Chapter Connection

A publication of the Evansville Area Human Resources Association

May 2021

SAVE THE DATE!
Annual Conference
Friday, October 15, 2021



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER 2021

EHRA Evansville Area Human Resource Association

PRESIDENT'S**MESSAGE**

Can you believe it has now officially been over a year since we met in person? We are working with local venues to secure meeting space, and plan to get back in person as soon as possible. We are targeting our June meeting to reconvene face to face! I look forward to seeing all of your smiling faces again!

In the meantime, our May meeting will be virtual, but we have great speakers lined up! Ruste Pontenberg and Natalie Colburn from Old National Bank will be talking about HSA compliance and employer responsibility on Thursday, May 20th. Registration is open here.



Please remember to also register for the Indiana SHRM State Conference, which will be held in person at the JW Marriott in Indianapolis August 2-4, 2021. Early bird registration was extended, and you can save $60 by bundling your hotel room stay with your conference registration. Click here to learn more and register!

Finally, SHRM is offering two free Global Talent sessions. The first one, "U.S. Workplace Immigration: A Brief History & Reform in the Biden Era," will be held May 5th. This webinar is open to non-SHRM members, so there is a SHRM Member link and a Non-SHRM Member link.

Thanks for being a member!

Wendy Gumbel
President



Follow EHRA on Twitter
@EvansvilleHR

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.

05 20 2021

HSA Employer and Employee Responsibilities

Program Information:

Objectives: This program is designed for human resource teams on Health Savings Account (HSA) compliance, origin of the compliance requirements, and the parties responsible for specific legal aspects of administering a group HSA program. Improved knowledge of these aspects of HSAs will allow HR representatives to be better prepared when addressing questions and concerns of their high deductible health insurance plans with employees.

Summary: Discussion begins with a quick overview on what defines a Group HSA Program, account ownership, and the responsibilities associated with ownership. We then discuss HSA tax benefits and which parties earn these benefits. We will review the need for a sections 125 plans and how to put one in place. The second half addresses contribution comparability and non-discrimination rules, business owner contributions rules for various business entities, and financial reporting compliance. The program will conclude with time reserved for questions and answers.

SCHEDULE	LOCATION	COST
12:00pm-1:00PM CST	LINK WILL BE SENT AFTER REGISTRATION, ONE DAY BEFORE THE MEETING	Before May 20th Member: $15 Guest: $30 May 20th and later Member: $20 Guest: $35

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HSA Employer and Employee Responsibilities

ABOUT OUR SPEAKER



A former elementary teacher, Natalie Coburn is AVP and an HSA Relationship Manager for The HSA Authority with Old National Bank in Evansville, IN. As a BSU graduate, she holds a Life, Accident, and Health Insurance license in the state of Indiana. As a licensed insurance agent, she understands the challenges faced by today's transitional healthcare environment.

Natalie is a part of a successful team of experts at The HSA Authority. They partner with health insurance brokers and employers to provide the highest quality education and support in the industry in regards to health savings accounts. The HSA Authority has been providing HSA solutions since 2004 and through their dedication to education and customer service, they have become the 15th largest HSA administrator in the country. The HSA Authority currently services over 2,500 employer groups and over 130,000 accounts covering our nation. With their leader currently sitting on the board for the American Banker Association's HSA Council, The HSA Authority is on top of the most up to date rules and regulations.

Natalie is a current board member of SWIAHU which is the local chapter for the national organization for health insurance agents NAHU. Natalie is passionate to communicate the importance of the organization to her community and to provide a benefit to her health insurance partners and employer clients.



Ruste Pontenberg is the Vice President and Sales Manager for The HSA Authority located in Fort Wayne, Indiana. Ruste is a graduate of Ball State University and Pacific Coast Banking School. He has 32 years of consumer and small business banking experience and holds Life, Health, Property, and Casualty licenses in the State of Indiana. As a license insurance agent, he understands the challenges faced by today's transitional healthcare environment and Human Resource/Benefit Specialists.

Ruste's sales, management, and finance experience allow him to lead a successful team of experts at The HSA Authority. They partner with insurance brokers and employers to provide the highest quality HSA education and support in the industry. The HSA Authority has been providing HSA solutions since 2004, and through its dedication to education and customer service, has grown to become the 15th largest administrator in the county. The HSA Authority has over 2,500 employer groups and accounts in all 50 states and has been consistently ranked nationally as a top HSA product the past 4 years by Morningstar.

