CHAPTER CONNECTION

October 2014



EMPLOYEE ENGAGEMENT

AFFILIATE OF SHRM®
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2013 SILVER CHAPTER

SHRM Foundation Shaping the future of HR
2013 CHAPTER CHAMPIONS

HR ASSOCIATION
EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

explore – cover



Engaged employees perform at least 20% better than those who are not engaged...but what is the secret?

meet – p.3

Highly regarded speaker Vicki Hess will tell us how to foster more engaged and energized employees. You won't want to miss it!

Sponsored by

ADP

Legal Update– p.4

Two recent legal updates may have an effect on your company. Read more about new OSHA reporting requirements as well as ACA increases to the affordability calculation.

Certification Calls– p.5

HRCI and SHRM will both host calls this month in regards to their certification products. If you would like to learn more, join a conference call this month.

EHRA Cares—P.6

How can you help in 2014 and beyond? A new volunteer opportunity has been added this month.

Harrison College Networking—p.7

Harrison College is hosting a networking event at their Evansville campus this month to connect employees with students.

President's letter—p.8

Tela Erdell, EHRA President, shares EHRA news and discusses our Fall Human Resource and Diversity Conference.

Welcome – p.9

EHRA has added more new members from local companies. Please help us welcome them to EHRA.

Chapter Connection is a publication of the Evansville-Area Human Resources Association made possible by contributions from it's members and the board of directors. If you have suggestions, please email them to: newsletter@ehranet.org.

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October will be our Annual Business Meeting

10 22 14

"Employee Engagement"

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711
$15.00 EHRA Member, $30.00 Guests, $5.00 EHRA student member



About our Speaker: Vicki Hess

A highly regarded speaker, author, facilitator and consultant, Vicki provides her clients with **expertise in employee engagement** as well as workforce and leadership development. With more than 30 years of hands-on business and healthcare experience, Vicki's purpose is to provide **inspirational and evidence based strategies for workplace engagement** to change thinking and improve outcomes. She works with organizations and associations across the country to **positively impact employee engagement** through consulting, workshops, retreats and keynote presentations.

Vicki holds a BS (Nursing) from the University of Florida and a Master's Degree in Human Resource Development from Towson University. She was an adjunct professor at Johns Hopkins University Graduate School of Business for five years. In 2014, Vicki was voted a TOP 5 Speaker (Healthcare) by Speaking.com for the fourth year in a row.

About our Topic

Employee engagement. It's the one thing that drives everything. It's the "Secret Sauce" that differentiates successful companies from those that simply survive. Don't take my word for it; just go to your favorite Internet search engine and type in "benefits of employee engagement". You'll see hundreds (thousands?) of articles, and all kinds of research that supports the idea. Customer satisfaction; sales; safety; quality; wellness, productivity and, creativity all improve when engagement improves.

Unfortunately, in many organizations, HR is charged with positively impacting employee engagement without the strategic focus to back up the efforts. That's where you come in. Whether you're an HR leader, business partner, compensation & benefits expert, generalist, learning & development professional, recruiter or something else, you play a role in building a culture of engagement.

During this interactive, informative and inspiring program, Vicki Hess, RN, MS, CSP, provides real-world strategies for creating a culture of employee engagement & empowerment from the HR suite. Sharing proven ideas from her newest book, *6 Shortcuts to Employee Engagement: Lead & Succeed in a Do-More-with-Less World*, Vicki reveals high impact, easy to implement strategies for impacting engagement in your current role. It all starts with you and your own engagement and extends out to the HR department and organization as a whole.

October Nonprofit Spotlight

Sycamore Services

Sycamore Services, Inc. makes a difference in the lives of individuals with intellectual or developmental delays, Autism and others experiencing daily challenges by providing individualized training and services to increase independence and enhance their quality of life.

*October 29th- **Open Your Eyes: Employing Individuals with Disabilities Conference/Job Fair**, Contact Michelle Kirk at 812.421.0847 or mdkirk@sycamoreservices.com for more information.*

Sycamore Services, Inc.

Sponsored By:

HILLIARD LYONS

This program has been preapproved for 1.00 Business recertification credit by the HR Certification Institute.

The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute's criteria to be pre-approved for recertification credit. All members are responsible for retaining information on each event for submission to the HR Certification Institute. A certificate of attendance will be emailed to all attendees upon the completion of the event.



LEGAL UPDATE

New OSHA Rule Changes Employers' Injury/Illness Reporting Requirements

By Gregory N. Dale, Faegre Baker Daniels LLP

On September 11, 2014, OSHA issued a final rule regarding employers' recordkeeping and reporting of occupational injuries/illnesses. The final rule takes effect on January 1, 2015, and includes a few changes from current requirements:

- OSHA has now adopted the North American Industry Classification System (NAICS) in referencing industry codes for recordkeeping purposes (in place of the prior Standard Industrial Classification (SIC) system).
- The final rule maintains the requirement that employers report occupational fatalities to OSHA within eight hours.
- The final rule changes the requirement for reporting hospitalizations and now requires that employers report to OSHA within 24 hours of the in-patient hospitalization of one or more employees or an employee's amputation, or an employee's loss of any eye from a work-related incident.

