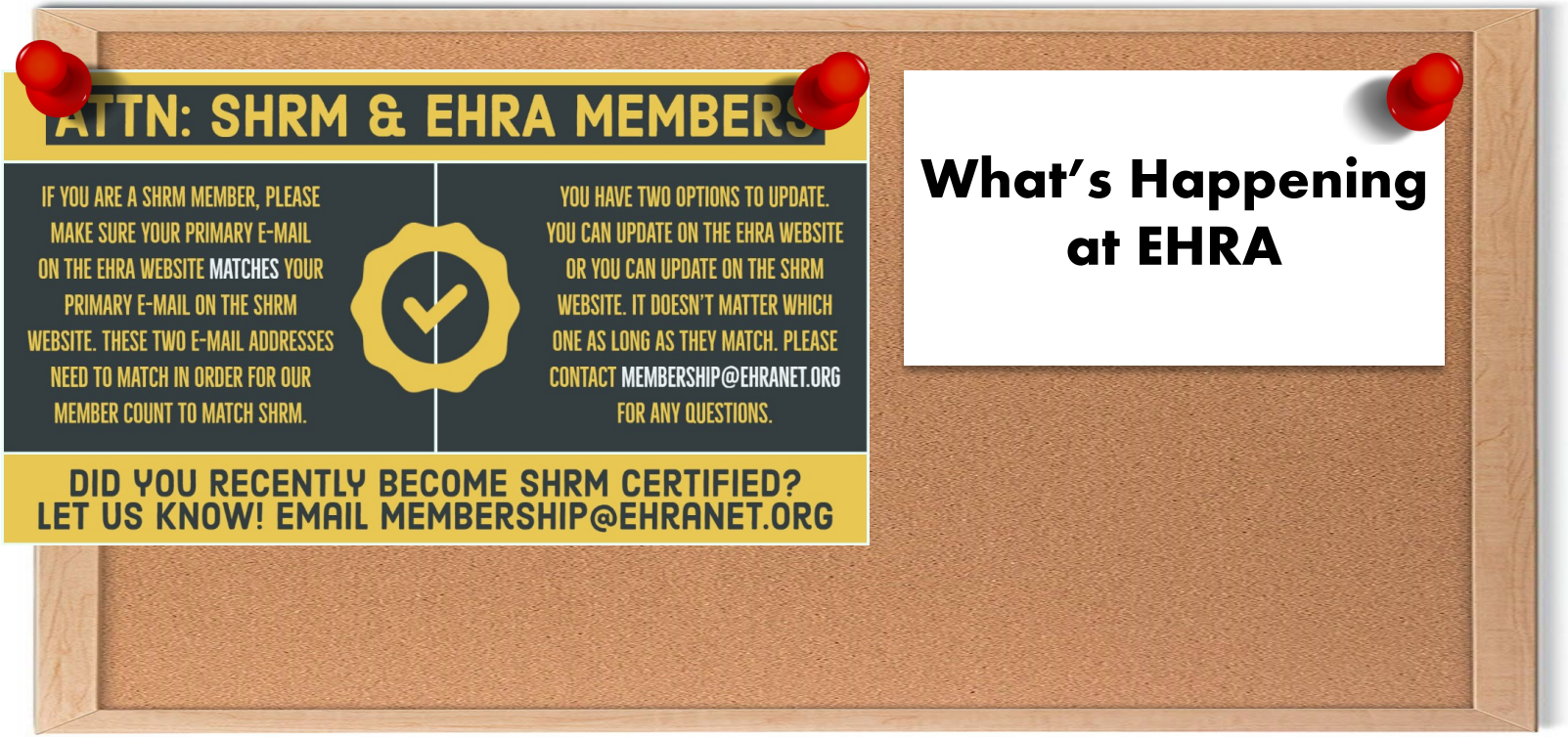
- SHRM Members: $100/30 days
- Non-SHRM Members: $200/30 days
- Staffing Agencies: $250/30 days

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 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

## 2022 board

**President**
Amanda Gries
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**President Elect**
Debbie Tucker, SPHR, SHRM-SCP
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**Secretary**
Jessica Bailey
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**Treasurer**
Dana Pool
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**Membership Chairperson**
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**SHRM Liaison and Certification Chairperson**
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**Web Chairperson**
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**Newsletter Editor**
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**Diversity Chairperson**
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**Workforce Readiness Chairperson**
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**Professional Development**
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**Finance Chairperson**
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**Communications Chairperson**
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**Legislative Affairs Chairperson**
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**College Relations Chairperson**
Melanie Reed
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**Past President**
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