Chapter Connection

A publication of the Evansville Area Human Resources Association

March 2022



PRESIDENT'S**MESSAGE**

Is everyone as ready for Spring as I am??? Bring on the warmer weather and sunshine!

If you attended the February meeting, I hope you learned some things about recruiting in today's environment. Please be sure to join us for our March presentation regarding ethical leadership in your organization. We have a brand-new (to us) location and I hope everyone will love it!

Some members of the board attended a Volunteer Leadership Summit at the end of February. We gathered with other chapter leaders in the state of Indiana to share ideas about how we can better serve our members. I anticipate some positive things happening in our future!

Please be sure that if you have not renewed your EHRA membership for 2022 that you do so by the end of March. We will be deleting members that have not renewed by March 31, 2022. That means to continue to be a member, you must go through the application process again. Thank you all that have already renewed and those that are logging on right now to do it! We appreciate all of our members and welcome feedback at any time! Feel free to email me at agries@kellerschroeder.com with any questions, comments, or suggestions.

Happy March!

Amanda Gries
President



Follow EHRA on Twitter

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.

MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

KELSEY **CARR**

USI Student

HUNTER **COLLARD**

USI Student

RETISHA **GIBSON**

George Koch Sons

LORI **LOFTON**

Reference Services, Inc.

ALEXIS **METZGER**

Torsion Plastics

JENNIFER **RASCHE**

Helming Bros., Inc.

VICKI **WARREN**

Retiree

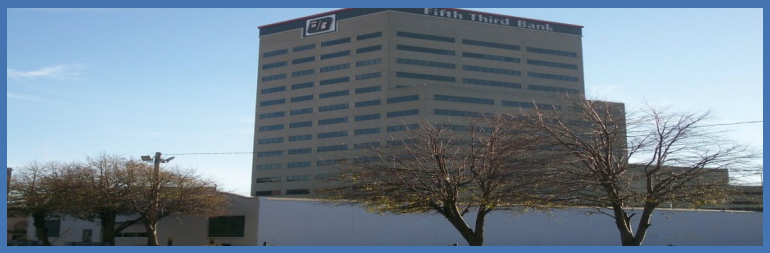
JEFF **WILKERSON**

Zinus, Inc.

*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

03 24 2022



townsquare media group

What Role are you playing as the Ethical Leader of your organization?

Session Goals:

- Define ethics and ethical leadership
- Explore and discuss ethical decision making
- Understand how to be an ethical leader and make ethical decisions
- Analyze how to develop ethical leaders

HR professionals have two roles in ethics in an organization. The first is to be an ethical leader and the second is to ensure ethical leaders are developed. By understand ethics and ethical leadership, HR professionals can become play a pivotal role in the ethics of an organization. Effective January 1, 2021, all HRCI certificants must fulfill one ethics credit as part of the total 45/60 recertification credits requirement. This requirement ensures our certificants remain aware of crucial ethical practices and behaviors in the workplace.



Dr. Marilyn Faulkenburg

Dr. Marilyn Faulkenburg, is full time faculty in HR Leadership and Management in the Graduate School at Sullivan University. Marilyn holds a BS degree from Purdue University, MA in Human Resources/Management from Webster University and an Ed. D. in Leadership Education from Spalding University. She has over 30 years of experience in business and 6 years exclusively in Human Resources.

Prior to joining Sullivan University, Dr. Faulkenburg was the Executive Director of Workforce/ Economic Development and Vice Chancellor of Academic Affairs at Ivy Tech Community College in Sellersburg. Marilyn has worked for Target Stores and Caesars Indiana at executive level positions. She is a certified facilitator for Emergenetics International, John Maxwell trainer and coach and is SHRM-SCP certified.

Marilyn has served as President of the Southern Indiana SHRM chapter and under her leadership, the chapter won the SHRM Pinnacle Award for development of an innovative program to remotely engage HR professionals at meetings and training.

SCHEDULE (CST)	LOCATION	COST
11:00am-11:30PM: Networking 11:30am-12pm: Lunch 12pm-1pm: Program	Welborn Foundation Community Room 20 NW 3rd St, Suite 1500, Evansville - located in the tall Fifth Third building in downtown Evansville.	Before March 18th Member: $15 Guest: $30 March 18th and later Member: $20 Guest: $35

MEETING SPONSOR



Townsquare is a media, entertainment, and digital marketing solutions company principally focused on small and mid-sized markets across the U.S. Their assets include 310 radio stations and more than 325 local websites in 66 U.S. markets, including iconic brands such as WYRK, KLAQ, K2 and NJ101.5, and a streaming radio app, radioPup, available for iOS and Android.

