CHAPTER CONNECTION

May 2016



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2014 GOLD CHAPTER

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

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Donations Needed and a Volunteer Opportunity!



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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Legislative Updates

Presented by Christopher Schrader

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711

11:00 am—2:00 pm

$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Agenda

11:00 am—11:30 am CST: Registration and Networking
11:20 am—12:00 pm CST: Meeting Announcements and Lunch
12:00 pm—1:00 pm CST: Program

Description

Elections for President, Congress and the State House!! What are they up to in Washington DC? What are the politics and how will they shape the 114th/115th Congress? Indiana's government is held by the Republicans by a rare supermajority. What legislation can we expect from the Assembly session and how may they affect us? 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.

Speaker



Christopher 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 h worked for several firms in the publishing industry for more than 25 years, holding leadership positions in Operations, Sales, Finance & Accounting and Human Resources. He is also an Adjunct Professor of Human Resources at Indiana University. He volunteers as 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. Both in his current role, and earlier as Chair of the Indiana State Chamber of Commerce's Labor Law Committee, 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.

SHRM RECERTIFICATION PROVIDER 2015-2016

This program is valid for 1.0 PDC for the SHRM-CP or SHRM-SCP. For more information about certification or recertification please visit www.shrmcertification.org.

This program has been approved for 1.0 HR recertification credit with HRCI.

The EHRA is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP℠ or SHRM-SCP℠. For more information about certification or recertification, please visit www.shrmcertification.org."

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.



It's time for another EHRA After Hours networking event!

When: May 16, 2016

Where: Acropolis (upstairs), 501 N. Green River Rd., Evansville, IN 47715

Time: 5:30 pm—7:30 pm

Cost: Free for EHRA members, $10 for guests

Don't miss out on this great opportunity to network with other Human Resource professionals at this free event! RSVP by May 15th!



LEGAL UPDATE

Overtime Changes Coming
EEOC Collection of W-2 Wages

By Vickie Warren, SPHR, S-CP

Jake Fulcher, an attorney with Kahn, Dees, Donavan, and Kahn and the President of the EHRA, recently announced that the final regulations on the DOL's proposal to increase the salary threshold for individuals to be exempt from overtime should be issued in the next 30 days. There is still uncertainty as to whether the proposed annual salary threshold of $50,440 will be used or whether the duties test will change. Once the regulations are published, Fulcher states that there will be some period of time—possibly as much as four months—for the regulations to be in effect. He advises employers to begin tracking hours for individuals they consider exempt now.

In other news, SHRM recently announced its opposition to the EEOC's collection of W-2 wage information starting in 2017. The EEO-1 is an annual report, due every September 30, that requires most federal contractors and other private employers with at least 100 employees to report their employee numbers for one pay period by job category and then by sex, race, and ethnicity. The current proposal would build on this report in order to collect information within 12 specific pay bands.

Per Allen Smith, the manager of workplace law content for SHRM, the EEOC wants to gather information from employee's W-2 forms to compare pay in order to determine if an employer is guilty of pay discrimination. SHRM contends that W-2's won't tell the whole story on how an employee is paid. SHRM recommends that the EEOC use the actual wage rate or the annual base salary since it does not include differentials, bonuses or pre-tax deductions for retirement or child care.

As an another example, Alissa Horvitz, attorney with Roffman Horvitz a firm based in Virginia, and who objects to the proposal stated "If someone starts a new job on May 1, 2015, and has an annual salary of $150,000 a year, but works only eight months, the workers W-2 would reflect earnings of $100,000. Had the employee worked a full 12 months, the workers' W-2 would reflect an amount closer to $150,000. The pay difference has nothing to do with gender or race discrimination, but rather the timing of the start date."

The proposal is expected to be finalized by September 2016. The first reports with wage data are projected to be due in fall 2017. At this point, however, the rule is only a proposal.

https://www.shrm.org/legalissues/federalresources/pages/shrm-eeoc-w-2-wage-information.aspx
www.eeoc.gov

Certification Update

Call for SHRM-CP/SHRM-SCP Certification Preparation Instructors

SHRM is seeking qualified professionals to provide classroom instruction for SHRM-CP/SHRM-SCP preparation courses offered by one of the SHRM Education Partners.

- Applicants must have earned their SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credential.
- Applicants must have classroom instruction and HR experience (or other minimum required or desirable qualifications).

CERTIFICATION SCHOLARSHIPS! DEADLINE is July 15, 2016

Wouldn't it be great to see an EHRA member get one of these scholarships?

New for 2016! There is still time to apply for SHRM Foundation certification scholarships to be awarded in the fall. *SHRM members* may apply for this **$750 award** to support their pursuit of the SHRM-CP or SHRM-SCP certification.

