

Chapter Connection

A publication of the Evansville Area Human Resources Association

October 2021



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

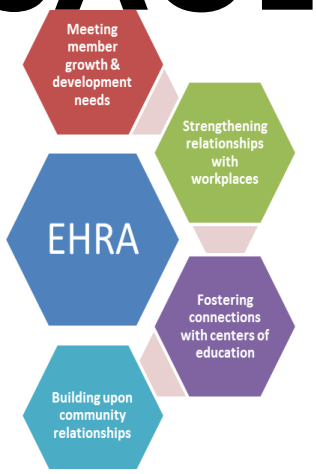
SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER 2021

EHRA Evansville Area Human Resource Association

PRESIDENT'S**MESSAGE**



Follow EHRA on Twitter
@EvansvilleHR



Fall is here! We are so excited to finally be hosting our annual conference this month on Friday, October 15th. We'll be back at the Old National Events Plaza, and we have a fantastic lineup of speakers. I am especially thrilled to see Karith Foster, who I have seen speak a couple of times; she is incredible! You are going to love her! Early bird pricing has ended, but you can still register on our website through 10/8. Please note that Old National Events Plaza has asked us to mask while inside their venue when not eating or drinking. We will have some disposable masks available at registration, or feel free to wear your own. Thank you for helping us ensure the safety of all of our members, sponsors, and speakers so that we can hold this event!

There is only one more monthly meeting remaining for 2021! Look for more information coming soon for the November meeting as well as our plans for a holiday event to end the year.

We are still looking for new board members for 2022. Please apply here if you are interested.

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*

ALICIA **ALLEN**

USI Student

THERESA **CAMPBELL**

Anchor Industries, Inc.

BILLIE **DURHAM**

Berry Global

JESSICA **EDWARDS**

MotoRad of America, Inc.

GREG **ROCKETT**

Heritage Federal Credit Union

KAYLEE **SNEED**

Hansen Corporation

STEPHANIE **UNDERHILL**

Southern New Hampshire University

*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**



KAYLEE **SNEED**

HR Generalist

Hansen Corporation

What led you to join EHRA?

"I joined EHRA as a student member. Now that I have graduated I want to keep up to date with EHRA and learn as much as I can about HR."

What do you enjoy about your job?

"What I enjoy most about my job is the daily interaction with employees and seeing the positive impact you can have on them."

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OSHA Expected to Release COVID-19 Vaccine and Testing Rule for Private Employers with 100 or More Employees

On September 9, 2021, President Biden announced a new federal initiative to combat COVID-19. Dubbed the "Path Out of the Pandemic," President Biden's plan includes a directive to the Occupational Safety and Health Administration (OSHA) to issue an emergency temporary standard (ETS) requiring private employers with 100 or more employees to become vaccinated or produce a negative test result on at least a weekly basis.

While employers can reasonably expect that OSHA's forthcoming ETS will apply only to private employers having 100 or more employees, it is not clear when the rule will be released or how much time covered employers will have to comply once the rule is made public. What is clear, however, is that President Biden has made this initiative a priority. OSHA is widely expected to release the ETS within the next 30 to 60 days.

Employers likely to be covered are encouraged to begin planning for implementation of the ETS now. Employers may consider encouraging employees to become vaccinated early to avoid any forthcoming delays and compliance issues later. Employers may also consider whether they wish to impose vaccination, weekly testing, or a combination of the two, as private employers are expected to have a choice. Employers may also wish to identify the team responsible for receiving and processing medical and religious accommodation requests and develop a process for evaluating such requests. OSHA's forthcoming ETS is expected to recognize an employer's obligation to provide medical and religious accommodations.

An employer's failure to comply with the forthcoming ETS will come with a cost. Employers are expected to be hit with penalties of up to $14,000 per violation. OSHA complaints, investigations, onsite visits, and additional citations are also possible.

While much remains unclear about OSHA's forthcoming ETS, what is clear is that HR pros are likely to see a dramatic increase in medical and religious accommodation requests and OSHA complaints in the months ahead. For additional information, please consider attending EHRA's Fall Conference on October 15, 2021, where we plan to share the latest on this important topic!

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.

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RECERTIFICATION
PROVIDER
2021





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.

2021 EHRA HR Conference Sponsorships

Friday, October 15, 2021
Old National Events Plaza
Evansville, Indiana
7:30 am – 4:30 pm.
7:00 am (set-up) – 2:30 pm (tear down)

Gold Sponsor $1500.00
Includes a vendor booth and 5 minutes to speak to the attendees, a one page ad or logo in EHRA **newsletter and a large logo on the EHRA website -** 6 breakfast and lunches included.

Silver Sponsor $1000.00
Includes a vendor booth and 3 minutes to speak to the attendees-a half page ad or logo in EHRA newsletter and a medium logo on the EHRA website - 4 breakfast and lunches included.

Bronze Sponsor $500.00
Includes a vendor booth for addition $100.00 and being introduced as a sponsor, a fourth page ad or logo in our EHRA newsletter and small logo on the EHRA website - 2 breakfast and lunches included.

EHRA
Evansville Area Human Resource Association





THERE IS STILL TIME TO REGISTER FOR OUR FRIDAY, OCTOBER 15 EHRA ANNUAL CONFERENCE!!

There is still time to register for our 2021 EHRA Conference. We know that many of you still need the certification credits, and we have a lineup of speakers that will impress you!

Be sure not to miss Karith Foster, our keynote speaker, who will be speaking on Stereotyped 101 which takes the "division" out of the traditional DEI programming by offering a truly inclusive way to communicate, learn, and create an environment vital to current employees, management and company success. Karith's INVERSITY model invites all members of her audience to C.A.R.E. so they leave with enhanced tools of Conscious Empathy, Active Listening, Responsible Reactions and Environmental Awareness.

We also offer a variety of other topics and regionally known speakers throughout the day such as:

Talking Points for Effective Communication. Pam Goedde, Goedde Consulting.
Employers Faced with Medical/Recreation Marijuana Use. Chad Sullivan, Attorney, Jackson & Kelly.
Legislative and Labor Law Developments for Union and Non-Union Employers. Josh B. Gessling & Jake Fulcher, Attorneys, Kahn Dees, Donovan, Kahn.
Servant Leadership That Transforms our Workplace. Lynn Miller-Pease, Executive Director of Leadership Everyone.

We have good food, good company and over 25 vendors and you can review at your leisure. Register at

EHRANET.org and check out the information!!

EHRA
Evansville Area Human Resource Association



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
jessicabailey@berryglobal.com

Treasurer
Jennifer Zimmer
jennifer.zimmer@countrymark.com

Membership Chairperson
Erika Maurer
emaurer@prorehab-pc.com

SHRM Liaison and Certification Chairperson
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Web Chairperson
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Newsletter Editor
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Diversity Chairperson
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Workforce Readiness Chairperson
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Professional Development
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Finance Chairperson
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Communications Chairperson
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