CHAPTER CONNECTION

October 2016



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL 2014 AWARD GOLD CHAPTER

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

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Welcome to the October 2016 edition of the EHRA newsletter.

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Certification update and EHRA scholarship Winners announced!

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Donations Needed and a Volunteer Opportunity!

President's Letter– p. 9

Jake Fulcher, EHRA President, discusses the October diversity event and announces the date of the EHRA Holiday Party.

Member Spotlight– p. 10

Welcome new EHRA members.

Compass Financial Group
Ameriprise Private Wealth Advisory Practice

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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Inclusion by Design

Presented by Joe Gerstandt

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711

12:00 pm—4:00 pm

$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Agenda

12:00 pm—12:30 pm CST: Registration and Networking
12:30 pm—1:00 pm CST: Meeting Announcements and Lunch
1:00 pm—4:00 pm CST: Program

Description



Joe Gerstandt is changing the organizational diversity & inclusion paradigm and brings greater clarity, action, and impact to this work. Joe has worked with Fortune 100 corporation, small non-profits, and everything in between. He speaks at numerous conferences and summits, including the SHRM Annual, SHRM Diversity, and some SHRM State Conferences.

Joe will be presenting *Inclusion by Design*. While we continue to bring greater diversity into our workforce, we still have a great deal of work to do in delivering an inclusive work experience. This presentation will make inclusion tangible and much more actionable by providing the audience with clear, concise, and actionable model for understanding what the experience of being included is, and what is not.

Participants will:

- Leave with a new clarity regarding diversity and inclusion.
- Examine a model inclusion/exclusion/differentiation/assimilation and use it to assess their own work experience.
- Understand basic organizational and human social tendencies that make inclusion difficult.
- Understand the role played by unwritten rules and unconscious bias.
- Consider how to start designing and delivering a more inclusive employee experience for themselves and the rest of the organization.

A preview to Joe's presentation can be found here: Inclusion: You Keep Saying That Word, I Do Not Think it Means What You Think it Means

SHRM RECERTIFICATION PROVIDER 2015-2016

This program is valid for 3.0 PDC for the SHRM-CP or SHRM-SCP. For more information about certification or recertification please visit www.shrmcertification.org.

This program has been approved for 3.0 HR recertification credit with HRCI.

The EHRA is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP[SM] or SHRM-SCP[SM]. For more information about certification or recertification, please visit www.shrmcertification.org."

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.

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Why Connection is Important—Using Coaching Skills to Engage the Organization

Presented by Diane Winn

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711

11:00 am—1:00 pm

$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Agenda

11:00 am—11:30 am CST: Registration and Networking
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12:00 pm—1:00 pm CST: Program

Description



Diane Winn is a certified Leadership Coach, mentor, facilitator, and speaker. With over 20 years of success in management and financial planning with an international company, she understands firsthand the responsibilities and challenges leaders undertake, particularly women in business. Diane coaches executives and leaders with a passion that supports clients on a pathway toward greater authenticity, engagement, and self-awareness to become the conscious leaders they know they can be.

This interactive program begins with a foundation of research on how we are already interconnected, long for connection, and how to establish rapport. Basic listening and asking good questions exercises followed by a mini-coaching session provide an entertaining and educational experience.

Learning objectives include:

- Raising self-awareness
- Enhancing communication
- Inspire peak performance
- Expand personal effectiveness
- Optimize leadership skills
- Encourage team interactions



LEGAL UPDATE

Yerkes offers Legal Comments at IN SHRM Conference
By Vickie Warren, SPHR, S-CP

Ken Yerkes, a partner with Barnes and Thornburg and a featured presenter at numerous law partnering conferences, was a Keynote speaker for the 2016 Indiana SHRM Conference on August 29. As usual, Ken gave an excellent legal briefing to hundreds of HR professionals across the state at the conference. Here are a few highlights of his speech for your review. There were others but I am only highlighting a few:

