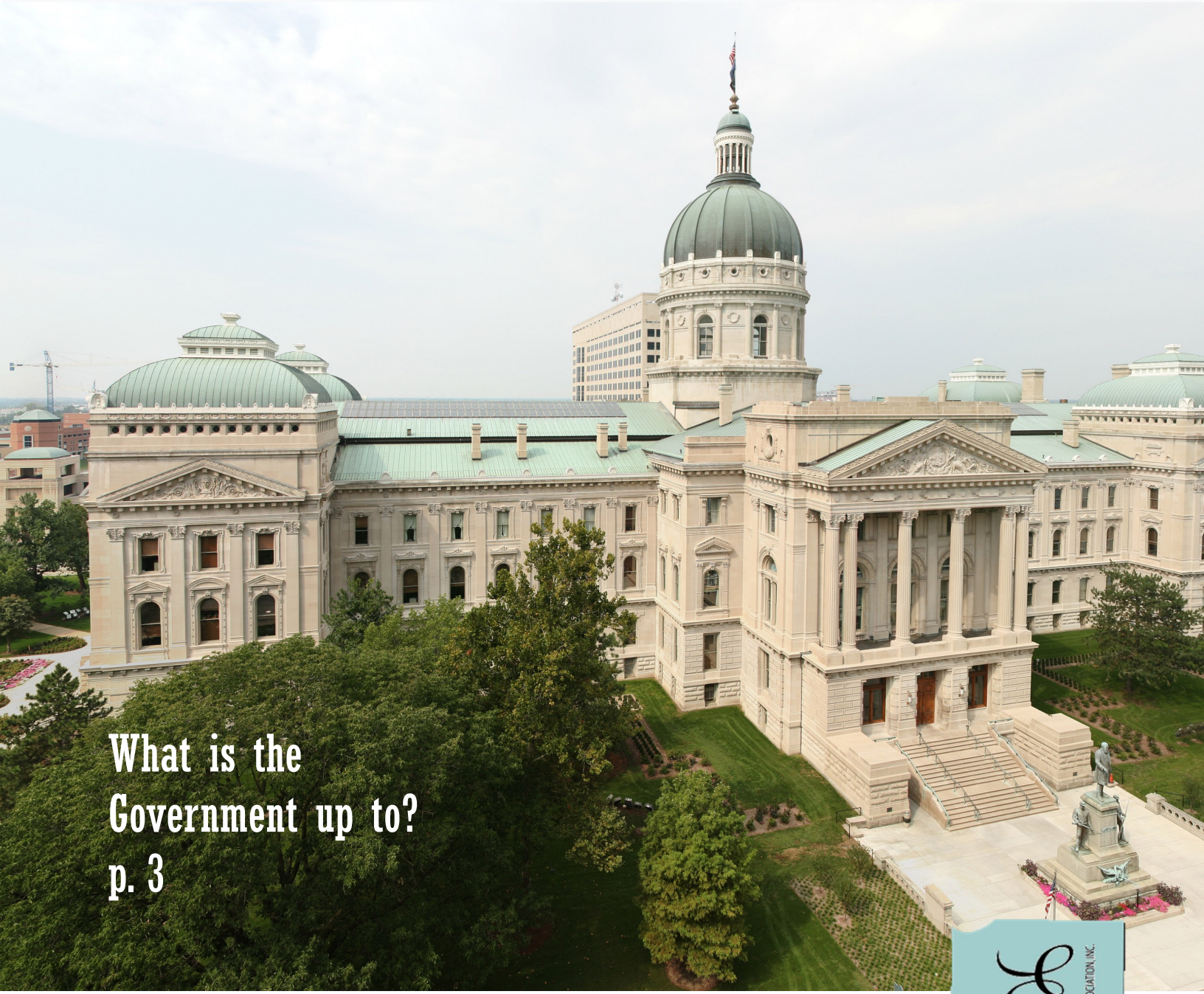
CHAPTER CONNECTION

May 2014



What is the Government up to?
p. 3

AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2013 SILVER CHAPTER

SHRM Foundation Shaping the future of HR
2013 CHAPTER CHAMPIONS

HR ASSOCIATION
EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

explore – cover



As we all know, changes in regulations and laws affect HR more than any other factor. Find out what changes will have the greatest impact on you in 2014.

meet – p.3

"What is our Government Up To?" Do you know? Join us for our informative presentation on May 22, 2014.

