Chapter Connection

A publication of the Evansville Area Human Resources Association

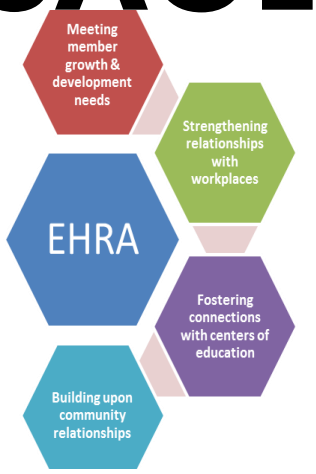
November 2021



PRESIDENT'S**MESSAGE**



Follow EHRA on Twitter
@EvansvilleHR



Happy November! Can you believe 2022 is less than 60 days away?! We have one final membership meeting for the year this month on Thursday, November 18th. Ben Trockman will join us to talk about the workforce as it relates to employees with disabilities, how to be inclusive of those with disabilities, and what the future of remote work might look like for your company. It should be a great program!

We will also host a year-end member holiday party the evening of Tuesday, December 14th at the Bauerhaus. More details and registration info will be forthcoming. We hope to see you there!

This has been another challenging year for HR professionals, so as the year winds down I hope you have time to relax and enjoy the holidays!

Thanks for being a member!

Wendy Gumbel

President

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.

MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

CASSANDRA **HENEISEN**

Shoe Carnival

ANN **HUELSMANN**

CORRINE **HURT**

Express Employment Professionals

JAMIE **KAYS**

Traylor Bros.

KELSI **STANLEY**

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

MEMBER **SPOTLIGHT**



JAMIE **KAYS**

Traylor Bros.

What led you to join EHRA? I have recently taken the position of Total Rewards Manager with Traylor Bros., Inc. Prior to this position, I worked as an HR & Benefits Manager for a company in Owensboro, KY and am a long time member of OSHRM. With now working in Evansville, I want to connect with local HR professionals to network and continue development opportunities with SHRM programming.

What do you enjoy about your job? Compensation and benefits are two critical factors in employee satisfaction, engagement, and retention as well as having a strong impact on the overall financial health of an organization. Being the lead on these pieces of Human Resources ensures I am making a difference with every decision I make.

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11 18 2021



MALONE
the workforce resource

Covid 19 & Remote Work: More than a Convenience

CONTENT: Ben Trockman will discuss hiring an untapped workforce of people with disabilities, how your company can utilize remote work to be inclusive of candidates with disabilities, and what the future of remote work could look like for your company.



BIO: A graduate of the University of Southern Indiana, Trockman joined Old National Bank in 2014, and serves in the role of Diversity and Inclusion Outreach Specialist. Ben has been challenged to assist ONB to become a leader in disability employment and inclusion through education and awareness, while working to enhance recruiting efforts and rethinking the hiring processes to successfully recruit, on-board and employ people with disabilities.

In November 2019, Ben was elected to his first role in community government as the City of Evansville's First Ward City Councilman.

In 2015, Trockman was presented with the "Spirit of Ability Award" by BraunAbility in recognition of his efforts at Old National. In July 2016, Ben was presented with the "Individual Achievement Award" by Leadership Evansville. In September 2017, Ben was nominated by the Evansville Business Journal as a "20 under 40." And, most recently, Ben was presented with the "Workforce Diversity Award" by the City of Evansville's Mayor Lloyd Winnecke.

Ben currently serves on the Special Olympics Indiana Board of Directors, the Alumni Council of University of Southern Indiana, the Indiana ABLE Authority board, and has been a passionate supporter of Habitat for Humanity of Evansville.

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 November 15th Member: $15 Guest: $30 November 15th and later Member: $20 Guest: $35



OSHA Issues Emergency Rule on Vaccine Mandates for Private Employers

By Olivia Robinson, Nick Golding, and Jordan Heck, Kahn, Dees, Donovan & Kahn, LLP

On November 4, 2021, the Occupational Safety and Health Administration ("OSHA") issued its long-anticipated emergency rule mandating private employers with 100 or more employees to develop, implement, and enforce policies requiring employees to either receive COVID-19 vaccinations or undergo weekly testing and wear face masks at work.

Requirements and Compliance Deadlines
OSHA's rule takes effect on Friday, November 5, and it sets forth several compliance deadlines for employers. By December 5, employers must implement policies providing paid time off for employees to get vaccinated and sick leave to recover from any side effects preventing them from returning to work. Unvaccinated employees are also required to wear face masks at work starting December 5.

