CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

May 2024



AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2023

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



Happy May!

I'd like to take a moment to thank our April sponsor, USI, again for presenting at the meeting, providing lunch at the meeting, and providing the space for the meeting. We appreciate the partnership with USI, and hope you will reach out to them with questions!

EHRA was awarded a 2023 Excel award by SHRM. This is a great honor and proof of the hard work that our board of directors put into EHRA for our members. The requirements of the gold award are an effort to promote dual membership (EHRA and SHRM membership) and 3 other initiatives in categories of Serving HR Professionals, Advancing the HR Profession, and Enhancing the SHRM Community. We are super proud of EHRA's efforts! Be proud to be part of an organization that works to help us all in the HR profession! Receiving the award is an honor, and gold is exceptional!

Don't forget that SHRM24 is in Chicago, IL… practically our backyard! Please talk with your employer, and attend if you are able. It's a great experience, and the entertainment this year is awesome! The dates are June 23 – 26. Here is the link to review/register for it! https://annual.shrm.org/

We are also still working on our event, DisruptHR, that is in July. The registration is open! Please use this link to register: https://ehranet.org/meet-reg1.php?id=182 We are working on speakers and sponsorship; so if you can help in either of those areas, please reach out! The event is July 24th at CityView in Evansville. It's going to be great! Thank you to Wendy Gumbel for spearheading this! Jason Barnaby is going to be joining us as our Emcee.

Our annual conference is coming together nicely. We'll be sending out information about it as the time nears. Big thanks to our chair, Julia Pillow, for taking the lead on this!

Looking forward to seeing you all at the May monthly meeting! Thank you for being a member of EHRA!

Amanda Gries
President

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.

May Meeting Information



Thursday, May 16
11AM - 1PM
Evansville Country Club

AGENDA
11:00 - 11:30 Registration and Networking
11:30 - 12:00 Lunch
12:00 - 1:00 Program

PROGRAM: HR ALCHEMY: CREATING TRANSFORMATIVE AND ACTIONABLE STRATEGIES

Whether you're an HR professional, business leader, or aspiring change agent, this presentation offers invaluable insights and tools to inspire, empower, and transform your approach to HR and workplace success. Join us as we unravel the mysteries of HR alchemy and unlock the potential within your organization to thrive in today's ever-evolving business landscape. During this presentation participants will discover how to blend traditional HR practices with cutting-edge strategies to create a culture of excellence. Drawing inspiration from HR Professionals, we'll uncover the keys to turning HR challenges into opportunities and ordinary workplaces into extraordinary ones. Attendees will:

- ✦ Learn how to identify and leverage the unique strengths of your organization to drive meaningful change.
- ✦ Explore practical techniques for fostering a culture of innovation, collaboration, and continuous improvement.
- ✦ Gain insights into the latest trends and best practices shaping the future of HR and workplace dynamics.
- ✦ Acquire actionable strategies for talent acquisition, retention, and development that yield tangible results.

SPEAKER: GERALD BUSH

Gerald is the owner and Chief People Strategist for GBKB Consulting. Gerald's greatest passion is helping others achieve their ultimate success. He challenges others to step outside of the norm, find their passion and create the space they need to create their own success.

Gerald has spent over 20 years in corporate America leading change management, diversity & inclusion, leadership development, coaching, employee engagement, employee retention, and employee relation's strategies that resulted in organizational transformation. Gerald is a high energy, creative and engaging facilitator that creates space for others to grow.

Gerald received his BA from Alcorn State University, MSA from Indiana Wesleyan University and served in the Air Force. Gerald understands what it takes to develop consultative business solutions and recommend programs that align with the mission and vision of an organization.

Gerald is an EQ Certified Coach, ICF Certified Coach-PCC, Certified Trainer/Facilitator and SHRM-SCP.

