CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

March 2023



PRESIDENT'S **MESSAGE**

Happy March! One step closer to spring!

If you missed the February meeting, it was very informational! The bottom line that I think we all should take away from that meeting is Be Kind. Just. Be. Kind.



On March 31, 2023, all EHRA members that have not renewed for 2023 will be moved to non-members and will need to re-apply should they want to continue membership. If you, or someone you know, hasn't renewed their membership, please do so ASAP! You can contact me or any other board member with any questions.

EHRA would like to be more involved with volunteer opportunities in the community. We have talked with WorkOne for opportunities, and there are plenty! If you're interested in volunteering to help with various sessions we may do, please let us know! We are also working with local colleges to involve more students with EHRA. They are the future of EHRA, and we want to help them just like many of us may have had some help early in our careers. We're reaching out to USI, UE, Ivy Tech, and OCU. We're looking forward to possibly having them at our meetings and/or networking events!

JoDee Curtis from Purple Ink is going to be our March speaker. If you have not heard her speak, you're missing out! She is a national SHRM speaker and her and her team do an amazing job. Details of the meeting to follow in this newsletter and in future emails.

I'd like to say a big thank you to our members! Especially those that have given feedback in our surveys, approached me/board members with suggestions, ideas, etc. We love it and are listening!

Have a great March, and enjoy something green on March 17th!

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.

Welcome Our New Members!

DANA **DOOLEY**

HireLevel

HELEN **FULLER**

Vuteq USA

LYNN **VINCENT**

First Federal Savings Bank

MADISON **BROSMER**

The Women's Hospital

MIRSADA **SALIHOVIC-SASIC**

AmeriQual Group, LLC

SELINA **WANG**

USI

WAYLYN **MARSHALL**

WGU

*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**



Shateka Bard

Warrick Co. Government

What led you to join the EHRA?

I am eager to participate in a local organization/group that provides networking, engaging, and learning experiences for HR professionals. I enjoy interacting with others and learning from individuals with varying perspectives.

What do you enjoy about your job?

The best part of my job is being a "resource" to my staff. If it's connecting to training/development, assisting with benefit enrollment, or coaching for improvement. I enjoy helping on every level.



MEMBER **SPOTLIGHT**



Waylan Marshall

WGU

What led you to join EHRA?

I wanted to join the EHRA upon signing up for SHRM student membership. I became aware of local chapters through the SHRM website and thought it would be a great learning experience. When I decided to join I was nervous; the idea of attending meetings is foreign to me. Someone once told me though, “Growth is uncomfortable.” You have to be willing to accept this temporary awkwardness to expand.

What do you enjoy about your job?

I am currently a team member at TMMI and a full time college student. There are several things I enjoy about my job. I enjoy the people that I work alongside, the culture, and how we all come from different backgrounds and are able to respect one another’s viewpoints. I like knowing that I am going to come home in one piece to my family everyday, and I trust that my safety matters.

MEMBER **SPOTLIGHT**



Madi Brosmer

The Women's Hospital

What led you to join EHRA?

Being part of a team such as EHRA that not only allows me to be part of a team of other HR professionals in various workplace settings, but also allows me to learn more and stay up to date on information is wonderful.

What do you enjoy about your job?

As an HR professional, I love being able to help others thrive and develop their growth in the workplace. I enjoy the day-to-day tasks and helping solve any problems that may arise.



International Women's Day (IWD) is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity. Significant activity is witnessed worldwide as groups come together to celebrate women's achievements or rally for women's equality.

Marked annually on **March 8th**, IWD is one of the most important days of the year to:

- celebrate women's achievements
- educate and awareness raise for women's equality
- call for positive change advancing women
- lobby for accelerated gender parity
- fundraise for female-focused charities

For IWD 2023, the global campaign theme is **#EmbraceEquity**. We can all challenge gender stereotypes, call out discrimination, draw attention to bias, and seek out inclusion. Collective activism is what drives change. From grassroots action to wide-scale momentum, we can all embrace equity. And to truly embrace equity, means to deeply believe, value, and seek out difference as a necessary and positive element of life. To embrace equity means to understand the journey required to achieve women's equality.

