CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

November 2023



AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL SILVER CHAPTER 2022

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



I blinked my eyes, and October is gone!

I first want to give a big THANK YOU to the committee that put on the annual conference on October 26th. If you missed it, it was a good one! Julie Burch was amazing! Jeremy York was spot on and as usual, our legal update from KDDK was very informative! The Evansville Country Club did a great job of hosting! Thank you to all of our sponsors/attendees. We can't do it without you!

As we move into November, I typically think of being thankful. So, again I want to say thank you to all of you for being members of EHRA. It's an awesome, informative, educational organization with the help of all of you! Of course, I can't go without being super grateful for the Board of Directors. They are a wonderful group of leaders that balance work, volunteering and leading busy lives.

We are looking forward to our speaker in November. Please consider joining us at KDDK on November 16th!

Our holiday celebration will be December 6th. The price to attend will be going up this year due to increased costs of food and venue space. We will be sending details out via email, but we hope to see you all there. I can tell you that it is at Venue 812 this year, which is the old Western Ribeye building for those of us that remember.

I will be attending the Volunteer Leadership Business Meeting (VLBM) November 16 – 18th in Washington, DC. I'm looking forward to bringing back ideas from other chapters and how to help make our chapter better!

Thank you to those that have reached out regarding the board. We will be making contact after our November board meeting to discuss openings. I love that people want to volunteer! If anyone else is interested in joining the board or one of our committees and helping make EHRA even better, please reach out to me at agries@kellerschroeder.com. I'm happy to answer any questions you may have about time commitment, duties, etc.

Amanda Gries
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.

Congratulations to the following drawing winners from the EHRA Annual Conference!

Tonya Owens – Holiday World Tickets

Jamie Robey – American Express Gift Card

Nikki Branham – American Express Gift Card

April Taylor – RTIC Cooler

Olivia Wininger – Aflac Gift Bag

Lynn Vincent – USI Swag Bag

Tyler Corn – Fall Door Hanger

Retisha Givens – Bourbon

Kelli Franks – Bourbon

Olivia Sevic – Bourbon

Sydney Raber – Dick's Sporting Goods Gift Card

Ticha Causey – Dick's Sporting Goods Gift Card

Judy Hipp – Stanley Tumbler

Wendy Gumbel – Stanley Tumbler

Susie Mattingly – Target Gift Card

Julia Pillow – Jimmy John's Gift Card

Samantha Witte – Starbuck's Gift Card

Dana Pool – Panera Gift Card

Terry Roberts – AHH!! Spa Gift Card

Thank you to all of our awesome sponsors that donated these items!

November Meeting Information

Thursday, November 16, 2023
11AM - 1PM
KDDK
501 Main St.
Evansville, IN



AGENDA

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

PROGRAM: SPEAKING THE LANGUAGE OF YOUR C-SUITE

Communication is the most powerful tool a leader must effectively manage and guide performance that creates results. While we all assume we are effective communicators, sometimes those in support roles (such as HR) need to learn to speak differently to get things accomplished as well as get the attention of the Chief Executive or Chief Financial Officer.

At the end of this session, you will:

- Learn to speak the language of your CEO/CFO
- Understand how to measure what really matters
- Better understand HR's Role in the strategic plan of your business

Specific topics that will be covered:

- Three Basic Ground Rules for HR
- Translating what you want and need to C-Suite language
- HR Metrics and why they matter
- Knowing your business as an HR Professional

SPEAKER: PHIL BRANDT

Phil Brandt, President and CEO, AAIM Employers' Association, has 30+ years of experience in working with business owners, executives, and operational leadership teams in both domestic and global business environments. Throughout his career, Phil has focused on generating sustainable profits by maximizing the output of people systems. He brings a unique blend of strategic, but practical solutions to the business world. Phil has held senior leadership roles at several large, international organizations such as; Patriot Coal Corporation, GKN Aerospace, and Nestle Purina PetCare Company.

Welcome Our New Members!

ASHLEY **EMERY**
CATHOLIC DIOCESE OF EVANSVILLE

KRISTI **KNIGHT-RAY**
ELECTRONICS RESEARCH, INC

LEANN **CROSS**
HERITAGE FEDERAL CREDIT UNION

REGINA **DUNN**
PODOLSKY OIL COMPANY, INC

SYDNEY **RABER**
DANA, INC

*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.

SAVE THE DATE!

The EHRA Holiday Party
will be
December 6th
at

Venue 812
122 N. Weinbach
Evansville, IN
(old Western Ribeye location)

5:30—8:30 PM

Join us for a holiday dinner, networking, and an opportunity to win some great prizes.



NLRB Issues New Final Rule on Joint Employment

On October 26, 2023, the National Labor Relations Board (NLRB or Board) issued its Final Rule addressing the Standard for Determining Joint-Employer Status under the National Labor Relations Act (NLRA). Under the NLRB's new standard, an entity may be deemed a joint employer of a worker (or a group of workers) if the entity enjoys an employment relationship with the worker and it shares or codetermines one or more of the worker's essential terms and conditions of employment. Essential terms and conditions of employment include: (1) Wages, benefits, and other compensation; (2) Hours of work and scheduling; (3) The assignment of duties and work to be performed; (4) The supervision of the performance of duties; (5) Work rules and directions governing the manner, means, and methods of the performance of duties and grounds for discipline; (6) Tenure of employment (including hiring and firing); and (7) Working conditions related to the health and safety of employees.

The NLRB's Final Rule rescinds the Trump-era Board's 2020 rule governing the same subject matter. In a press release announcing its latest Final Rule, the NLRB criticized the Trump-era joint employment rule stating the Trump-era rule made it too easy "for actual joint employers to avoid a finding of joint-employer status because it set a higher threshold that a putative joint employer must 'possess and exercise … substantial direct and immediate control" over essential terms and conditions of employment …" In contrast, according to the NLRB's press release, the NLRB's joint employer analysis under the Final Rule is expected to focus more on the "alleged joint employer's authority to control essential terms and conditions of employment, whether or not such control is exercised, and without regard to whether any such exercise of control is direct or indirect." According to the NLRB, its latest Final Rule "more faithfully grounds the joint-employer standard in established common-law principals."

There is bi-partisan support for eliminating the NLRB's Final Rule through legislative action and business groups are expected to challenge the Final Rule in courts. As of now, however, outcomes associated with these efforts are impossible to predict. Accordingly, HR professionals are encouraged to determine whether the NLRB's Final Rule may impact their operations, monitor legal developments resulting from legislative efforts and litigation, and consider making any necessary changes to their operations and contracts prior to the effective date of the Final Rule. The NLRB's Final Rule becomes effective December 26, 2023.

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 this update and how it may affect you or your organization or any other specific legal issue or problem you may be experiencing. This note was originally published at https://kddk.com/2023/09/01/dol-proposed-changes-to-white-collar-overtime-exemptions-what-employers-need-to-know/ and has been reused with the permission of the author.



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

Thank you to all of our members that attended the EHRA Annual Conference!

2023 *board*

President
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