Chapter Connection

A publication of the Evansville Area Human Resources Association

May 2022



PRESIDENT'S**MESSAGE**

Can you believe we are already through Q1 of 2022?

Hello EHRA members! I hope you had a great April and May is shaping up to be even better!

The HRIN conference is coming up at the end of August. If you haven't already registered, please do so! You can access registration with this link: https://hrindianashrm.org/conference/ . It's an excellent learning and networking opportunity! You can also volunteer to help out at the conference. Please try and join us!

If you are a SHRM member, please take a moment to verify that you have marked EHRA as your primary chapter. This also affects our membership numbers and we want to represent southern Indiana!

We appreciate the feedback we have received regarding meetings, etc. and we ask the feedback to keep coming! We want to better support you and can do that much better by knowing what you are interested in.

I will have more updates next month after meeting with our state council! Thank you all for being members and making EHRA successful!

Amanda Gries



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!

Follow EHRA on Twitter
@EvansvilleHR

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.

MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

JENNIFER **CUNDIFF**

Kova Staffing, LLC

JENNIFER **DECKER**

Donaldson Capital Management

KATIE **DELOR**

ERI

MEGAN **KNOLL**

Gribbins Specialty Group, Inc.

WILLIAM **SIMS**

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

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REFERENCE SERVICES INC
The Professional Background Screening Company

Empathy: The New Power Skill

Attendees will learn why empathy is the new power skill to create workplace cultures that attract, engage, and develop talent.

Empathy has long been regarded as a "soft skill." However, as Society for Human Resource Management (SHRM) President and CEO Johnny C. Taylor, Jr., SHRM-SCP told a group of SHRM volunteer leaders at the annual 2020 Volunteer Leaders' Business Meeting, empathy "enables people to work cooperatively with others who have very different experiences, preferences, styles, and opinions." At the 2021 SHRM annual conference, Taylor calls for HR to "practice radical empathy and to address the empathy deficit."

In this program, attendees will learn the business case for promoting an empathetic culture as well as practice some tools and techniques to strengthen one's ability to empathize. As a result of their participation, attendees will feel more confident and at ease when using this power skill.

Learning Objectives:

- Describe and define empathy
- Discuss the business case for strengthening empathy in the workplace
- Learn how personality differences impact one's natural ability to be empathetic
- Practice how to strengthen empathy skills.
- Develop a plan of action for creating a more empathic culture

SCHEDULE (CST)	LOCATION	COST
11:00am-11:30PM: Networking 11:30am-12pm: Lunch 12pm-1pm: Program	**The Browning Room—EVPL** 200 S.E. Martin Luther King Blvd. Evansville, IN 47713	Before May 13th Member: $15 Guest: $30 May 13th and later Member: $20 Guest: $35



Empathy: The New Power Skill (cont.)

ABOUT OUR SPEAKER



Tammy R. Pickering

Tammy R. Pickering is president of T.R. Pickering & Associates, Inc., a talent development firm that provides leadership and communication training to clients in banking, manufacturing, technology, and education. Tammy is certified to teach and facilitate *The Leadership Challenge,* Development Dimensions International (DDI) Leadership Courses, and the Wiley Everything DiSC®, EQ, and The Five Behaviors® for organizational development and team building. Tammy is a graduate of the University of Southern Mississippi with a B.A. in English and a M.S. in communications. She also received an MBA from the University of Southern Indiana. Tammy is a speaker and a published author.



Pam Goedde

Pam Goedde holds a BA from Hanover College and an MPA from Indiana State University. She has worked in the Human Resources (HR) field for over 35 years. She received the Senior Professional Human Resources (SPHR) certification in 1993 and the Society of Human Resource Management – Senior Certified Professional (SHRM – SCP) in 2015. She served on the Board of the Evansville-area Human Resource Association (EHRA) for 18 years and 2 of the years as President. She received the HR Professional of the Year Award from EHRA in 1995 and again in 2010. She was a co-instructor for the SHRM certification course at the University of Southern Indiana for 20 years. Pam is certified to teach and facilitate *The Leadership Challenge,* Development Dimensions International (DDI) Leadership Courses, the Myers-Briggs Type Indicator®, and *The 5 Languages of Appreciation in the Workplace*.