Support for IWD should never be a battle between groups or organizations declaring what action is best or right. Feminism's eclectic and inclusive nature means that all efforts advancing women's equality are welcome and valid, and should be respected. This is what it means to be truly 'inclusive.'

Gloria Steinem, world-renowned feminist, journalist and activist once explained "The story of women's struggle for equality belongs to no single feminist, nor to any one organization, but to the collective efforts of all who care about human rights." So make International Women's Day your day, and do what you can to truly make a positive difference for women.

IWD is about women's equality in all its forms. For some, IWD is about fighting for women's rights. For others, IWD is about reinforcing key commitments, while for some IWD is about celebrating success. And for others, IWD means festive gatherings and parties. Whatever choices are made, all choices matter, and all choices are valid. All choices of activity can contribute to, and form part of, the thriving global movement focused on women's advancement. IWD is a truly inclusive, diverse and eclectic moment of impact worldwide.

More information at https://www.internationalwomensday.com/About

March Meeting Information

Thursday, March 16, 2023
11AM - 1PM
Dilegge's Banquet Room
607 N Main St.
Evansville, IN

AGENDA



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

PROGRAM: JOYPOWERED®

Those who discover joy in their lives: 1. Look forward to going to work and find more joy in life. 2. Create opportunities to do what they do best.

1. What is JoyPower® and how can you get some?
2. How can you use this philosophy not only at work, but in your "whole life."
3. Take specific actions to discover Joy.

SPEAKER: JODEE CURTIS

JoDee Curtis is the Founder of Purple Ink and Powered by Purple Ink, author.co-author of four books in the JoyPowered® series. She has a passion for helping organizations and individuals discover their talents and do more of what they do well through leadership training and coaching. Prior to founding Purple Ink in 2010, JoDee spent 21 years in public accounting as a practicing CPA and, later, as a Director of HR. JoDee also has experience as a CFO, thereby bringing a unique financial and overall business approach. JoDee obtained her bachelor's degree in business administration from the University of Evansville. She is a CPA, a SHRM - Senior Certified Professional, and a Gallup-certified Strengths Coach. She is a faculty member for National SHRM, a member of the National Speakers Association serves, on the State Council for HR Indiana SHRM, and is co-host of The JoyPowered® Workspace Podcast.

JoDee is a wife and mother of three humans and two labradoodles, and she loves to read and travel. She serves on the board of Forum Credit Union and on the HR Indiana SHRM State Council, is a mentor for Pass the Torch for Women, and co-hosts the Salted Carmel podcast.



U.S. Supreme Court: Employee Earning Over $200,000 Entitled to Overtime

Salary levels and job duties are only part of the analysis used by courts to determine whether a worker is exempt (overtime ineligible) or non-exempt (overtime eligible) under the Fair Labor Standards Act ("FLSA"). Employers making this designation must also consider whether workers are paid on a *salary basis*.

A recent U.S. Supreme Court case—*Hewitt v. Helix Energy Solutions Group, Inc., et al*.—reminds employers that satisfying each step of the exemption analysis is crucial, no matter how much money a worker earns. In the *Hewitt* case, the employee was employed as an offshore oil rig worker making more than $200,000 per year. The employee was paid a day rate and was not paid overtime for weeks in which he worked more than 40 hours.

The employee filed suit arguing that he was non-exempt and entitled to unpaid overtime. The employer argued that the employee was exempt because he worked as an executive, his pay never changed, and he earned more than the minimum weekly pay needed to be classified as an executive.

Despite the employee's annual earnings, the U.S. Supreme Court found the employee was not an exempt employee because the employer paid him a *day rate* and never offered the employee a minimum weekly *guaranteed* pay. Put simply, the employer failed to pay the employee on a *salary basis*.

This case serves as a good reminder to pay close attention to the technical requirements of the FLSA when making classification decisions. When it comes to unpaid overtime disputes, the stakes are almost always high. As the employer in the *Hewitt* case learned, the stakes can be even higher when an employee's pay is high.

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 legal 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, 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.



EHRA is looking for sponsors for our Monthly Meetings.

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Contact Brad at bodil@referenceservices.com for more information!

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SAVE THE DATE!

Future Member Meetings

April 20th—Chris Schrader

May 18th—Megan Nail

July 19th—Kathleen Lapekas

more information to come

What's Happening at EHRA

2023 *board*

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