CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

March 2024



AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL SILVER CHAPTER 2022

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



I'm SOOOO ready for spring! But not ready for Easter in MARCH! Holy moly! I hope everyone is adjusting to the time change. I love having the longer daylight!

If you were able to attend the February meeting, Chelsie did a great job! She gave some great, inexpensive ideas on how to boost morale in the workplace without having a pizza party.

Jennifer Zimmer, Julia Pillow, and I attended the Volunteer Leadership Summit in Indianapolis on March 1st. It was very informative, and I hope we can make some small, positive changes at EHRA. It may be behind the scenes, but I'm hoping it will help the organization as a whole. While we were there, we had a speaker by the name of George Rogers. He wrote a book called Championing Your Purpose. His story is absolutely amazing and inspiring. If you are looking for something to read, check it out!

Megan Nail is our speaker in March, and we are so looking forward to having her speak at ECC. If you've ever heard Megan speak, she's very good. Her knowledge about her topics runs deep, and she will find an answer if she doesn't know it.

We have solidified speakers for the Annual Conference in October. I hope you all plan on joining us!

Please remember to check out DisruptHR. We are working on sponsorship, and if you know someone that wants to speak for 5 minutes let us know! E-Rep is partnering with us, and I'm so excited for this event in June.

Here's to longer days of sunshine!
Happy March and Easter everyone!

Amanda Gries
President

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.

March Meeting Information

Thursday, March 21
11AM - 1PM
Evansville Country Club
3810 Stringtown Rd.
Evansville, IN 47711



AGENDA

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

PROGRAM: UNDERSTANDING TOTAL REWARDS BY GENERATION: TAILORING COMPENSATION AND BENEFITS FOR A MULTIGENERATIONAL WORKFORCE

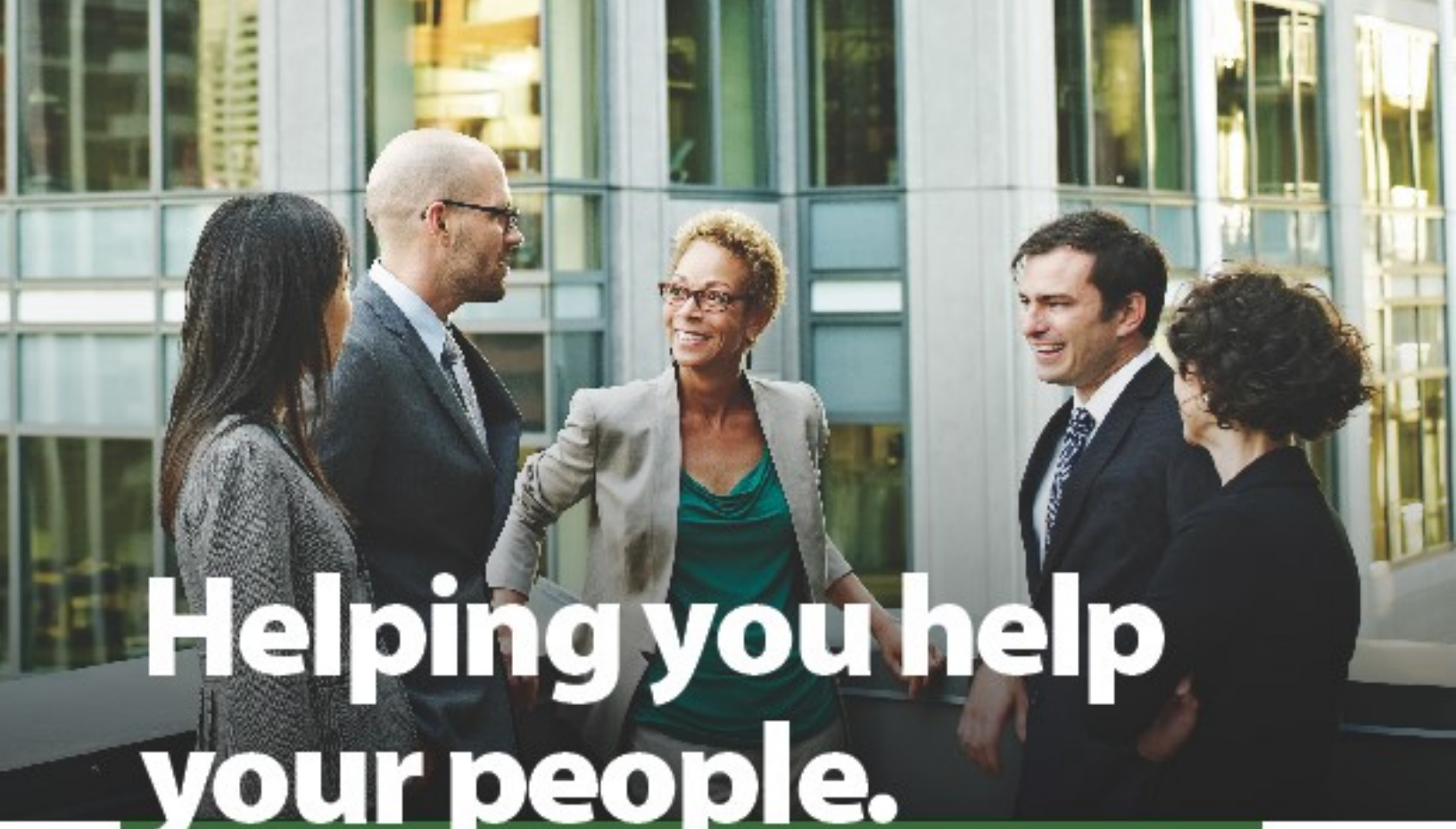
Today's workplaces are more diverse than ever, comprising multiple generations with distinct preferences, values, and expectations. To succeed in this dynamic environment, HR professionals and business leaders must tailor their total rewards strategies to cater to each generation. This presentation delves into the intriguing convergence of total rewards and generational disparities, offering practical insights for organizations seeking to fine-tune their compensation and benefits packages.