RSI | REFERENCE SERVICES INC

The Professional Background Screening Company

RSI is The Professional Background Screening Company

Some of the key areas that set RSI apart are:

- Superior Customer Service from real team members in Evansville – no call trees, no answering services. You'll find your questions will be answered immediately and issues resolved promptly.
- Assigned Primary and Backup account managers ready to assist with extended customer service hours during evenings, weekends and holidays.
- 1.2+ billion records from over 2200+ data sources in our Nationwide Criminal search – we find records that other companies often miss – key point…background screening companies are NOT using the same data – it's up to them to pay for as much or as little as they choose. Some companies include certain sources while others do not. The number of records searched varies WIDELY with differences in the hundreds of millions of records!
- Our unique Order Review Process is the key to our accuracy – RSI currently has one of the lowest dispute rates in the industry.
- Keeping our clients in compliance with FCRA law is a constant priority. Adverse Action manager is built into our software for ease of use and permanent documentation. We provide all current FCRA compliant forms and update as needed.
- Our turn-around time is less than 24 actual hours on average for criminal searches and we have 90% of our verification's completing in less than 48 hours!
- Accredited by the Professional Background Screeners Association!



U.S. House of Representatives Pass Bill to Legalize Marijuana and Its Potential Impact on the Workplace

By: Olivia Robinson (Legislative Affairs Chairperson)

On April 1, 2022, House Bill 3617 known as the Marijuana Opportunity Reinvestment and Expungement ("MORE") Act passed the House in a 220-204 vote. The Senate will vote on the bill in the coming months.

The Senate is split 50-50 between Democrats and Republicans, and Vice President Kamala Harris casts the tie-breaking vote when the Senate is divided. However, the bill will need 60 Senate votes in order to break a filibuster.

Marijuana is listed as a Schedule I drug under the Controlled Substances Act which means it is considered a drug with no accepted medical use and has a high potential for abuse. The bill would deschedule marijuana, remove criminal penalties for the manufacture, distribution, and possession of marijuana, and allow regulation and taxation of legal marijuana sales. In addition, the bill would provide for the expungement of federal marijuana convictions dating back to 1971.

Under the bill, states would still regulate marijuana and would not be required to legalize its use. According to the National Conference of State Legislatures, 37 states and the District of Columbia have already legalized medical marijuana use. Eighteen states and the District of Columbia have legalized recreational use.

Employers should be aware that state laws vary as to whether they provide workplace protection for off-duty use of marijuana. For example, in California, medical and recreational marijuana use is legal, but employers are permitted to implement policies that prohibit any marijuana use by employees.

Indiana has not legalized medical or recreational marijuana use. As of January 20, 2022, there is pending Indiana legislation on the legalization of cannabis, and they are as followed:

- Senate Bill 324 – The bill would legalize cannabis and establish the Cannabis Regulatory Agency ("CRA"), which would permit growers, processors, dispensaries and cannabis researchers. A person sentenced for cannabis offense committed before July 1, 2022, would be able to petition for a sentence modification. The current status is a first reading and has been referred to the Committee on Commerce and Technology.
- Senate Bill 414 – The bill would legalize cannabis and establish a procedure for the lawful production and sale of cannabis in Indiana. The current status is a first reading and has been referred to the Committee on Commerce and Technology.
- House Bill 1311 – The bill would legalize cannabis and establish a procedure for the lawful production and sale of cannabis in Indiana. The current status is a first reading and has been referred to the Committee on Courts and Criminal Code.

Indiana employers should monitor this pending legislation as it may impact their policies on cannabis.

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 any particular issue or problem.





