Chapter Connection

A publication of the Evansville Area Human Resources Association

October 2020



PRESIDENT'S**MESSAGE**



And just like that, it's already the fourth quarter of 2020! As challenging as 2020 has been, our EHRA board has been able to pivot as needed to continue to serve our human resources community. Zoom fatigue has long since set in, but we are proud to be able to continue to offer programming for our members' continuing education needs, and we will continue to do so virtually until we can get back to meeting in person.



With 2021 right around the corner, we are working on strategic planning for the coming year, and we will be sending out a link to all members to vote for our 2021 Board of Directors.

Please join us on Friday, October 23 for our monthly meeting; our speaker will be Ben Schmitt. Ben has spoken for us before, and is always a wealth of information!

Finally, don't forget to use the tools available on our website, like the Discussion Board and the Job Postings sections, and check us out on social media!

Thanks for being a member!

Stay well,

Wendy Gumbel

President

Follow EHRA on Twitter
@EvansvilleHR

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.

10 23 2020

ABOUT OUR
EVENT

PROGRAM: Major Issues Plaguing Health Insurance Costs; How We Can Be Part of the Solution

SCHEDULE

11:00am-12:00pm

LOCATION

WEBEX LINK WILL BE SENT AFTER REGISTRATION, ONE DAY BEFORE THE MEETING

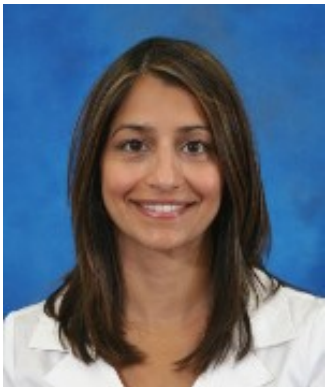
COST

Before October 23rd
Member: $15 Guest: $30

October 23rd and later
Member: $20 Guest: $35

ABOUT OUR
SPEAKER

Don't miss this opportunity for our special guest speakers as they discuss major issues plaguing employer health insurance costs and provide specific ideas for how we can be part of the solution. This discussion will be critical for all decision makers so be sure to invite your ownership and finance teams to join!



Dr. Gloria Sachdev, president and CEO of the Employers' Forum of Indiana, will present on the first of its kind national hospital price transparency study which analyzes commercial hospital prices as a percent of Medicare in 49 states. Indiana hospitals are among the highest paid in the country and she will share how one can use this publicly available information to determine prices at the hospital level to align payment with the value of services provided.



Ben Schmitt, Senior Employee Benefits Consultant with German American Insurance, will be hosting and will provide some additional ideas for how employers can be proactive in managing their medical and prescription claims in 2021 to drive value back to your employee benefits.

MEMBER **SPOTLIGHT**



WELCOME TO OUR

NEW MEMBERS*

LAUREN **BURCH**

Old National Events Plaza

SHELLY **COLLINS**

Matrix Design Group

JESSICA **DELORENZO**

Kimball Electronics, Inc.

SETH **EASTERDAY**

CrossPoint Polymer Technologies

LAURA **KNIGHT**

Atlas World Group

*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

THE STUDENT **SECTION**



BRYCE

Northcott

Why are you interested in an HR career?

I have always looked at Human Resources as the backbone of an organization. Innumerable aspects of a company are influenced by HR, such as recruitment and selection, and training and development. I can see myself in a recruiting or training role for a company, using all new technology that today's world has to offer.

Any HR work experience?

I have done a fair amount of recruiting. I have found that using social media sites is a must when recruiting. LinkedIn is by far one of the best websites to use to target your audience not only geographically, but demographically as well.

Favorite Hobbies:

When I am not tied to school work, I enjoy being involved on the campus of USI, hanging out with friends, and hiking.

Favorite quote:

"Life is ten percent what happens to you and ninety percent how you respond to it." — *Charles Swindoll.*



TREY

Tanner

Why are you interested in an HR career?

I have always wanted to work in a position where I can help others. I enjoy working with people and helping them, which is the reason why I think HR is so interesting.

Any HR work experience?

I have had some small experience in HR by working in recruitment for the past year.