Sponsored by

Legal Update– p.4

Two recent legal updates may have a major effect on your company. Read more about potential new minimum wage laws and a new Indiana gun law which will allow guns on school property.

Spring Seminar Recap– p.5–6

Enjoy a recap of the 2014 Spring Seminar Festivities. Don't forget to visit our sponsors for all of your HR needs. Links have been added to all logos for your convenience.

EHRA Cares—P.7

How can you help in 2014 and beyond? A new volunteer opportunity has been added this month.

SHRM Grant Opportunities—P.8

SHRM has provided details on two great grant opportunities for graduate studies or research. Application details are also available.

President's letter—p.9

Tela Erdell, EHRA President, shares EHRA news and provides a big thank you to a few special members of EHRA.

Welcome – p.10

EHRA has added more new members from local companies. Please help us welcome them to EHRA.

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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SAVE THE DATE 05 22 14

"WHAT IS THE GOVERNMENT UP TO?"

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711
$15.00 EHRA Member, $30.00 Guests, $5.00 EHRA student member



Chris Schrader is president of Schrader and Associates, a full-service HR consulting firm focused on helping small and medium businesses excel and grow. Prior to starting his own company he worked for several firms in the publishing industry for more than 25 years, holding leadership positions in Operations, Sales, Finance & Accounting and Human Resources. Additionally he is a lecturer at Indiana University Bloomington.

He is also Director – Government Affairs for the Indiana State Council of SHRM and serves on the healthcare and labor law committees at the Indiana Chamber of Commerce.

Chris grew up in a politically active family; both parents ran for office at one time or another. He serves on both the Health Care and Labor Policy committees at the Indiana Chamber of Commerce. He has testified many times before Indiana Legislature.

Chris holds a degree in Political Science from Indiana University and is certified a Senior Professional in Human Resources by the Human Resources Certification Institute.

Description: Indiana's government is held by the Republicans by a rare supermajority. What legislation came out of the most recent session and how do they affect us? This is an election year and Congress will have few working days after June 30. What is brewing in the all-important first half of the year? How much do you know about the bills and public policy efforts that may well shape our profession for the next 50 years? Do you know what to do? How to make a difference? Attend this lively and fast-paced presentation to learn what's happening in Washington DC and the Indiana State House.



Southern Indiana Career and Technical Center

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This program has been approved for 1.00 HR (general) recertification credit with HRCI.

The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute's criteria to be pre-approved for recertification credit. All members are responsible for retaining information on each event for submission to the HR Certification Institute. A certificate of attendance will be emailed to all attendees upon the completion of the event.



LEGAL UPDATE

Wage and Hour Law Changes on the Horizon

Wage and hour law has been a hotbed of activity during recent months. Overtime regulations and minimum wage modifications are both in the early phases of potential modifications.

Overtime Regulations

On March 13, 2014, President Obama issued an executive order for the Department of Labor to "modernize and streamline the existing overtime regulations" under the Fair Labor Standards Act (FLSA). In his memorandum, the President stated, "regulations regarding exemptions from the Act's overtime requirement, particularly for executive, administrative, and professional employees (often referred to as "white collar" exemptions) have not kept up with our modern economy. Because these regulations are outdated, millions of Americans lack the protections of overtime and even the right to the minimum wage. Therefore, I hereby direct you to propose revisions to modernize and streamline the existing overtime regulations. In doing so, you shall consider how the regulations could be revised to update existing protections consistent with the intent of the Act; address the changing nature of the workplace; and simplify the regulations to make them easier for both workers and businesses to understand and apply."[1]

Currently, non-exempt hourly employees are entitled to compensation at a rate of time and one-half their regular rate for all hours worked over 40 hours in a week. If these changes are made, it is expected that the number of exempt employees would be limited and lead to higher overtime costs for employers.

It is believed that an area of focus for the new regulations will be the current $455 per week threshold for considering an individual salary exempt. This threshold was raise to $250 per week in 1975 and $455 per week in 2004. "If new regulations address this to any extent, it is likely that the new proposed threshold will be in excess of $900 per week with some analysts predicting that the Department of Labor may suggest an increase to over $1,000 per week."[2] Currently, an employee salary of $23,660 per year could qualify for exempt status. With an increased threshold of $1000 per week, a salary would need to be over $52,000 per year to be potentially eligible for exempt status.[3] The Department of Labor will draft proposed regulations and allow a public comment period. New regulations will not take effect until 2015 at the earliest.