Interested in becoming a meeting sponsor? Email info@ehranet.org for more information!



New Indiana Law Concerning Restrictions on COVID-19 Vaccination Requirements in the Workplace

By: Olivia Robinson (Legislative Affairs Chairperson)

On March 3, 2022, Indiana Governor Eric Holcomb signed into law House Bill 1001, and it concerns restrictions on COVID-19 vaccination requirements in the workplace. A brief summary of this law is detailed below.

Restrictions
An employer may not impose a requirement that employees receive COVID-19 vaccination unless the employer provides individual exemptions that allow an employee to opt out of the requirement on the basis of any of the following: (1) medical reasons; (2) religious reasons; or (3) an employee has immunity from COVID-19 acquired from a prior infection with COVID-19.

Testing
An employer may require an employee to submit to testing for the presence of COVID-19 not more than twice a week, if the employee receives one of the above exemptions. It is important to note that this law does not require an employer to pay for the cost of testing.

Employer and Employee Defined
"Employer" is defined as sole proprietors, corporations, partnerships, limited liability companies, or other entities with one or more employees. It does not include the United States and its agencies and instrumentalities, federal contractors, federal subcontractors or health care facilities that are subject to a federal vaccination requirement.

"Employee" is defined as an individual who works for an employer on a full-time or part-time basis, either paid or unpaid, independent contractors, subcontractors, and a student who works as a trainee or an intern.

Documentation Requirement
Unless an employer waives the documentation requirement, to claim an exemption based on medical reasons, an employee must present to the employer an exemption statement in writing, dated and signed by a licensed physician, licensed physician's assistant or an advanced practice registered nurse who has examined the employee. The statement must provide that, in the professional opinion of the licensed physician, licensed physician's assistant or advanced practice registered nurse, the COVID-19 vaccination is medically contraindicated for the employee.

To claim an exemption based on religious reasons, an employee must present to the employer an exemption statement in writing indicating that the employee declines COVID-19 vaccination because of a sincerely held religious belief.

To claim an exemption based on immunity from COVID-19 acquired from a prior infection with COVID-19, an employee must present to the employer the employee's positive test result. An employer may request that an employee submit a new test not more than once every three months.

This law does not require employers to impose a COVID-19 vaccination requirement in the workplace. However, those covered employers that do have such a requirement or plan to implement such a requirement must comply with this law.

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.



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/2022-Recertification-Handbook.pdf

SHRM
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RECERTIFICATION PROVIDER
2021

Diversity Update

As we start a new year, I want to take the opportunity to highlight the essential and growing areas of Diversity, Equity, and Inclusion, and its role with EHRA. Our organization supports and reflects the initiatives of SHRM, but DE&I sits very close to home in our own workplaces and company initiatives. While we all continue to build out and support DE&I, remember that you have a community here at EHRA to support you.

Together with SHRM, EHRA is dedicated to creating an inclusive work environment for everyone. We embrace and celebrate the unique experiences, perspectives, and cultural backgrounds that each member brings to our Evansville network of HR professionals. EHRA strives to foster an environment where our members feel respected, valued, and empowered, and our members are at the forefront in helping us promote and sustain an inclusive workplace.

EHRA is a resource to our members to connect and develop the growing areas of diversity, equity, and inclusion.

If you are interested in collaborating with other EHRA professionals or if you have topics/speakers/events that you would like shared with the chapter, please reach out to Diversity@EHRAnet.org.

For additional resources, check out the Together Forward @ Work campaign led by SHRM. SHRM provides a ready-made DE&I Toolbox for SHRM-members that includes conversation starter cards, an inclusion code of conduct, and more.

https://togetherforwardatwork.shrm.org/human-resources/

Thank you!







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:

