CHAPTER CONNECTION

March 2017



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL 2014 AWARD GOLD CHAPTER

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

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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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Criminal Background Record Discrimination
Presented by Jeremy Sells, EEOC Indianapolis District Office

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711
11:00 am—1:00 pm
$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

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
On April 25, 2012, the U. S. Equal Employment Opportunity Commission issued its *Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964*, as amended, 42 U. S. C. § 2000e. The policy was updated due to more working-age people having criminal records, especially African Americans and Hispanics There were also developments under Title VII in addition to efforts to foster reentry and employment opportunities. This presentation will provide information to help reduce complaints filed against employers based on arrest and conviction re cords. Because most employers do criminal background checks for some or all jobs, learn how to not use this information in a discriminatory way.

Presenter
Jeremy Sells, State and Local Program Manager
U. S. Equal Employment Opportunity Commission (EEOC)
Indianapolis District Office

Jeremy has 17 years of experience as an investigator with the EEOC. In addition to his investigative duties, Jeremy has provided education on the laws enforced by the EEOC to employers and employees alike. Jeremy also serves as the Secretary for the Indiana Migrant and Seasonal Farmworker Coalition. In his role as State and Local Program Manager, Jeremy is responsible for managing relationships and contracts with multiple Fair Employment Practice Agencies within the region of Indiana, Michigan, Ohio and Kentucky. Jeremy received a bachelors' degree in Spanis and General Studies from Indiana-Purdue at Fort Wayne (IPFW).

The U. S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or employee because of the person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.



It's time for another EHRA After Hours networking event!

When: March 8, 2017

Where: Bar Louie, 7700 Eagle Crest Blvd., Evansville, IN 47715

Time: 5:00 pm—7:00 pm

Cost: Free for EHRA members, $10 for guests

Join us for another great HR After Hours Networking Event! We will have appetizers and drink specials. This is a great time to meet fellow HR experts in a relaxed environment. RSVP by March 6th!



LEGAL UPDATE

HOUSE REPUBLICANS RELEASE ACA REPLACEMENT PLAN

By: Ben Schmitt, CSFP, ONI Risk Partners

On Feb. 16, 2017, Republican leadership in the U.S. House of Representatives issued a policy brief describing its intended approach for replacing the Affordable Care Act (ACA). Furthermore, a draft has been released of a bill that provides additional details for the potential plan. In the policy brief, House Republicans reiterated their goals of **repealing the ACA** and **implementing a replacement plan** aimed at providing more choices, lower costs and greater control for consumers over their health care. In addition, the policy brief promised a "stable transition period to a patient-centered health care system" following the ACA's repeal, until a replacement plan can be implemented.

IMPACT ON EMPLOYERS

The ACA and its requirements remain intact for now, and employers should continue to comply. However, efforts are underway to make changes to the law's key provisions. Legislation may be advanced in the weeks ahead to repeal and replace the ACA. The policy brief and draft bill provide valuable insight into how many aspects of the current health care system, including employer plan rules, could be impacted.

Overview

The replacement plan described in the policy brief would address these issues by building on a proposed approach created by House Republicans in June 2016, called the "Better Way" health care plan. Key elements of the new replacement plan include:

- Providing **relief from the ACA's taxes and mandates**, including eliminating immediately the individual mandate and employer shared responsibility penalties.
- Providing **portable, monthly tax credits** that individuals can use to purchase health insurance. The credit would not be available to individuals who are eligible for coverage through other sources (specifically, through an employer or government program). If an employer does not subsidize COBRA coverage, the individual would be able use the credit to help pay unsubsidized COBRA premiums while he or she is between jobs. Additionally, if an individual does not use the full value of the credit, he or she can deposit the excess amount into an HSA. The draft details $2k per year for anyone under 30; $2.5k per year for 30-40; $3k per year for 40-50; $3.5k for 50-60; $4k for over 60. It also includes an overall aggregate subsidy limit for a family of $14k.
- **Enhancing health savings accounts (HSAs)** by increasing the amount that can be contributed and allowing them to be used to pay for over-the-counter (OTC) medications. Their proposed policies include significantly increasing the HSA contribution limits by allowing HSA contributions to equal the maximum out-of-pocket limits allowed by law. For 2017, those amounts are $6,550 for self-only coverage and $13,100 for family coverage. Additionally they would allow both spouses to make catch-up contributions to the same H.S.A.
- Providing more **flexibility and control to states in managing their Medicaid programs**; and **utilizing state innovation grants**.
- Finally, the draft bill would **cap the employee tax deduction for employer-sponsored coverage**. The bill includes a formula that gives the Treasury Secretary authority to set the cap at an amount equal to the 90th percentile for plan cost. That amount would be set for 2019 and then adjusted by a COLA adjustment thereafter. So, if the 90% threshold were $6,000 per year and the health insurance one received was worth $10,000 per year, the taxpayer would owe income tax on the $4,000 excess the same as if the taxpayer had received that $4,000 in salary. This increase in taxable income is the key component to funding the replacement plan.