Potential Minimum Wage Modifications

The Minimum Wage Fairness Act was introduced in the U.S. Senate on March 26, 2014. It outlines an increase in the minimum wage from $7.25 per hour to $10.10. This change would take place in three steps. The minimum wage would increase to $8.20 6 months after the bill's enactment. It would then increase to $9.15 12 months after the first increase and the final increase to $10.10 per hour will occur 2 ½ years after enactment. "In addition, the bill would increase the federal minimum cash wage for workers who receive tips by gradually raising that wage until it equals 70 percent of the federal minimum wage for other workers."[4] The bill has not been passed in the Senate or taken up in the House. Employers will need to continue to monitor these potential changes.

http://www.whitehouse.gov/the-press-office/2014/03/13/presidential-memorandum-updating-and-modernizing-overtime-regulations
http://masudlaborlaw.com/resources/post/obama-directs-department-of-labor-to-modernize-and-streamline-the-existing/
http://www.faegrebd.com/21327
http://www.cbo.gov/publication/45210

Governor Signs Bill Into Law Allowing Guns on School Property

Indiana governor Mike Pence recently signed bill HB 1048 into law. The new law takes effect on July 1 and allows guns in parked cars on school property as long as they are out of view and in the parking lot. Prior to this bill, it was a felony to possess a firearm on property being used by a school for a school function. "Current law can make it a felony for legal gun permit holders to even inadvertently have their guns in their vehicles while they drop off their children at school."[1]

Additionally, students who are members of a shooting sports team or certain individuals who may legally possess a firearm may now have a firearm locked in the trunk of the person's motor vehicle, kept in the glove compartment of the person's locked motor vehicle, or stored out of plain sight in the person's locked motor vehicle. It does not allow guns in the schools, buildings, school buses or at any functions where there are students present on school grounds.[2]

Under the new law, it will be a Class A misdemeanor if a firearm is left in plain view in a motor vehicle parked in a school parking lot. The Governor's office stated, "Governor Pence believes in the right to keep and bear arms and that this is a common sense reform of the law that accomplishes the goal of keeping parents and law-abiding citizens from being charged with a felony when they pick their kids up at school or go to cheer on the local basketball team."[1]

http://www.usatoday.com/story/news/nation/2014/03/26/school-guns-bill-signed-in-indiana/6934833/
http://www.indystar.com/story/news/politics/2014/03/12/ind-lawmakers-revise-bill-to-allow-guns-on-school-land/6352927/

Do you have a topic you would like our team to get more information on? If so, contact us at info@ehranet.org.

04.30.2014 Event Recap

EHRA Spring Seminar



The Evansville-Area Human Resource Association (EHRA) held its annual Spring Seminar on April 30, 2014 at the Southern Indiana Career & Technical Center. The event had a great turn out with over 120 participants including HR professionals and guests, vendors, and presenters.

After opening comments from EHRA Director of Professional Development, Jeff Devine, Esq., SPHR, the day was kicked off with Speed Networking facilitated by EHRA Workforce Readiness Chair, Abby Keeping, PHR. During this event, attendees interacted with one another for 2 minutes at a time before moving on to interact with another attendee.

Karl Ahlrichs, SPHR of Gregory Appel, presented Why CFOs Hate Wellness and Secretly Love the ACA, which looked at wellness from the perspective of the CFO. Ahlrichs reviewed case studies and provided a strategic look at upcoming programs. He also discussed ways to align wellness, motivation, and the organization's values to produce a lifestyle of fitness and health.

During the morning break, participants had the opportunity to visit vendor booths and interact with the Spring Seminar primary sponsor, Clippinger Financial Group, the folder sponsor, Clark Security, and the secondary sponsor, Fourth Street Solutions.

Don Everett, founder and CEO of Workforce Interactive, shared The Evolution of Talent Acquisition – 20/20 Hindsight to 20/20 Insight. In his presentation, Everett provided an introduction to Values Science along with case studies regarding the evaluation of core thinking values and their relationship to operating performance metrics. Attendees were shown how to interpret and apply information related to an organization's operations, like sales figures, in correlation with employee values data, in order to contribute to the implementation of the organization's strategic objectives.