The new rule also provides that the OSHA report can be submitted, as in the past, by telephone to the OSHA toll-free number (+ 1 800 321 OSHA) or to the OSHA area office closest to the site of the incident or through a new method — electronic submission by using the application located on OSHA's website at www.osha.gov.

IRS Revises ACA Affordability Percentage

Ben Schmitt, Old National Insurance

On July 24, 2014, the Internal Revenue Service (IRS) released the Affordable Care Act (ACA)'s employer health plan affordability contribution percentage for 2015 in Revenue Procedure 2014-37.

The affordability of an employer's plan is assessed in three situations: the shared responsibility penalty for applicable large employers, the individual mandate and the premium tax credit for purchasing health coverage through an Exchange.

For plan years beginning in 2015, employer-sponsored coverage will generally be considered affordable under both the pay or play rules and the premium tax credit eligibility rules if the employee's required contribution for self-only coverage does not exceed 9.56 percent of the employee's household income for the year.

However, applicable large employers using an affordability safe harbor under the pay or play rules may have to continue using a contribution percentage of 9.5 percent to measure their plan's affordability due to the language of the safe harbors.

Do you have a topic you would like our team to get more information on? If so, contact us at info@ehranet.org.

SAVE THE DATE

Fall Human Resources and Diversity Conference

featuring

Dr. Kand McQueen
breaking the gender dichotomy

Sandra K. Allgeier, SPHR
Personal Credibility Factor in HR

Pastor Dale Beaver, Th.M.
Spirituality in the Workplace

Mark Miller and Cliff Whitehead
HR Developments for Diversity, LGBT and Religion

November 13, 2014
7:00am—3:00p

This program has been preapproved for 3.75 Business (strategic) and 1.25 HR (general) recertification credit by the HR Certification Institute.

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HOLIDAY PARTY

December 3

Old National Bank Atrium

HR CERTIFICATION INSTITUTE™

Virtual Town Hall

This is an opportunity to hear from Executive Director Amy Schabacker Dufrane, Ed.D., SPHR, CAE and other HRCI leadership to discuss the future of your HRCI certification.

Tuesday, October 7, 2014

10:00 AM CST/11:00 AM EST

Click her to RSVP for the town hall: HRCI Virtual Event

SHRM Leading People. Leading Organizations.
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

A message from SHRM

SHRM would like to invite you to participate the following conference call, where the new SHRM Certification will be discussed and your questions will be answered.

Dial in: 1-888-737-5834
Passcode: 583408

- Monday, October 20, 12:00pm CT/1pm ET

SHRM Certification resources are available at www.shrmcertification.org. Questions, comments and concerns can be forwarded to Kristine Hoffman, Regional Administrator at Kristine.hoffman@shrm.org prior to the call of your preference.

CALLING ALL SPEAKERS

Join the EHRA Speakers Bureau

The EHRA Speakers Bureau provides professional speakers who can address a variety of topics to assist education, business, and the community.
Members of the Speakers Bureau are available for group presentations on a variety of HR topics. Topics such as job seeking skills, interviewing tips, resume preparation, etc. for student groups along with human resource topics related to the specialty areas of the HR profession.
Need HR professions for the following topics:

- Generation Gaps (Younger vs. Older)
- Women and Competing in the Workplace
- Compensation and Benefits
- Employer Incentives
- Effective Techniques for Conflict Resolution



Please contact the Workforce Readiness Chairperson at volunteer@ehranet.org to inquire about the Speakers Bureau.

AURORA UPDATE:

Thank you for your recent donations to Aurora. Any assistance we get is greatly appreciated. As an update, we are currently in need of:

- **Food items including Beanie Weenies, Vienna Sausages, Ravioli, Beef Jerky, Potted meat, Tuna, Peanut Butter, Fruit (canned or cups), Applesauce, Protein Bars, Nuts, Soup and Ramen Noodles**
- **Pantry items needed include Canned goods, box dinners, pasta and sauce,**
- **Household items include cleaning supplies, new brooms, mops and dustpans, full and queen sheets and comforters.**

Sincerely,
Jayme Walters, MSW
Director of Development

AURORA
Giving Light to the Homeless

DONATIONS NEEDED

The EHRA is currently seeking donations of new or gently used work clothing to donate to many different local charities. If you are interested in donating, please bring your items to our next meeting. Our current non-for-profit company that we are accepting donations for is:



THE EVANSVILLE CHRISTIAN LIFE CENTER

Calling all workforce readiness experts!

The workforce readiness committee is looking for a few volunteers to create and present some short basic PowerPoint presentations on workforce readiness related topics such as:

-Job Search 101
-Resume Writing
-Interview tips
-Dress for Success

These presentations will be presented to local organizations whose clients are in need of workforce readiness preparation.

