CHAPTER Connection

May 2017



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL 2015 SILVER AWARD SILVER CHAPTER

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

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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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State and Federal Legislative Update
Presented by Christopher Schrader

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711
11:00 am—1:00 pm
$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

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

Description
Special elections for Congress and the State House! What are they up to in Washington DC? What are the politics now and how will they shape the 115th/116th 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 that 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.

Presenter



Christopher Schrader is Director – Government Affairs for the Indiana State Council of SHRM and serves on the healthcare and labor law policy committees at the Indiana Chamber of Commerce. He is also president of Schrader and Associates, a full-service HR consulting firm focused on helping small and medium sized 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, Accounting and Human Resources. He is also on the HR Major faculty at the Indiana University Bloomington campus.

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 Policy Committee, he has testified many times before the Indiana General Assembly. He is a frequent visitor to the Indiana delegation in Washington DC and has developed solid Capitol Hill relationships over the last 15 years.

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.

LEGAL UPDATE



Legal Soundbites
By Vickie Warren, S-CP, SPHR

On April 26, 2017, Governor Holcomb stated that he plans to sign a new law that removes questions about someone's criminal history from state applications. The "Ban the Box" effort is aimed at letting people with a criminal past explain themselves during an interview. This new law cannot exclude applicants convicted of a crime from getting a job interview and state employers cannot ask applicants about criminal records before an interview. The "Ban the Box" approach prevents an early elimination of applicants so that an ex-offender can be considered based on what they can offer an employer during the interview process. Background checks can still be performed, but it will be delayed until after the interview has been conducted. Besides Indiana, Utah is the only other state to join the "Ban the Box" movement.

We may have gotten a breather from Obama's administration new overtime regulations, but it's not dead. The DOL overtime rule would have raised the salary level to $47,476 per year and automatically increase that base every three years. But several states filed a motion to bar the rule which was granted in November 2016. Naturally, the DOL appealed that decision to the 5th US Circuit Court of Appeals. On April 14, the Justice Department asked the 5th Circuit for another delay to June 30, 2017. Speculators say that the DOL wants to wait until the appointment of the wage and hour administrator and solicitor of labor. Trump's pick for labor secretary, Alexander Acosta, states that he would like the overtime rule altered to match inflation, and using a salary threshold of $33,000 vs the $47,476.

As stated in the media, the Republican's efforts to repeal and replace the ACA are suffering roadblocks. The GOP is attempting to obtain enough support in the House to approve a revised version of the American Health Care Act (AHCA). In an article, by Stephen Miller, CEBS, for SHRM, House Speaker Paul Ryan, R-Wis, was quoted at a 2017 Legislative Seminar on April 26 in Washington, D.C. "Getting consensus among our members (in Congress) is always a challenge, especially when you're trying to something as enormous as repealing and replacing Obamacare. We're making progress, but it takes time. Employers are hopeful that the AHCA will get relief from the onerous administrative requirements and penalties. The House did approve HR 1101—Small Business Health Fairness Act, which made it easier for small businesses to get together with other small businesses in multiple states to offer benefits across state lines and offer employees coverage through association health plans (AHPs). AHPs would work direct with an insurer to obtain better rates and they could also self fund. Self Funded AHPs would not be governed by state and federal requirements. However, the bill could face problems in the Senate. Opponents of the bill state that it would diminish the states' regulating of health coverage sold to their residents.

HR 1180, the Working Families Flexibility Act of 2017 was approved by the House Committee on Education and the Workforce on April 26—the bill will now be sent to the full House at a future date, to be determined. This bill would amend the FLSA and give private employers the option of offering employees with an alternative to cash overtime with a time-off-for-overtime. Public sector employees have received this option for more than 30 years. The bill includes a maximum cap of 160 hours and a written agreement by the employee for the 'comp' time approach. However, the employee can have their hours paid out in cash at any time. The employer must pay out the 'comp' time to the employee in cash at the end of the year due to tax laws. SHRM supports this bill.