After lunch, Don Everett returned to present Agents Aren't Just for Hollywood- Managing Organizational Change. Everett shared his view that in order to be successful, a powerful change agent must help management overcome the biggest impediment to change. That impediment is that we cannot motivate others; motivation resides inside others because they are motivated by good that they inherently value. Axiology, commonly known as Values Science, is the change agent that enables management to recognize the "good" from the perspective of others. Everett facilitated team exercises around this topic.

Rounding out a great day were Steven Pockrass and Candace Walker of Ogletree Deakins law firm presenting an Employment Law Update of the Top 10 Issues for HR Professionals. Their presentation

04.30.2014 Event Recap

EHRA Spring Seminar

focused on the practical steps that HR professionals in Indiana should be taking in light of several significant recent developments in employment and labor law. They also discussed the potential impact of anticipated legislative and regulatory activity and pending court cases.

The 2014 Spring Seminar concluded with prize drawings which included an IPad Air, television, Holiday World tickets, an EHRA Fall Seminar registration, and much more.

Many thanks to the 2014 sponsors, vendors, committee members, board members, and others who helped with or attended this event!





Photos: Left, members learn more about Social Media Policy Do's and Don'ts; Center, Members participate in a networking activity; Right; Members enjoy information on the Top 10 Issues for HR Professionals provided by Ogletree Deakins

Thank you to our many vendors at this year's seminar:

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CALLING ALL SPEAKERS

Join the EHRA Speakers Bureau

The EHRA Speakers Bureau provides professional speakers who can address a variety of topics to assist education, business, and the community.
Members of the Speakers Bureau are available for group presentations on a variety of HR topics. Topics such as job seeking skills, interviewing tips, resume preparation, etc. for student groups along with human resource topics related to the specialty areas of the HR profession.
Need HR professions for the following topics:

- Generation Gaps (Younger vs. Older)
- Women and Competing in the Workplace
- Compensation and Benefits
- Employer Incentives
- Effective Techniques for Conflict Resolution



Please contact the Workforce Readiness Chairperson at volunteer@ehranet.org to inquire about the Speakers Bureau.

AURORA UPDATE:

Thank you for your recent donations to Aurora. Any assistance we get is greatly appreciated. As an update, we are currently 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.**

Sincerely,
Jayme Walters, MSW
Director of Development

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:



THE EVANSVILLE CHRISTIAN LIFE CENTER

Calling all workforce readiness experts!

The workforce readiness committee is looking for a few volunteers to create and present some short basic PowerPoint presentations on workforce readiness related topics such as:

-Job Search 101
-Resume Writing
-Interview tips
-Dress for Success

These presentations will be presented to local organizations whose clients are in need of workforce readiness preparation.

*If you know of an organization that could benefit from these presentations, please contact Abby Keeping at Akeeping@pinstripe.com



SHRM Foundation
Shaping the Future of HR

Susan R. Meisinger Fellowship for Graduate Study in HR

The **Susan R. Meisinger Fellowship for Graduate Study in HR** is a premier source of funding for first-time master's degree students in Human Resources. The award honors former SHRM President & CEO, Susan R. Meisinger, SPHR.

The fellowship is designed to support master's degree students who are either members of SHRM or certified HR professionals through the HR Certification Institute. Sponsored jointly by SHRM, the SHRM Foundation and the HR Certification Institute, the fellowship supports those who want to leverage significant past contributions to the HR management field and who plan to continue contributing to the profession by earning a master's degree in HR.

One winner is selected annually to receive a fellowship of up to $10,000. Additional fellowships may be awarded, depending on funding available, quantity and quality of applicants, and the discretion of SHRM. Each fellowship is renewable for one additional year for a total of two years of graduate study and up to $20,000 total for the fellowship. Doctoral students, including DBAs and Ph.D.'s, are not eligible for this award.

How to Apply
Download and complete the application form, compile all required materials, then mail your completed application package to:

Meisinger Fellowship
SHRM Foundation Administrator
1800 Duke Street
Alexandria, VA 22314
(703) 535-6020

All required materials must be submitted together in one package. Applications will not be returned. **Completed applications must be *received* by Monday, August 18, 2014**. All applicants will be notified of results via mail by October 31, 2014.
Frequently-asked questions (FAQs)
Read about past winners

Download the application form

Michael R. Losey Human Resource Research Award

This award honors lifetime achievement in human resource research. It recognizes an individual for significant past and ongoing research contributions that impact the HR management field.