Application Deadline: July 15, 2016 (awarded in October)

Eligibility: Individuals must be current members of national SHRM and their membership must remain active throughout the year they are awarded the scholarship. Individuals must be preparing to sit for the SHRM-CP or SHRM-SCP certification exam. Employees or board members of SHRM or the SHRM Foundation or other SHRM affiliate (not including chapters), and members of their immediate family are not eligible to apply for SHRM Foundation grants, awards or scholarships. Student members are not eligible to apply for this award. For more information (selection criteria and application) visit the SHRM Foundation certification scholarship page.

Application*:* The application includes contact information and a series of short-answer questions about your volunteer experience and your career aspirations. You will also be asked to upload a current resume that includes your SHRM Foundation and/or SHRM volunteer experience, and one letter of reference. Reference letters should be addressed to the "SHRM Foundation Scholarship Review Committee" and should provide insight into your character, career and volunteer accomplishments, work ethic, values, and need for the scholarship.

Timeline: Apply May 2 - July 15, 2016.....Notified of results by October 7

HRCI Introduces aPHR for Entry-Level Professionals

The HR Certification Institute (HRCI) has launched a new credential for practitioners who are just beginning their HR careers: the Associate Professional in Human Resources (aPHR) certification. The aPHR is designed for professionals who are embarking on an HR career or transitioning into the HR field. The aPHR exam focuses on the fundamentals of HR principles and practices including recruitment, HR development and retention, compensation and benefits, employee relations and safety.

Individuals planning a career in HR, those serving in HR support roles or who have HR responsibilities but do not currently hold an HR position, as well as military personnel seeking HR professional development or transitioning to civilian HR roles will be particularly interested in this certification, explained HRCI CEO Amy Schabacker Dufrane. HRCI's Professional in Human Resources credential is the next step up from the aPHR.

Registration for the aPHR pilot exam opens Feb. 16 for test dates in early May and registration for the first aPHR testing period opens April 1 for test dates in November 2016 through January 2017. Individuals passing the aPHR exam during either testing window will receive the aPHR designation. Learn more at www.hrci.org/aphr.

Meisinger Award Application Window Now Open

The SHRM Foundation is currently accepting applications for the 2016 Susan R. Meisinger Fellowship for Graduate Study in HR. This award is designed to support master's degree students who are either SHRM members or certified HR professionals. The Fellowship is for those who want to leverage significant past contributions affecting the HR management field and continue contributing to the profession by earning a master's degree in HR.

Applications are due on **Monday, August 15, 2016**. For more information, click here.

Michael R. Losey Excellence in HR Research Award

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.

For more information about the nomination process visit the Losey Award page.

Application deadline: July 15, 2016.

AURORA

Aurora is 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.**

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:

Volunteer Opportunity

STATE MEMBERSHIP COMMITTEE OPPORTUNITY

One of the 2016 goals of Indiana SHRM is to revitalize the state membership committee. The vision for this committee is to assist the chapters with increasing membership through education, support, and coordination of the membership initiatives at state conference. The time commitment is typically less than one hour per month. If you are interested in participating in this committee, please contact the State Membership Director, Megan Nail, SPHR-CA, SHRM-SCP at hrpda.megan.nail@gmail.com.

Follow EHRA on Twitter @EvansvilleHR



Dear EHRA Members:

Thanks to all of those that attended the spring seminar. We are especially appreciative of SHRM and HRCI for bringing their perspectives to our members. Finally, a big thanks to our sponsors and vendors. We cannot bring in the type of speakers that we did if it were not for the vendors and sponsors. So, thank you!



Our next event is also a member favorite – a state and national legislative review with Chris Schrader. Chris will once again bring his unique perspective as an insider and review for us the legislative trends from a state and national level. Having lobbied with Chris in DC, I can assure you that he definitely has his finger on the pulse of what is going on in this area.

We have just announced a networking event for the month of May. Please join us at Acropolis on May 16th. We are also reviewing some ideas for a membership appreciation event. More to come on that, too.

As always, should you have any ideas or concerns, please email me at jfulcher@kddk.com.

Thank you for being a member!

Jake

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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.

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!

MEMBER SPOTLIGHT





Dan Evetts, HR Coordinator at Brentwood Meadows, hopes to gain knowledge and insight from his peers. He's always looking for new ideas, approaches and insight on how to best serve his workforce.



Juanita Rager, Human Resource Assistant at Goodwill, Hopes to grow her HR knowledge and learn from the expertise of others in this important field. Working for a non-profit, she gets the privilege of helping individuals obtain goals and overcome obstacles that she normally would not be exposed to in other industries. Working with employees and watching them succeed at their goals is the most rewarding part of her job.

Please welcome these new members:

Cindy Crowley, Training Manager at Springleaf Financial
Jerri Traylor, Director of HR & Community Employee Wellness at Deaconess Women's Hospital
Chris Roper, HR Generalist at TMMI
Brett Barrett, Assistant Manager, HR Services at TMMI
Charles Wonnell, Manager, HR Services at TMMI
Stephanie Schooler, Administrative Assistant at Lefler Collision and Glass



Did you have a recent accomplishment that you want to share? Let us put you in the spotlight.

Email our Newsletter Editor, Jennifer Chang at jenchan@atlasworldgroup.com