Favorite Hobbies:

One of my favorite hobbies to do during any free time that I have is fishing. Some other hobbies are camping, hiking, golfing, watching sports, and traveling.

Favorite quote:

"If you can't fly then run, if you can't run then walk, if you can't walk then crawl. But whatever you do, you have to keep moving forward." — *Martin Luther King Jr.*



DOL Issues Notice of Proposed Rulemaking on Independent Contractor Determinations

By: Josh Gessling, Esq.*, EHRA Legislative Director*

For those called upon to determine whether a worker is properly classified under the Fair Labor Standards Act as an independent contractor versus an employee, help may be on the way. On September 22, 2020, the U.S. Department of Labor issued a proposed rule to assist in the determination of whether a worker is an independent contractor or employee.

The DOL's proposed rule adopts the "economic reality test," which considers whether a worker is economically dependent upon the purported employer or, rather, is an economically independent business. The DOL's proposed rule provides several factors to use in determining whether one is economically dependent upon a purported employer, including the nature and degree of the worker's control over his or her work, the worker's opportunity for realizing a profit or loss, the amount of skill required for the work, the degree of permanence of the working relationship, and whether the work is part of an integrated unit of production. The first two factors are considered by the DOL to be the "core" or most important factors. The DOL considers the actual practice and facts to be more relevant than contractual terms when analyzing whether a worker is an independent contractor versus an employee.

Making sure your workers are properly classified is important for several reasons, including for wage and hour purposes. Nonexempt workers, for example, are generally entitled to minimum wage and overtime, while lawfully classified independent contractors are not. The misclassification of workers as independent contractors can result in substantial penalties.

The DOL's Notice of Proposed Rulemaking is available here: https://www.dol.gov/sites/dolgov/files/WHD/flsa/IC_NPRM_092220.pdf. The DOL plans to make its proposed rule final by the end of 2020.

Employers utilizing independent contractors are encouraged to monitor these developments through the last quarter of 2020.

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.



-- Insurance --

Protection that matters.

Local service.

The German American Insurance team knows all the ins and outs of insurance coverage options, and we're located right here in Vanderburgh and Warrick Counties. We'll work with you to select the plan that is best for your family or business backed by customer service excellence from people you know and trust.

Employee Benefits • Commercial • Home • Auto • Life • Medicare

Face your future risks with confidence knowing what matters most is protected. Contact our local insurance experts today!

(812)437-7370



Ben Schmitt Diana Wilderman Mike Retter Tracy DeCosta Gary McCall

German American Insurance

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germanamerican.com

What's Happening at EHRA



2020 board

President
Wendy Gumbel, PHR, SHRM-CP
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President Elect
Amanda Gries
agries@kellerschroeder.com

Secretary
Jessica Bailey
jessicabailey@berryglobal.com

Treasurer
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Assistant Treasurer

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Past President
Sara Monroe, PHR, SHRM-CP
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The Virtually IN-Possible Raffle and Auction
INpossible.givesmart.com

TIME IS RUNNING OUT! September 28, 2020 8:00 am - October 12, 2020 5:00 pm

Support the SHRM Foundation by reviewing and bidding on some unique auction items and a wide variety of raffle
items! Please visit **https://INpossible.givesmart.com** or TEXT **INpossible** to 76278 to get a link.

You can view the items without registering, but to bid or buy, you'll need to register.

Raffle tickets are sold by item, not in bulk, but you do get quantity discounts for buying more tickets on an item. Most silent auction items have a nominal starting bid as well. We have a large variety of gift cards being raffled, unique and one-of-a-kind items, local experiences, some professional services and other items that will be mailed directly to raffle and auction winners! You may also make a donation on the website instead of buying tickets or bidding if you so choose.

In the past this event was held during our annual conference, but we've unleashed the potential beyond the confines of our host hotel and we're inviting everyone to participate to fully support the work of the SHRM Foundation!

PLEASE share the link to this event on Facebook, Twitter, LinkedIn and email it anyone you think might have some interest: https://INpossible.givesmart.com

HR Indiana Conference

Organizer,

2020 HR Indiana Annual Conference