A single award of $50,000 is presented annually to further the field of human resource management. Nominations are encouraged for scholars with a significant body of work in the field of HR.
Download Losey Award Flier

Who is Eligible
This prestigious award recognizes significant contributions to the HR field through empirical research and its application to practice. To be eligible, a nominee must possess a broad and deep track record of contributions to the HR discipline through research, as well as interactions with the practitioner community. Examples include: speaking and consulting engagements, authoring books, book chapters, or journal articles that have affected how HR is practiced.

The winning nominee will also have an extensive body of published research in top-tier, peer-reviewed journals such as:

- Human Resource Management (HRMJ)
- Journal of Management (JOM)
- Journal of Applied Psychology (JAP)
- Academy of Management Journal (AMJ)
- Personnel Psychology (PP)

How to Make a Nomination
Please download and review the Losey Award Flier for detailed information on submitting a nomination. Self-nominations are not accepted. Nominations for the 2014 award may be submitted through July 14, 2014.

Questions? Write to: elissa.soares@shrm.org.





Dear EHRA Members:

I'd like to extend appreciation to all EHRA members who volunteer in the communities in which we live and work. While National Volunteer Month (April) has come and gone, the impact of volunteer service is long lasting.

I'd also like to give a big **THANK YOU** to the Spring Seminar team led by Jeff Devine: Laura Alexander, Julie Brauser, Bill Dyer, Josh Gessling, Pat Kerstiens, Joyce Leone, Chad Sullivan, and Mary Thompson. The team's hard work and dedication resulted in a member development event complete with relevant speaker topics and vendors and opportunities for networking and learning.

I hope to see you at the next EHRA event on May 22nd.

Thanks for being an EHRA member!

Tela

Tela M. Erdell, SPHR, GPHR
tela.erdell@oldnational.com
812.461.9743

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.

Newly Certified? Share your Success!

Achieving certification shows a commitment to the field and to your career. All newly certified PHRs, SPHRs, or GPHRs please contact Debbie Tucker, SPHR at dtucker@vectren.com

MEMBER SPOTLIGHT



The EHRA would like you to get to know the new members who have joined us recently:

Sara Lipking, HR Director
Tropicana Evansville

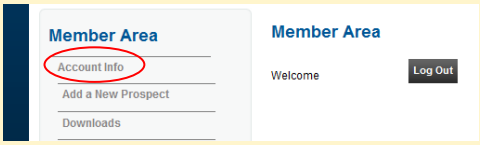
Connie Stewart, Director of HR
Ira E. Clark Detective Agency

Please help us welcome them at an upcoming EHRA meeting.

Have you updated your EHRA profile lately?

If not, go to:
https://ehranet.org/members.php

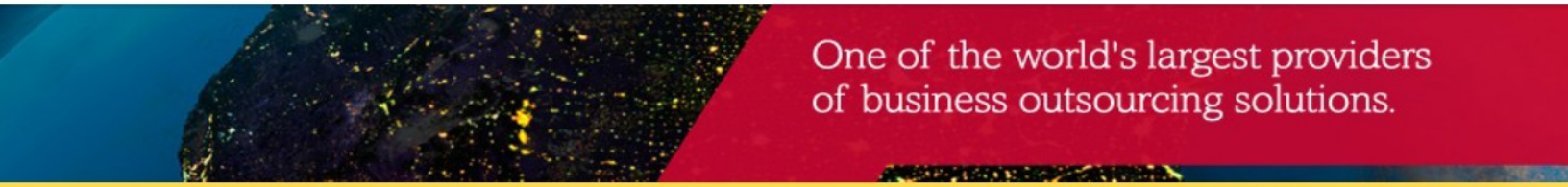
Once logged in, click Account Info



Update any information you would like to from your work location to a photo and be sure to click save in each section you update.



Did you have a recent accomplishment that you want to share?
Let us put you in the spotlight.
Email our Newsletter Editor, Nick Lindy at niclind@atlasworldgroup.com



Connect with experts dedicated to supporting your business.



Jon Beam, Workforce Management Consultant, ADP Major Accounts
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