CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

June 2023



PRESIDENT'S **MESSAGE**

Happy June!

I don't know about you, but I am THRILLED the cold weather is over for a little while!

June is National SHRM conference! While I hate that I'll miss it this year, there is a virtual option to sign up if you're interested. There's nothing quite like being there in person, but we all have obligations at home as well. Rumor has it next year will be Chicago, so maybe we can represent in person then!



Speaking of conferences, make sure and save the date for August 8 – 10th for the HRIN SHRM conference! Here is a link with information: https://hrindianashrm.org/conference/

There are scholarships available for certification and for the inclusion conference! Please visit the HRIN website above to review the information. It's a wonderful opportunity!

Our meeting is going to be held at First Federal in June. We've tried other venues but haven't found anything available in our price range. I'd like to thank First Federal for allowing us to use their space.

Don't forget about the basket that EHRA will need to take to state conference. Reach out to any board member about donations!

I understand this is a busy time of year with summertime, but please be sure to remember to take time for yourself! Enjoy it!

Amanda Gries
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.



We are happy to announce that EHRA has been awarded the SHRM Excel Silver Chapter 2022 Award!

SHRM awards chapters an Excel Award for those that establish goals and strategic initiatives in support of the HR profession. EHRA submitted for a Silver Excel Award and received one based on the following:

SHRM EXCEL SILVER CHAPTER 2022

- Supporting Dual Membership (both SHRM and local chapter members.) We do this at every meeting encouraging members to become part of SHRM.
- Serving HR Professionals. In 2022, this was accomplished by Wendy Gumbel's efforts for EHRA to work with Talent EVV regarding mental health and how to help employees.
- Advancing the HR Profession. EHRA does this by offering a scholarship for one person to study for a SHRM certification.

Thank you to all of our EHRA members for supporting your board with these initiatives. This is an award for the entire chapter!

Welcome Our New Members!

ALISHA **BLACK**
Martin & Bayley

DELANIE **HAIRLSON**
SWIRCA & More

SAMANTHA **BITTNER**
USI

TODD **PETZOLD**
SABIC

MIKE **PATTISON**
Shepherd Insurance

*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, PLEASE SEND THEM TO JESSICA.BAILEY@COUNTRYMARK.COM TO SHARE IN THE NEWSLETTER.

MEMBER **SPOTLIGHT**



Delanie Hairlson

What led you to join EHRA?

I wanted to join EHRA to help expand my HR knowledge and to keep up with the evolving changes in Human Resources. Being a member of the local chapter allows me to network with other HR professionals to learn, collaborate, and experience different organizations HR initiatives.

What do you enjoy about your job?

I love working with the staff. Although Human Resources is viewed somewhat as a negative. My job is to connect with staff to let them know we care about them personally and professionally. I also enjoy helping people learn, grow and help them develop into a successful career. I also enjoy keeping our organization in compliance and continue to strategically excel.

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SAVE THE DATE

2023 EHRA

MONTHLY MEETINGS

6/15—STACEY BANE

7/19— KATHLEEN LAPEKAS

8/8—8/10—IN SHRM CONFERENCE

9/21—PENNY TEPE

10/26—EHRA ANNUAL CONFERENCE

11/16—TBD

DECEMBER—EHRA HOLIDAY PARTY



June Meeting Information

Thursday, June 15, 2023
11AM - 1PM
First Federal Operations Building
4920 Davis Lant Dr.
Evansville, IN



AGENDA

11:00 - 11:30 Registration and Networking
11:30 - 12:00 Lunch
12:00 - 1:00 Program

PROGRAM:
UNTANGLING PHARMACY BENEFIT MANAGEMENT

The PBM (Pharmacy Benefit Management) space can be a complicated topic. It's important to understand how PBMs generate revenue. What are the differences between a transparent model versus the traditional model? What are the factors impacting pharmacy spend? We will discuss all of these and more! Join Stacey Bane, PharmD, as she untangles this complex industry and provides information to help impact your health plan and overall pharmacy spend.

SPEAKER:
STACEY BANE, PHARMD

Dr. Stacey Bane, PharmD is the National Director of Business Development and Innovation for TrueScripts. She is a 2005 graduate of Purdue University with a Doctor of Pharmacy. Her diverse pharmacy background and sales leadership experience are helping to support and build TrueScript's innovation efforts and broker relationships across the US. Prior to TrueScripts, Stacey had been with Genoa Healthcare for nearly 12 years, where she most recently pioneered a new business line, bringing customized pharmacy services to residential assisted living communities. During her tenure with Genoa Healthcare, she was a 3-time Presidents Club winner. Stacey is passionate about innovation, building trusting relationships, and providing Amazing Care that makes TrueScripts unique in the PBM (Pharmacy Benefit Manager) space.

HR Indiana SHRM is Sponsoring a SHRM INCLUSION 2023 Conference Award

HR Indiana SHRM is sponsoring a SHRM INCLUSION 2023 Conference scholarship/grant in Ed Carpenter's memory through the SHRM Foundation.

SHRM INCLUSION 2023 will be in Savannah, Georgia; the conference will be held October 30 – November 1, 2023. Learn more about SHRM INCLUSION 2023 at https://conferences.shrm.org/inclusion

SHRM Foundation will accept scholarship applications for SHRM INCLUSION 2023 April 11 – June 7, 2023.