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SAVE THE DATE

EHRA Monthly Meeting Schedule 2024

Evansville Country Club

(unless otherwise noted)

- May 16—Gerald Bush
- June 20—Shawn Collins
- July 18—Chris Schrader
- August—No meeting. IN State Conference
- September 19—Josh Gessling & Jake Fulcher
- October 23—Annual EHRA Conference
- November 21—Amanda Gries
- December— Holiday Party



CITY VIEW

EVANSVILLE, IN

WEDNESDAY, JULY 24, 2024

5:30-8:30 PM

Registration and Networking 5:30-6:30 PM

Program 6:30-8:30 PM

Appetizers and drinks will be provided

Presented by:

EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP

EHRA

DISRUPT

EVANSVILLE | CITY VIEW

WEDNESDAY, JULY 24, 2024

Presented by:

EHRA

EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP

Sponsorship Opportunities

$250	$500	$1,000	$2,500
• Logo and website linked on event page • Promotion throughout the event from stage	• Logo and website linked on event page • Promotion throughout the event from stage • Ability to set up table at event	• Logo and website linked on event page • Promotion throughout the event from stage • Ability to set up table at event • Ability to speak for 3 minutes at beginning of event	• Logo and website linked on event page • Promotion throughout the event from stage • Ability to set up table at event • Ability to speak for 5 minutes after break for intermission

Email Wendy Gumbel – wgumbel@gmail.com – to express interest

Welcome Our New Members!

JENNIFER **ROEDEL**
TOUCH OF CLASS

NICHOLAS **SEIFERT**
TMMI

KYLA **BREIVOGEL**
FIBERTECH PLASTICS

JOAN **HAYES**
ANCHOR INDUSTRIES

MADELINE **SHETLER**
FISHER DYNAMICS

JESSICA **YANCEY**
HIRELEVEL

HAILEY **GWALTNEY**
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, PLEASE SEND THEM TO JESSICA.BAILEY@COUNTRYMARK.COM TO SHARE IN THE NEWSLETTER.



DOL Releases New Overtime Rule

On April 23, 2024, the U.S. Department of Labor ("DOL") announced a final rule on overtime that seeks to make more workers eligible for minimum wage and overtime protections under the Fair Labor Standards Act ("FLSA"). The DOL's final rule provides for tiered increases to the minimum salary levels required to satisfy the tests for exemption under the executive, administrative, and professional ("EAP") and highly compensated employee exemptions. The DOL's final rule also provides for automatic adjustments to the minimum salary levels based on earnings data.

Beginning July 1, 2024, the minimum weekly salary level required to satisfy an EAP exemption will increase from the current level of $684 per week (equivalent to $35,568 per year) to $844 per week (equivalent to $43,888 per year). Beginning January 1, 2025, the minimum salary level required to satisfy an EAP exemption will increase again to $1,128 per week (equivalent to $58,656 per year). Beginning on July 1, 2024, the highly compensated employee total annual compensation threshold will increase from the current level of $107,432 per year (including at least $684 per week paid on a salary or fee basis) to $132,964 per year (including at least $844 per week paid on a salary or fee basis). This amount will increase again on January 1, 2025, to $151,164 per year (including at least $1,128 per week paid on a salary or fee basis).

The DOL's final rule calls for these salary levels to be automatically adjusted again on July 1, 2027, and every three years thereafter, based on earnings data.

It is important to remember that minimum salary levels are just one component used to determine whether a worker is properly classified as exempt under the FLSA. To qualify for an EAP exemption, an employee must generally: (1) be paid on a salary basis (meaning the employee is paid a predetermined and fixed amount that isn't subject to reduction because of variations in the quality or quantity of work performed); (2) be paid at least a specified weekly salary level; and (3) primarily perform executive, administrative, or professional duties. The highly compensated employee exemption also requires that certain tests be met including, but not limited to, the satisfaction of minimum pay thresholds and a job duties test.

This note is for informational purposes only and not for the purpose of providing legal advice. If you have questions about how this information may affect you, you may wish to consult your legal counsel to discuss your specific circumstances. This information cannot be relied upon or substituted for legal advice.



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, please visit our website 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

SAVE THE DATE

DisruptHR is coming to Evansville July 24th!

2024 *board*

President
Amanda Gries
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President-Elect
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Secretary
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