*If you know of an organization that could benefit from these presentations, please contact Abby Keeping at Akeeping@pinstripe.com

HARRISON COLLEGE

Save the Date

What: 3rd Annual Harrison Connection Event

When: Thursday, October 23, 10:30 a.m. - 12:30 p.m.

Where: All Harrison College campus locations. Find the closest to you at Harrison.edu/campuses.

Who: Employers and community partners

We invite all employers and community partners to attend our free semi-annual networking event – Harrison Connection. You work hard to succeed – as do our students and alumni – so join us in encouraging them by offering opportunities to build their professional networks and discussing possible employment leads, internships, externships and volunteer opportunities. We hope to see you there!

Visit **Harrison.edu/harrisonconnection** to register for the event

"The Harrison Difference is the personalized service that you get with career services and the way that they can coach students through the process. Students learn how to interview and how to present themselves to employers."

Dan Huff, Human Resource Manager, Fastenal





Dear EHRA Members:

October marks the beginning of the 2015 membership renewal period. I'm pleased to share that there will be no increase to membership dues for 2015. Membership is a great value at $50 for SHRM members and $70 for non-SHRM members. EHRA membership gives you access to monthly education events and recertification credits, networking with fellow HR Pros, connections to volunteer activities, legal updates, and the opportunity to belong to a strong HR community. For added value, renew your membership by December 31st and receive a voucher for a free meeting for the first quarter of 2015!



The last quarter of 2014 brings with it outstanding EHRA events. In October, EHRA welcomes national speaker, Vicki Hess, RN, MS, CSP, presenting *Real World HR Strategies for Creating a Culture of Engaged & Energized Employees*. The Human Resources & Diversity Conference will spark learning in November with topics including exploring transgenderism in society and the workplace, the Personal Credibility Factor in HR, spirituality in the workplace and applying biblical principles to corporate culture and decision making, and key legal developments, including case decisions and EEOC enforcement policies. December brings with it the opportunity to celebrate! Make plans to join other EHRA members at the annual EHRA Holiday Party.

Thanks for being an EHRA member!

Tela

Tela M. Erdell, SPHR, GPHR
EHRA President
tela.erdell@oldnational.com
812.461.9743

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.

EHRA Vision

To be the HR voice for the Tri-State.

GOT HR INTERNS?

If not and you are in search of one the EHRA has a great opportunity for you. We now post free advertisements on our website for all HR intern positions. Contact Dr. Jason Fertig, College Relations Chairperson at jfertig@usi.edu if you would like to post.

Newly Certified? Share your Success!

Achieving certification shows a commitment to the field and to your career. All newly certified PHRs, SPHRs, or GPHRs please contact Debbie Tucker, SPHR at dtucker@vectren.com

MEMBER SPOTLIGHT



The EHRA would like you to get to know the new members who have joined us recently:

Robin Dunivan, Human Resource Generalist at MPW Industrial Services.

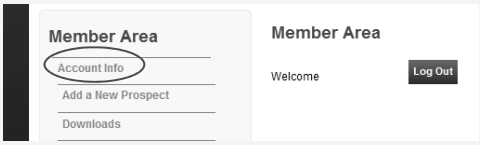
David Janiszewski, HR Manager at Alcoa

Please help us welcome them at an upcoming EHRA meeting.

Have you updated your EHRA profile lately?

If not, go to:
https://ehranet.org/members.php

Once logged in, click Account Info



Update any information you would like to from your work location to a photo and be sure to click save in each section you update.



Did you have a recent accomplishment that you want to share?
Let us put <u>you</u> in the spotlight.
Email our Newsletter Editor, Nick Lindy at niclind@atlasworldgroup.com

Save the Date

Free CPE/CE Opportunity for CPAs and Human Resource Professionals

Dates:
Monday, November 17, 2014 and/or Tuesday, November 18, 2014
8:00 a.m. - 5:00 p.m.

Place:
Southern Indiana Career & Technical Center (on Lynch Road)

What:
Educational opportunity for CPE/CE credits

Who:
Sponsored by Financial Consultant John Schutz of Hilliard Lyons
in association with The Institute of Management Accountants

- Savvy Social Security Planning
- Estate Planning 101
- Distributions from Qualified Plans and Qualified Accounts
- Growing & Managing Enterprise Value – Navigating Today's Private Capital Markets *
- Behavioral Finance in 401(k)'s *
- History of Pension Plans *
- A Guide to Retirement – Setting the Stage, Saving, Spending, and Investing for Retirement
- Top 10 Mistakes Made by Business Owners *

*Pre approved for HR Credit

Lunch provided by John L. Schutz of Hilliard Lyons.

Feel free to pass this information along to someone else who also may need CPE/CE credits. Invitation to follow. 8 CE credits for Human Resource Professionals will be available.

PHR · SPHR · GPHR Pre-Approved HR Certification Institute

Reservations required for each session. Please RSVP by November 7, 2014
to jschutz@hilliard.com or 888-426-1481 or 812-426-1481.

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