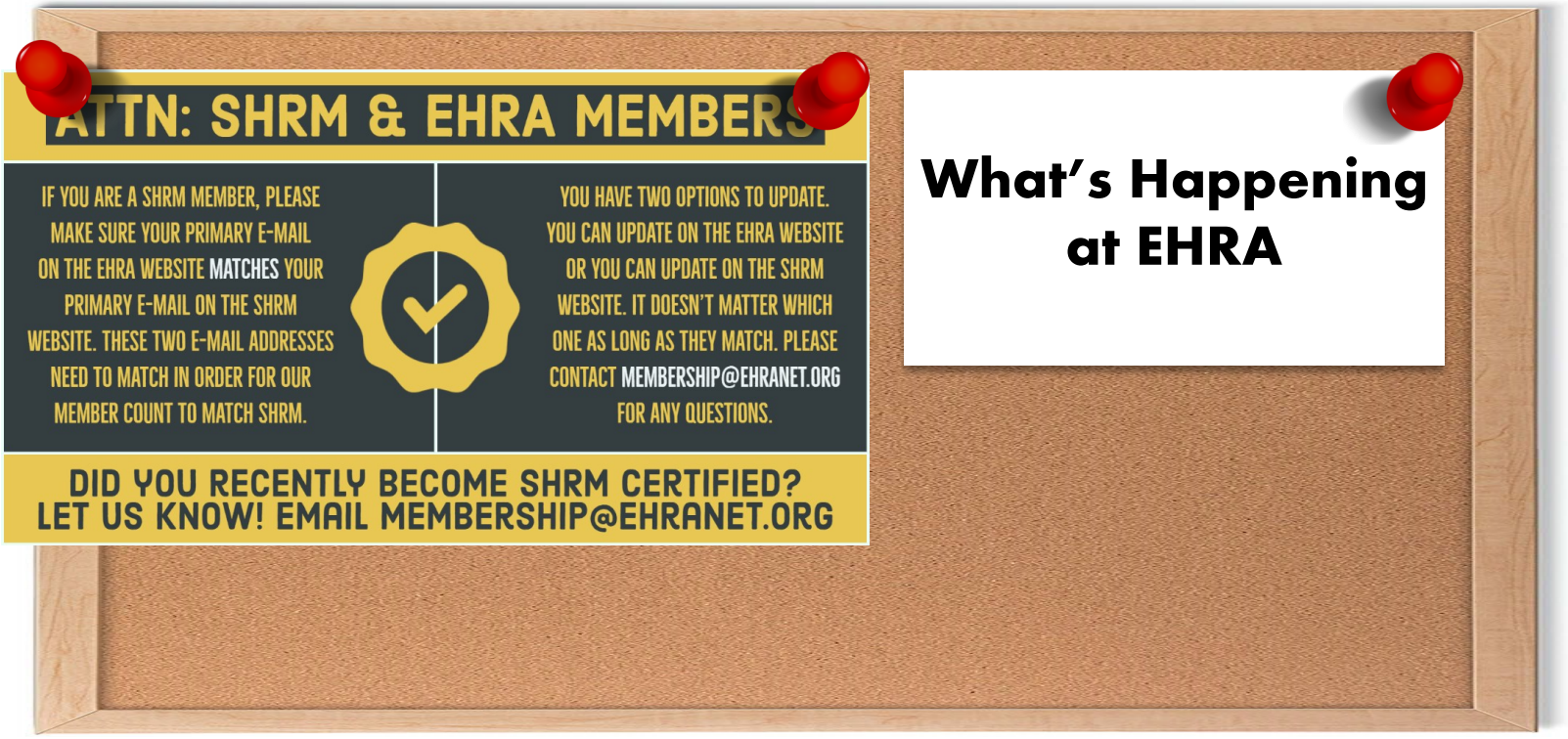
- SHRM Members: $100/30 days
- Non-SHRM Members: $200/30 days
- Staffing Agencies: $250/30 days

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

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Amanda Gries
agries@kellerschroeder.com

President Elect
Debbie Tucker, SPHR, SHRM-SCP
djtklt@yahoo.com

Secretary
Jessica Bailey
jessicabailey@berryglobal.com

Treasurer
Dana Pool
dpool@scvl.com

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Erika Maurer
emaurer@prorehab-pc.com

SHRM Liaison and Certification Chairperson
Mary Thompson, PHR, SHRM-CP
metst53@hotmail.com

Web Chairperson
Julia Pillow
juliakpillowhrin@gmail.com

Newsletter Editor
Jason Fertig
jfertig@usi.edu

Diversity Chairperson
Madeline Smith
madeline.smith@countrymark.com

Workforce Readiness Chairperson
Josh Gessling
jgessling@zsws.com

Professional Development
Jennifer Zimmer
jennifer.zimmer@countrymark.com

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Samantha Witte
samantha.witte85@gmail.com

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Katie Kissel
katie.kissel@unitedevv.com

Legislative Affairs Chairperson
Olivia Robinson
orobinson@kddk.com

College Relations Chairperson
Melanie Reed
mreed@scvl.com

Past President
Wendy Gumbel, PHR, SHRM-CP
wendy.gumbel@encompasshealth.com