By January 4, 2022, all employees will need to have received either both doses of the Pfizer or Moderna vaccine or the single dose of the Johnson & Johnson vaccine. However, employees may still request and potentially qualify for medical or religious exemptions from this mandate.

Also, beginning January 4, 2022, unvaccinated employees must provide a verified negative test to their employer at least once a week and continue to wear face masks at work. Employees who test positive may not remain in the workplace. Employers may require unvaccinated employees pay for testing expenses themselves, but this requirement may be affected by applicable collective bargaining agreements.

Potential Fines for Violations
Employers found not enforcing OSHA's rule could face fines up to $13,653 for each serious violation. Employers, who deliberately ignore the mandate, could be found in willful violation of the rule and fined up to $136,532.

Impact on States
Implementation of OSHA's rule in the 22 states that have their own worker safety agencies for private employers – including Indiana and Kentucky – could be delayed. Each state has 30 days to decide whether to implement OSHA's rule as written, make modifications, or draft an equivalent or stricter rule. Legal challenges to OSHA's rule from several state attorneys general are also expected to be filed in the near future. Employers should monitor the potential impact of these developments, though it is prudent to begin planning how to implement these requirements before the deadlines set forth above.

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.



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.

SHRM
SHRM-CP | SHRM-SCP
RECERTIFICATION
PROVIDER
2021



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT



EHRA, we need your help!

By: Debbie Tucker, EHRA Diversity Chairperson

I know many of you make short videos/movies with your phone. So this could be a time for you to shine! We're looking for short video lessons on job competencies.

The Jobs for America's Graduates (JAG) program is a state-based, national non-profit organization dedicated to helping high school and college students of promise who have experienced challenging or traumatic life experiences achieve success through graduation. JAG is a resiliency-building workforce program that helps students learn in-demand 'employability' skills and provides a bridge to post-secondary education and career advancement opportunities. Currently there are 130 JAG programs available throughout Indiana.

I know you, and fellow HR colleagues could use this as a great 'volunteer' project/resume builder.

Students could use this as a way to get extra credit in a class OR another way for students to stay 'active' in their Student chapter.

You just might have some interest because this could be fun! HR student chapters could really help and connect to the JAG aged students well… to explain and demonstrate 'real scenarios'.

JAG needs short competency video lessons that will require the JAG students to respond with a video (that will be assessed by JAG counselors). The student's video responses should demonstrate their understanding and show they can apply the competency.

Here is a sample video: C.14 Demonstrate Appropriate Appearance

Here are a few of the JAG competencies they are working on:

JOB SURVIVAL COMPETENCIES

C.14 Demonstrate appropriate appearance

C.15 Identify expectations that employers have of employees

C.16 Identify problems of new employees

C.17 Demonstrate time management

C.18 Follow directions

C.19 Practice effective human relations

C.20 Appropriately resign from a job

Please share this with any of your colleagues or students that would be willing to create videos for this program. *State Council is challenging each chapter to pick 1 competency and send me a video (djtklt@yahoo.com) by the end of November!*

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:

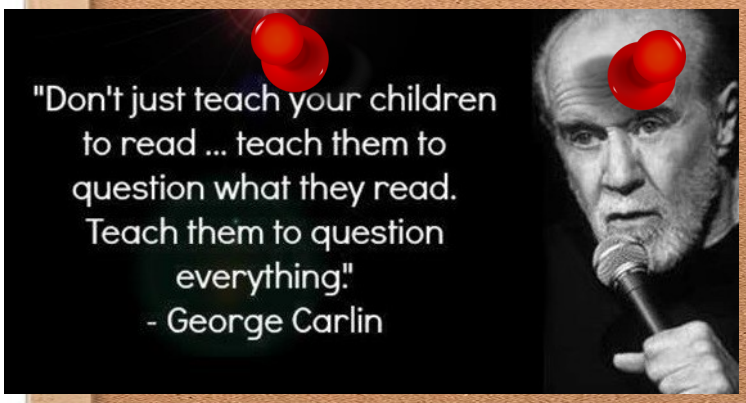
- SHRM Members: $100/30 days
- Non-SHRM Members: $200/30 days
- Staffing Agencies: $250/30 days

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

2021 board

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

President Elect
Amanda Gries
agries@kellerschroeder.com

Secretary
Jessica Bailey
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Treasurer
Jennifer Zimmer
jennifer.zimmer@countrymark.com

Membership Chairperson
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SHRM Liaison and Certification Chairperson
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Diversity Chairperson

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