EEOC UPDATES

Wellness Programs

EEOC has issued their final rules on Employer Wellness Programs. The rule prohibits any incentives in exchange for current or past health status information of employee's children; or certain genetic information such as family medical history as a result of genetic tests. Employers can no longer require employee participation in a mandatory wellness program to be on the employer's medical plan. The new rule does permit incentives in exchange for the provision of health information of an employee and their spouse, as long as the information isn't used to discriminate against an employee—the incentives can not exceed 30% of a single coverage premium. The rule further explains the differences between ADA's requirements for voluntary health programs and the ACA. The rule applies prospectively to wellness program as of first day of the plan year beginning January 1, 2017. This new law was covered more thoroughly in the July issue of our EHRA Newsletter.

Employer Position Statements

EEOC has changed procedures for release of Respondent Position Statements. During an investigation, the EEOC will request the Respondent (employer) to submit a position statement including documents supporting its statement. Generally respondents have 30 days to gather information. The EEOC investigator would make a decision whether or not to fully disclose the position statement to the charging party. Now all position statements are automatically accessible by the charging party. The rule is effective now.

Pay Data Rules on the EEO-1 report

Federal contractors and employers with a 100 or more employees will have to report the number of workers within 12 specified pay bands that range from $19,239 and under to $208,000 and over on their annual EEO-1 report. The EEOC believes that they can find potential pay discrimination by employers. Original reporting deadline was September 30, 2017, but the EEOC has pushed this back to March 31, 2018.



LEGAL UPDATE

Yerkes offers Legal Comments at IN SHRM Conference
By Vickie Warren, SPHR, S-CP

NLRB UPDATE—Joint Employers the Staffing Company and Employers who use them.

Over 2.87 million workers are now employed through temporary agencies who work for many companies on a seasonal basis. There is legal doctrine that states that the NLRB can impose liability on two or more companies employing the same workers. Previously under the old rules, the NLRB stated that "joint employment was found only when both companies actually exercised direct or immediate control over the employment of the same workers. The new NLRB standard no longer requires joint employers to actually exercise authority to control the terms and conditions of employment. Instead, the employer only has to have reserved and indirect control to be considered a joint employer. This means that temporary workers from a staffing company can be a part of the bargaining unit at an employer. They will also have the right to protest as do regular employees. In addition, temporary employees from a staffing agency can file unfair labor practices against the employer to which they are assigned.

OSHA Finalizes Workplace Injury Report Rule

Under the final rules, employers with 250 or more employees must electronically submit form 300A Summary of Work Related Injuries and Illnesses, Form 300 Log of Work Related Injuries and Illnesses, and Form 301 Injury and Illness Incident Report annually. For 2017, only the 300A must be submitted by 7/1/2017. For 2018, all the forms must be submitted by 7/1/2018. After 2018, all submissions will be due on March 2nd of each year. OSHA does intend to post the data from the forms on a public website. OSHA will not post any information that could identify individual employees. NOTE, under the final OSHA rule, employers must inform employees that they have a right report work-related injuries and illnesses free from retaliation by their employer. This notice must be posted by NOVEMBER 1, 2016. The final rule also states that employers must have reasonable procedures for employees to use when reporting work related injuries or illnesses. This procedure is also required as of November 1, 2016. Final rules also state that blanket post injury drug testing policies and employee incentive programs such as incentive programs based on no injuries have the potential to discourage reporting. Employers who have such policies will run the risk of violating OHSA rules as of November 1 too.

These were only a few of the legal tidbits summarized by Yerkes. His handout is available at www.indianashrm.org/conference/grid.htm. Or you can download Ken's handouts by copying the below address in your browser: http://www.indianashrm.org/conference/speakers/44175406_handout_-_keynote-handout_yerkes_08-29-16.pdf

Certification and Scholarship Update

Call for SHRM-CP/SHRM-SCP Certification Preparation Instructors

SHRM is seeking qualified professionals to provide classroom instruction for SHRM-CP/SHRM-SCP preparation courses offered by one of the SHRM Education Partners.

