CHAPTER CONNECTION

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AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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EHRA Evansville-Area Human Resource Association

PRESIDENT-ELECT'S **MESSAGE**



EHRA Members,

It's hard to believe October is upon us, and we are approaching the last few months of 2023. As we move into one of my favorite seasons, let me personally thank you for your commitment to EHRA and our mission. We could not continue to offer top notch programming without your support.

Speaking of programming, please join us for our annual conference which will be held on October 26 at the Evansville Country Club. We are excited to welcome world-class speakers such as Julie Burch and Jeremy York, along with trusted legal partners Nick Golding and Jordan Heck. Each has prepared content designed specifically for the HR professional. Additionally, we have a stellar line up of vendors and sponsors. It's going to be a great day!

We have a couple of open seats on our EHRA Board of Directors. This is an excellent way to serve and help shape our 2024 initiatives. If you are interested, please reach out to President, Amanda Gries, or any of our current board members.

Finally, I hope you'll join us at our last monthly meeting of the year which will be held in November – details to follow.

Jennifer Zimmer
President-Elect

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.

Register now for the

EHRA 2023 Annual Conference

Thursday, October 26, 2023
7:30 AM - 4:45 PM

Evansville Country Club
3810 Stringtown Rd
Evansville, IN 47711









Learn more about this year's speakers and register at:

https://lnkd.in/gYK5cCZQ

EHRA
Evansville Area Human Resource Association

ANNUAL CONFERENCE

October 26, 2023

7:30 am - 8:15 am	Breakfast
8:15 am - 8:30 am	Opening Remarks
8:30 am - 10:00 am	Conflict is War – Julie Burch
10:00 am - 10:30 am	Vendor Break
10:30 am - 12:00 pm	Legal Update – Nick Golding & Jordan Heck
12:00 pm - 1:00 pm	Lunch
1:00 pm - 2:30 pm	Leading with Empathy – Jeremy York
2:30 pm - 3:00 pm	Vendor Break
3:00 - 4:30 pm	I'm So Stressed – Julie Burch
4:30 pm - 4:45 pm	Closing Remarks



THANK YOU TO OUR AMAZING SPONSORS!

Welcome Our New Member!

JENNY **HURLEY**

HERITAGE FEDERAL CREDIT UNION

*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.



Consider the National Labor Relations Act When Evaluating Worker Conduct

In *Miller Plastic Products, Inc*. (NLRB Case 06-CA-266234), the National Labor Relations Board (the NLRB or Board) recently ruled that an employer violated the National Labor Relations Act (the NLRA) when it terminated an employee who (according to the Board) engaged in protected concerted activities. While the Board could have stopped there, it also took the opportunity to change the standard to be used in evaluating worker conduct.

In *Miller Plastic Products*, an employee raised concerns during a meeting in March 2020 about the employer's safety protocols and decision to remain open for business during COVID-19. The employer terminated the employee for raising these concerns. The employee challenged the employer's decision, arguing that his conduct constituted "protected concerted activity" and, thus, was protected under the NLRA. The NLRA makes it an unfair labor practice to interfere with, restrain, or coerce employees in the exercise of rights guaranteed in Section 7 of the NLRA. Section 7 of the NLRA establishes the right "to engage in … concerted activities for the purpose of … mutual aid or protection." The employer disagreed, arguing the employee's concerns were mere individual "gripes" and did not constitute protected concerted activity under the NLRA.

On review, the Board confirmed the administrative law judge's decision finding the employee's conduct was protected under the NLRA. In doing so, the Board found that the employee's complaint was meant to advance a group concern, satisfying the element of concertedness. As such, the employer's termination of the employee was deemed to be unlawful under the NLRA.

As mentioned above, the Board also overruled its prior decision in favor of a more employee-friendly "totality of the circumstances" analytical framework to be used going forward. Union and non-union employers are encouraged to consider the rights afforded to employees under the NLRA when evaluating employee conduct. As the *Miller Plastic Products* decision illustrates, this is particularly important given the current Board's expansive view of concertedness.

This content 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 legal issue or problem.



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

Join us October 26th for the EHRA Annual Conference.

Visit ehranet.org to learn more and register.

2023 board

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