Conclusion

There is **nothing final** in any of the plans yet presented. However, because repeal and replacement of the Affordable Care Act is being accomplished through the budget reconciliation process, there only needs to be a simple majority for Congress to make changes.

Certification and 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 Introduces aPHR 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.

AURORA

Aurora is in need of:

- **Food items including Beanie Weenies, Vienna Sausages, Ravioli, Beef Jerky, Potted meat, Tuna, Peanut Butter, Fruit (canned or cups), Applesauce, Protein Bars, Nuts, Soup and Ramen Noodles**
- **Pantry items needed include Canned goods, box dinners, pasta and sauce,**
- **Household items include cleaning supplies, new brooms, mops and dustpans, full and queen sheets and comforters.**

AURORA
—Giving Light to the Homeless—

DONATIONS NEEDED

The EHRA is currently seeking donations of new or gently used work clothing to donate to many different local charities. If you are interested in donating, please bring your items to our next meeting. Our current non-for-profit company that we are accepting donations for is:

Volunteer Opportunity

STATE MEMBERSHIP COMMITTEE OPPORTUNITY

One of the 2016 goals of Indiana SHRM is to revitalize the state membership committee. The vision for this committee is to assist the chapters with increasing membership through education, support, and coordination of the membership initiatives at state conference. The time commitment is typically less than one hour per month. If you are interested in participating in this committee, please contact the State Membership Director, Megan Nail, SPHR-CA, SHRM-SCP at hrpda.megan.nail@gmail.com.

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 Mary Thompson, Finance Chairperson 2016 at 812-779-6338 or metst53@hotmail.com for more information.

Sponsor and Vendor Opportunities

SEEKING VENDORS FOR OUR 2017 SPRING CONFERENCE

The 2017 Spring Conference will be held Thursday, April 20, 2017 at the Southern Indiana Career and Technical Center. Please contact Mary Thompson at 812-779-6338 or mets53@hotmail.com if your company is interested!

SEEKING SPONSORS FOR OUR 2017 EHRA SPRING SEMINAR

The 2017 Spring Conference is in need of sponsors. If interested, please contact Rick Jones at 812-467-7144 or by email at rjones@indianatube.com.

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 2017 at 812-467-7144 or rjones@indianatube.com for more information.

Follow EHRA on Twitter @EvansvilleHR

Dear EHRA Members:



We have a busy March ahead. First, we have restarted our evening networking events. The first one is at Bar Louie on March 8. We encourage you to come out to socialize and network with your fellow members. Then, we have an exciting monthly program on March 16 with a member of the EEOC discussing background checks. Not often do we get to hear directly from the Commission on these matters, and so we are grateful for this opportunity.

Our Spring conference planning is nearly complete. We should be announcing the details very soon. We think that you will really be excited about this all day conference.



We are always open to groups wanting to sponsor our monthly meetings. We charge $500 to sponsor a meeting and your organization gets 5 minutes in front of our membership. We are thankful to all our sponsors because without you, we could not bring in the level of speakers that we have for the past several years.

Lastly, please update your information on the EHRA website. We use that information to connect with our members and if it is not up to date, we will not be able to connect with you.

As always, if you have any questions or concerns, please email me.

Jake

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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.

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!

MEMBER SPOTLIGHT



Please welcome these new members:

Stella Heichelbech, HR Representative at ProMark



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