May 1 is International Workers Day, 340,000 restaurant workers and unionized service workers plan to strike. Unionized nurses in Minnesota, Philadelphia, and Seattle, are also planning to participate. SHRM advises employers to address any absences on May 1 the same as they would for any other day. Strike activity on May 1 may be protected concerted activity under the National Labor Relations Act (NLRA) per some attorneys. Other attorneys state that protests on public policy are usually not. SHRM recommends that employers should be cautious about any statements or actions against employees who do strike on May 1, especially if the employee is not scheduled to work on that day. NLRB will focus on any discharges for not showing up to work on May 1.



CERTIFICATION & SCHOLARSHIP 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).

Are you interested in teaching, or do you know someone who is? Please send your information to Alison.Costello@shrm.org

HRCI Indroduces a PHR 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.

UPDATES

EHRA will be participating in the Clean Evansville anti-litter campaign on May 6, 2017! Clean Evansville is a joint effort between the City of Evansville, Keep Evansville Beautiful, and volunteer members of the "Clean Committee". Our goal is to involve the entire community in picking up trash, as well as targeting specific areas for clean-up on a monthly basis. Clean Evansville will be targeting Howell Park on May 6th, from 9am-11am. EHRA is seeking members to volunteer in this activity! EHRA will provide shirts for members and family who wish to attend!

The link and information to sign up is here. We look forward to supporting our members to help Clean Evansville!

We're using SignUp.com (the leading online SignUp and reminder tool) to organize our upcoming SignUps.

Here's how it works in 3 easy steps:

1) Click this link to see our SignUp on SignUp.com: http://signup.com/go/eSxq94

2) Review the options listed and choose the spot(s) you like.

3) Sign up! It's Easy - you will NOT need to register an account or keep a password on SignUp.com.

Note: SignUp.com does not share your email address with anyone. If you prefer not to use your email address, please contact Sara Garrett (sgarrett@sterlingboiler.com) to be signed up manually.

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.

EHRA seeking sponsors for our EHRA monthly meeetings. A great way to market your company services or products to our large tri-state membership. A monthly sponsorship provides space on our EHRA website for the month of your sponsorship as well as an ad/log to run in our monthly electronic newsletter that is emailed to our entire membership of over 300 HR folks. Please contact Rick Jones, Finance Chairperson 2016 for more information.

DEAR EHRA MEMBERS



Thanks to those that attended our all day Spring Conference. We were pleased to have over 65 attendees and 16 vendors. We were able to give away some fabulous EHRA prizes and the vendors had some nice drawings, too. Thanks to our Professional Development Chair, Debbie Tucker, and her committee of volunteers and board members for putting on such a wonderful event.



We want to send our condolences to Margaret Morford on the loss of her mother. Margaret was on her way to our conference to speak when she heard the news. We want to thank Pam Goedde for stepping in and speaking to the group in Margaret's absence.

May will bring to our group Chris Schrader. Chris brings a wealth of expertise in the legislative and HR counseling areas. Chris is plugged in to the state and national legislative scenes and will provide us with timely updates on what we can expect in the near and far term.

As always, should you have any questions or concerns, please feel free to reach out to me. Thank you for being a member!

Jake

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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.

EHRA Vision

To be the HR voice for the Tri-State.

MEMBER SPOTLIGHT



Please welcome these new members:

Brittney Doss, HR & Compliance Coordinator at Orthopedic Associates
Michael Mullady, Sr. HR Business Partner at Amazon
Gina Mayes, Talent Acquisition Manager at Berry Plastics
Lisa Ritcheson, Benefits Representative at Toyota
Marcus Anderson
Colette McNeely, Finance & HR Manager at Ohio Township Public Library System
Amanda Rice, HR Coordinator at Health South
Sherri Smith, Auditor at Gibson County
Wendy Williams, Payroll Health Specialist at Gibson County

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

Email our Newsletter Editor, Jennifer Harris at jenharr@atlasworldgroup.com.