After attending this presentation, participants will:

- Grasp the Total Rewards Impact: Develop an understanding of the pivotal role played by total rewards in not only attracting and motivating talent across generations but also in retaining employees while significantly impacting their satisfaction and productivity.
- Identify Generational Preferences: Learn to discern the unique preferences and priorities of each generation concerning aspects like compensation, benefits, work-life balance, and career development.
- Customize Total Rewards Strategies: Acquire practical and actionable strategies, alongside best practices, for tailoring total rewards packages to seamlessly align with the diverse needs and aspirations of generational groups.

SPEAKER: MEGAN NAIL, CCO, SHRM-SCP, CEBS

As Vice President, Total Rewards Practice at NFP, Megan provides expert guidance to clients, helping them to align their organization's goals with effective total rewards and compensation strategies. She specializes in designing market competitive compensation frameworks that support the organization's specific needs and philosophy, ensuring they are practical to implement and use.



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Shawn M. Norris
RHU, ChHC, Senior Vice President
415 Crosslake Dr. | Suite A | Evansville, IN 47715
812.422.4000 | **shawn.norris@nfp.com**

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SAVE THE DATE

EHRA Monthly Meeting Schedule 2024

Evansville Country Club

(unless otherwise noted)

- March 21—Megan Nail & Shawn Norris
- April 18—Jason Fertig & Sudesh Mujumdar *at USI*
- May 16—Chris Schrader
- June 20—Shawn Collins
- July 18—Kathleen Lapekas
- August—No meeting. IN State Conference
- September 19—Josh Gessling
- October 17—Annual EHRA Conference
- November 21—Amanda Gries
- December— Holiday Party



CITY VIEW

EVANSVILLE, IN

WEDNESDAY, JULY 24, 2024

5:30-8:30 PM

Registration and Networking 5:30-6:30 PM

Program 6:30-8:30 PM

Appetizers and drinks will be provided

Presented by:

EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP

EHRA

DISRUPT

EVANSVILLE | CITY VIEW

WEDNESDAY, JULY 24, 2024

Presented by:

EHRA

EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP

Sponsorship Opportunities

$250	$500	$1,000	$2,500
• Logo and website linked on event page • Promotion throughout the event from stage	• Logo and website linked on event page • Promotion throughout the event from stage • Ability to set up table at event	• Logo and website linked on event page • Promotion throughout the event from stage • Ability to set up table at event • Ability to speak for 3 minutes at beginning of event	• Logo and website linked on event page • Promotion throughout the event from stage • Ability to set up table at event • Ability to speak for 5 minutes after break for intermission

Email Wendy Gumbel – wgumbel@gmail.com – to express interest

Welcome Our New Members!

ROSIE **MCMICHAEL**
EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP

JADA **ARNETT**
ADVANTIX DEVELOPMENT CORP.

NICOLE **BLAINE**
METRONET

DUSTIN **ADAMS**
HUTSON, INC.

CALEB **WILSON**
USI

MARK **DOYLE**
STUDENT

*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.



NLRB's Joint Employment Rule Delayed until March 11, 2024

On October 26, 2023, the National Labor Relations Board (NLRB or Board) issued its Final Rule addressing the Standard for Determining Joint-Employer Status under the National Labor Relations Act (NLRA). The Final Rule called for the NLRB's new joint employer test to take effect on December 26, 2023. Prior to the effective date, however, a coalition of business interests, led by the Chamber of Commerce of the United States of America, filed a lawsuit in the United States District Court for the Eastern District of Texas seeking to block the Final Rule.

On the February 22, 2024, the U.S. District Court for the Eastern District of Texas issued an order delaying the implementation of the Final Rule until March 11, 2024. This is the second time the implementation of the NLRB's Final Rule has been delayed.

As of the date this update was submitted for publication, it remains unknown whether the implementation of the Final Rule may be delayed again. As a result, employers affected by the Final Rule may wish to continue monitoring legal developments and consider making any necessary changes to their operations and contracts prior to the effective date of the Final Rule.

Under the NLRB's new standard, an entity may be deemed a joint employer of a worker (or a group of workers) if the entity enjoys an employment relationship with the worker and it shares or codetermines one or more of the worker's essential terms and conditions of employment. Essential terms and conditions of employment include: (1) Wages, benefits, and other compensation; (2) Hours of work and scheduling; (3) The assignment of duties and work to be performed; (4) The supervision of the performance of duties; (5) Work rules and directions governing the manner, means, and methods of the performance of duties and grounds for discipline; (6) Tenure of employment (including hiring and firing); and (7) Working conditions related to the health and safety of employees.

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 this update and how it may affect you or your organization or any other specific legal issue or problem you may be experiencing.



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.

What's Happening at EHRA

SAVE THE DATE

DisruptHR is coming to Evansville July 24th!

2024 *board*

President
Amanda Gries
agries@kellerschroeder.com

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

Secretary
Samantha Witte
switte@carhartt.com

Treasurer
Dana Pool
danap@bestfriends.org

Assistant Treasurer
Melanie Reed
mbeesimpson@gmail.com

SHRM Liaison and Certification Chairperson
Julia Pillow
juliakpillowhrin@gmail.com

Web Chairperson
Terry Roberts
terry.roberts@evansvillehousing.org

College Relations Chairperson
Jason Fertig
jfertig@usi.edu

Workforce Readiness Chairperson
Jennifer Skodinski
jskodinski@dccevv.com

Newsletter Editor
Jessica Bailey
jessica.bailey@countrymark.com

Finance Chairperson
Brad Odil
bodil@referenceservices.com

Communications Chairperson
Cori Deputy
cdeputy@kellerschroeder.com

Legislative Affairs Chairperson
Josh Gessling
jgessling@kddk.com

Past President
Wendy Gumbel
wgumbel@gmail.com