• Applicants must have earned their SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credential.

•Applicants must have classroom instruction and HR experience (or other minimum required or desirable qualifications).

Are you interested in teaching, or do you know someone who is? Please send your information to Alison.Costello@shrm.org

HRCI Introduces aPHR for Entry-Level Professionals

The HR Certification Institute (HRCI) has launched a new credential for practitioners who are just beginning their HR careers: the Associate Professional in Human Resources (aPHR) certification. The aPHR is designed for professionals who are embarking on an HR career or transitioning into the HR field. The aPHR exam focuses on the fundamentals of HR principles and practices including recruitment, HR development and retention, compensation and benefits, employee relations and safety.

Individuals planning a career in HR, those serving in HR support roles or who have HR responsibilities but do not currently hold an HR position, as well as military personnel seeking HR professional development or transitioning to civilian HR roles will be particularly interested in this certification, explained HRCI CEO Amy Schabacker Dufrane. HRCI's Professional in Human Resources credential is the next step up from the aPHR.

Registration for the aPHR pilot exam opens Feb. 16 for test dates in early May and registration for the first aPHR testing period opens April 1 for test dates in November 2016 through January 2017. Individuals passing the aPHR exam during either testing window will receive the aPHR designation. Learn more at www.hrci.org/aphr.

AURORA

Aurora is 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.**

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:

Volunteer Opportunity

STATE MEMBERSHIP COMMITTEE OPPORTUNITY

One of the 2016 goals of Indiana SHRM is to revitalize the state membership committee. The vision for this committee is to assist the chapters with increasing membership through education, support, and coordination of the membership initiatives at state conference. The time commitment is typically less than one hour per month. If you are interested in participating in this committee, please contact the State Membership Director, Megan Nail, SPHR-CA, SHRM-SCP at hrpda.megan.nail@gmail.com.

EHRA seeking sponsors for our EHRA monthly meeetings. A great way to market your company services or products to our large tri-state membership. A monthly sponsorship provides space on our EHRA website for the month of your sponsorship as well as an ad/log to run in our monthly electronic newsletter that is emailed to our entire membership of over 300 HR folks. Please contact Mary Thompson, Finance Chairperson 2016 at 812-779-6338 or metst53@hotmail.com for more information.

Follow EHRA on Twitter @EvansvilleHR

Dear EHRA Members:



We are excited to bring you a game changing event for our fall seminar. Nationally recognized speaker Joe Gerstandt will join us on October 20 for a three hour, interactive presentation on inclusion in the workplace. The EHRA has put considerable resources into bringing Joe to town and we hope you will join us in this important education opportunity.



The holiday party planning is coming along and the committee is working hard to make this year's event rival that of last year. The date for this event is December 7 and we are again returning to Sweetwater. You will not want to miss this event!

As always, thank you for being a member. Should you have any suggestions or comments, please email me at jfulcher@kddk.com.

See you soon.

Jake

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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.

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

MEMBER SPOTLIGHT





Olivia Robinson, Associate Attorney at Kahn, Dees, Donovan & Kahn joined EHRA to network with fellow members and educate herself on the area of Human Resource Management. She would love to get to know more EHRA members and become more involved in the organization.



Jill Koester, Partner at Kemper CPA Group, hopes to gain additional educational opportunities and a network of professional HR resources in the local area. With her current position, she enjoys the opportunity to make a difference in employees' professional lives.

Please welcome these new members:

Katie Kissel, HR Business Partner with PTI, Inc.
Ashley Emery, HR Coordinator at Berry Plastics



Did you have a recent accomplishment that you want to share? Let us put you in the spotlight.

Email our Newsletter Editor, Jennifer Chang at jenchan@atlasworldgroup.com

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