Chapter Connection

A publication of the Evansville Area Human Resources Association

March 2021



PRESIDENT'S**MESSAGE**

Happy March!

Megan Nail will be our speaker this month. She is our State Director for HR Indiana SHRM, and has spoken for our chapter in the past. She is a wealth of information, and I'm sure will have a great presentation for us on total rewards on March 18th!



We have also partnered with the EEOC and the Evansville Human Relations Commission on a joint outreach effort for hiring the previously incarcerated. We will be co-hosting an event on March 24th, where representatives from Indiana's HIRE program will share information on the program and the benefits of being a second-chance employer. More information on this program and how to register are coming soon.

Our state council is also participating in a state-wide project to learn more about hiring decisions within the state of Indiana, specifically the hiring of ex-offenders. The project includes a survey of Indiana employers, which can be completed here: https://indstate.qualtrics.com/jfe/form/SV_e8Jt1uAkqJqu4xT. We appreciate your participation!



For more information on second-chance hiring, see SHRM's Getting Talent Back to Work initiative.

Thanks for being a member!
Wendy Gumbel
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.

03 18 2021

ABOUT OUR
EVENT

PROGRAM: Total Rewards: What's Changed and What You Need to Know for 2021

SCHEDULE

12:00pm-1:00PM CST

LOCATION

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

COST

Before March 18th

Member: $15 Guest: $30

March 18th and later

Member: $20 Guest: $35

ABOUT OUR
SPEAKER



As Vice President, Total Rewards Practice at FirstPerson Advisors, 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 for organizations. Megan is also the State Director for HR Indiana SHRM.

Megan has her Master of Science in Organizational Communication from Purdue University and a Bachelor of Arts from the University of Dayton. She also possesses professional certifications including Certified Compensation Professional (CCP), SHRM-SCP, and SPHR-CA. Megan most recently served as Senior Human Resources & Compensation Manager at Faegre Baker Daniels law firm.

Program Information:

2020 has dramatically changed what employees value - but have you changed your total rewards approach as an employer? Between transformed remote workplaces and a focus on crucial areas such as diversity, equity and inclusion and mental health, there are new trends everywhere. This fast-paced session will give you the highlights of what you need to know for now and the future so you are prepared!

Learning Objectives:

- Understand the competitive, economic, social and political environment in which your organization operates, and how this impacts your total rewards strategy.
- Learn how total rewards and workplace trends may impact your organization so you can strategically and proactively respond.
- Collaborate with participants to discuss designing solutions to these issues and opportunities.

MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

DEJA **JOHNSON**

Old National

PATRICK **MEEHAN**

The Meehan Group

DAVID **STINNETT**

Reference Services

*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



EEOC Releases Enforcement and Litigation Data for Fiscal Year 2020

By: Joshua B. Gessling, Esq., Legislative Affairs Chairperson

The U.S. Equal Employment Opportunity (EEOC) has released data regarding its enforcement and litigation activities for Fiscal Year 2020 (FY 2020). The EEOC received 67,448 charges of discrimination and recovered $439.2 million for purported victims of discrimination through litigation and voluntary resolutions in FY 2020.

Retaliation continued to be the most commonly filed claim in FY 2020. Nearly 56% of all workplace charges of discrimination included a claim of retaliation. Disability-related claims were the second most commonly filed claim (36.1%), followed by claims based on race and sex (32.7% and 31.7%, respectively). Note, these percentages add up to more than 100% because some charges allege multiple types of discrimination.

The continued prevalence of retaliation-based claims underscores the importance of training managers on the risks associated with taking adverse employment action against employees who make workplace complaints. While making a workplace complaint does not insulate an employee from discipline or even termination, such circumstances warrant a careful review of the facts and your organization's reasons for discipline or termination. Not all charges of retaliation can be avoided, but training (and retraining) your managers to focus on performance criteria—rather than unlawful considerations like the filing of a sexual harassment complaint—can help mitigate the risks associated with managing employees after you receive a workplace complaint.

Other charge of discrimination-related statistics and historical data are available here:
https://www.eeoc.gov/statistics/charge-statistics-charges-filed-eeoc-fy-1997-through-fy-2020



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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RECERTIFICATION
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2021

March 2021 Volume 22, Number 3

What's Happening at EHRA

Congrats EHRA Member Ben Schmitt!

Ben has been hired at EPIC Insurance Midwest as a Senior Employee Benefits Advisor.

2021 board

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