NAHU efforts are supported through Ruste's active membership in the Northeast Indiana and Indianapolis Association of Health Underwriters chapters. He is a current board member for the American Banker Association's HSA Council. He also supports the employers and the health insurance industry by providing HSA continuing education classes on a regular basis.

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MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

MEGHANN **MARTIN**

Koch Air

NICOLE **OSBORNE**

Lincoln Hills Development Corporation

*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, SHARE IT WITH US AT JFERTIG@USI.EDU



KEZIAH

Adams

Why are you interested in an HR career?

I am interested in an HR career because I enjoy the work of helping people, which in turn will help the company. Good HR enhances competitive advantage.

Any HR work experience?

Working in the Eli Lilly and Company recruiting department as a global recruiting intern on the diversity and inclusion team.

Favorite Hobbies:

Creating bath and body products using essential oils, reading articles, reading and interpreting poetry

Favorite quote:

"I've learned that you shouldn't go through life with a catcher's mitt on both hands; you need to be able to throw something back." *-Maya Angelou*



Vaccines, Paid Leave, and Tax Credits

By: Joshua B. Gessling, Esq., Legislative Affairs Chairperson

Small businesses take note: You may be eligible for a tax credit if you provide paid leave to your employees to become vaccinated.

Under the American Rescue Plan Act (ARPA), businesses having less than 500 employees may obtain a tax credit in return for voluntarily providing paid leave to employees getting and recovering from COVID-19 vaccines. The tax credit is available for up to two weeks (80 hours) for wages paid up to $511 per day for each vaccinated employee.

ARPA also makes paid leave available when a covered employee is absent because he or she is awaiting a diagnostic test for or medical diagnosis of COVID-19, provided the employee has been exposed to COVID-19 or the employer requested that the employee obtain such a test or diagnosis. Other permissible reasons include those originally set forth in the Families First Coronavirus Response Act (FFCRA).

Although ARPA extended certain tax credits through September 30, 2021, it did not mandate leave. Employers need only comply if they wish to utilize the tax credits available for doing so.

Additional information regarding ARPA and the tax credits afforded therein is available here courtesy of the Internal Revenue Service: https://www.irs.gov/newsroom/american-rescue-plan-tax-credits-available-to-small-employers-to-provide-paid-leave-to-employees-receiving-covid-19-vaccines-new-fact-sheet-outlines-details

This note is for informational purposes only and not for the purpose of providing legal advice. Please consider contacting your legal counsel to obtain advice with respect to any particular issue or problem.



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT



SHRM recognizes that extenuating circumstances may prevent a credential-holder's attainment of 60 PDCs within the 3-year recertification period. In those instances, a SHRM-CP or SHRM-SCP credential-holder may apply for a hardship extension status. To request hardship status, please complete the SHRM Certification Recertification Hardship Extension Form, which can be found at shrmcertification.org/recertify.

The request must be made at least 30 days before your recertification end date but no earlier than the final year of your 3-year recertification period. Examples of hardships include, but are not limited to, serious personal illness, serious illness of a family member, long-term unemployment and military deployment.

If your hardship request is approved, your certification will be extended for up to 12 months. During this time, you may not use the credential after your name until you complete your PDC requirements. Your certification period end date will not change upon reinstatement to active status.

The filled out and signed form can be sent to shrmcertification@shrm.org for review and processing.

Should you need further assistance, do not hesitate to reply to this message, or you may contact SHRM Customer Experience at 800.283.7476, option 3 or 703.548.3440, option 3 to speak with a representative

https://shrm.org/certification/recertification/Documents/19-1279_2019RecertHandbook_FNL.pdf.

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2021





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, click here 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

HR INDIANA CONFERENCE - UNDER ONE ROOF!

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EARLY BIRD REGISTRATION ENDS APRIL 30TH **SAVE $70**



ADAM GRANT



ALICE MARIE JOHNSON

HR 2021 INDIANA ANNUAL CONFERENCE August 2-4, 2021

HR Solutions Center-NEW!

Thank you to our Sponsors !!

BARNES & THORNBURG LLP

REGISTER NOW:

CLICK HERE

Congrats EHRA Member Liz Jackson!

Liz completed her Strategic HR Business Partner (sHRBP) certification through Human Capital Institute (HCI).

What's Happening at EHRA

2021 board

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Wendy Gumbel, PHR, SHRM-CP
wendy.gumbel@encompasshealth.com

President Elect
Amanda Gries
agries@kellerschroeder.com

Secretary
Jessica Bailey
jessicabailey@berryglobal.com

Treasurer
Jennifer Zimmer
jennifer.zimmer@countrymark.com

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