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:

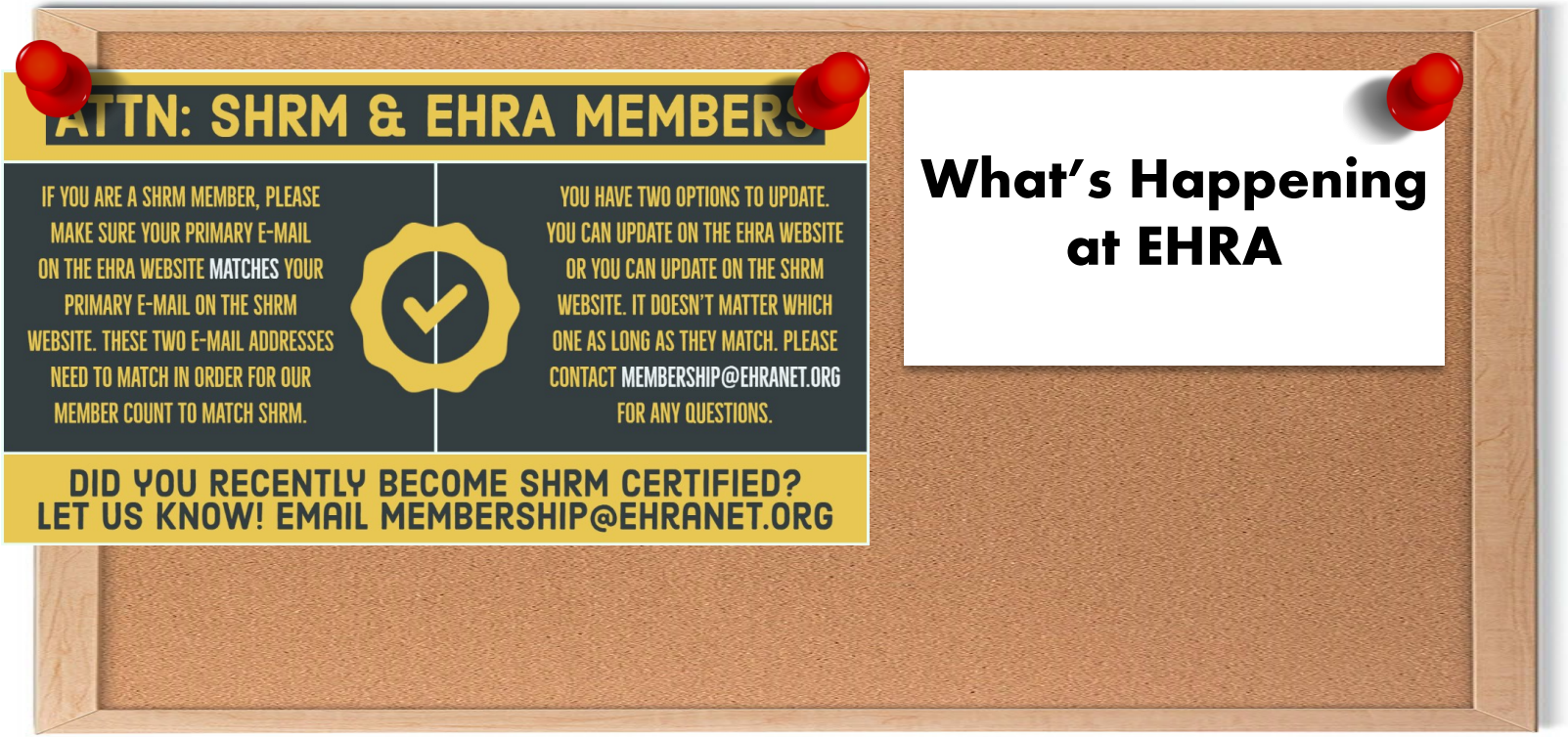
- SHRM Members: $100/30 days
- Non-SHRM Members: $200/30 days
- Staffing Agencies: $250/30 days

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 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

2022 board

President
Amanda Gries
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President Elect
Debbie Tucker, SPHR, SHRM-SCP
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Secretary
Jessica Bailey
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Treasurer
Dana Pool
dpool@scvl.com

Membership Chairperson
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SHRM Liaison and Certification Chairperson
Mary Thompson, PHR, SHRM-CP
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