SHRM Foundation scholarship/grant deadlines can be found at https://www.shrm.org/foundation/ourwork/scholarships/pages/all-deadlines.aspx

Eligibility

- To be eligible for an award, applicants must be ONE of the following:
  - Employed (full or part-time)
  - Full-Time Student

- To be eligible for an award, applicants must meet the following criteria:
  - Have a SHRM membership through October 31st of the year the award is accepted
  - Not receive any organizational support or reimbursement to attend the conference
  - Not be registered for the conference
  - Not have received a SHRM Inclusion Conference grant in the past five years

How to Apply

Complete online application including:

- Contact & demographic information
- A few short essay questions about your career and learning objectives
- Your resume
- A statement of support from your supervisor, professor, or colleague*
  *This statement may be completed by a colleague, current or former supervisor, professor, volunteer col league or other professional contacts. Statements from family members will not be accepted. Please up load a statement as part of the online application.

  Please print/download your application for your records before you submit it. Once you submit your applica tion, the SHRM Foundation will not be able to return it to you, in whole or in part, for any reason.

Selection Criteria

Applications are evaluated and scored by groups of SHRM volunteers and are reviewed by staff. The review committee will select individuals whom they believe are most likely to leverage this learning opportunity. They will seek candidates who are eager to learn and plan to apply the skills and knowledge gained to benefit their careers, their organizations, and their communities. HR professionals who are new to the field are encouraged to apply. All decisions are final.

Grant Distribution

If selected to receive a SHRM Foundation Inclusion Conference grant, a member of the SHRM Foundation team will work with the recipients on Inclusion Conference registration and hotel bookings. Recipients are responsible for scheduling travel plans and submitting all itemized travel-related invoices/receipts not to exceed $500. (i.e., flight, meals, gas, tolls, taxi/Uber, etc.)

Please note, the SHRM Foundation does not reimburse for any fees or expenses incurred by applicants prior to being awarded the professional development grant. SHRM/SHRM Foundation employees or board members and the immediate family are not eligible to apply for SHRM Foundation Scholarships, Grants, or Awards.



NLRB General Counsel Sets Sights on Noncompete Agreements

By: Mark McAnulty, Nicholas Golding, and Jackson Treadway

On May 30, 2023, Jennifer Abruzzo, General Counsel of the National Labor Relations Board (NLRB), published a memorandum outlining her view that most noncompete provisions in employment and severance agreements violate the National Labor Relations Act (NLRA). Abruzzo's memorandum marks the second time in recent months that an administrative agency has cast doubts on the future viability of noncompete agreements, as the Federal Trade Commission issued a proposed rule to ban noncompete provisions altogether in January.

Abruzzo's Memorandum

Abruzzo's memorandum argues that noncompete agreements generally violate the NLRA because they have a chilling effect on workers' rights to engage in concerted activities for the purpose of collective bargaining protected by Section 7 of the NLRA. In Abruzzo's opinion, noncompete agreements are often overbroad and unlawfully restrict activities protected under the NLRA because these agreements may restrict employees' ability to threaten to resign or resign as a group, seek employment with a competitor, solicit coworkers to join a competitor, and work at another company to promote unionization. Abruzzo's memorandum even goes as far as to suggest that merely presenting a noncompete provision chills an employee's rights and violates the NLRA even without the company seeking to enforce the agreement.

Abruzzo's memorandum also includes two limited exceptions in which noncompete agreements may be found enforceable: 1) agreements that only limit individuals' managerial or ownership interests in a competing business and 2) agreements restricting independent-contractor relationships. The memorandum also leaves the door open for finding noncompete agreements permissible under "special circumstances," but it does not give any indication as to what those circumstances may be.

Takeaway

Abruzzo's memorandum is not legally binding on employers, but it does indicate that the NLRB will be taking up unfair labor charges challenging the enforceability and appropriateness of noncompete agreements. Also, although the NLRA generally applies to most private employers engaged in interstate commerce, Section 7 of the NLRA excludes managers, supervisors, owners, and other high-ranking employees – generally the types of employees businesses often seek to cover with noncompete agreements.

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NLRB General Counsel Sets Sights on Noncompete Agreements

(cont. from page 9)

As General Counsel Abruzzo's memorandum shows, noncompete provisions are under heightened scrutiny and should be reviewed carefully prior to even being offered to an employee. Employers are encouraged to carefully consider the circumstances and other methods of protecting their business interests prior to offering noncompete agreements to an employee.

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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, please visit our website 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.

SAVE THE DATE!

Upcoming Member Meetings

June 15th—Stacey Bane

July 19th—Kathleen Lapekas

September 1st—Penny Tepe

more information to come

What's Happening at EHRA

2023 *board*

President
Amanda Gries
agries@kellerschroeder.com

President-Elect
Jennifer Zimmer
jennifer.zimmer@countrymark.com

Secretary
Samantha Witte
switte@carhartt.com

Treasurer
Dana Pool
dpool@scvl.com

Assistant Treasurer
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mreed@scvl.com

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SHRM Liaison and Certification Chairperson
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Web Chairperson
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