CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

October 2024



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



Happy Fall!

I hope the first three quarters of the year have been great, and you're starting off the final quarter with a bang!

I am SO excited about our annual conference this month! Julia Pillow has done a fabulous job lining up speakers and getting everything organized. Please plan to attend this conference. You will NOT be disappointed. Registration is open. You can register at: https://ehranet.org/meetinginfo.php. Please be sure to check out the information in the newsletter about the schedule and speakers. We're thrilled to have it at the Evansville Country Club again. We couldn't do this event without our awesome sponsors, so please be sure to visit them at the conference. A big thank you to Brad Odil for organizing and communicating with the sponsors!

Keep an eye out for an email requesting your vote for our 2025 Board of Directors. I'm excited about the changing of leadership! Please be sure and vote.

Speaking of 2025, did you know about the HR Conference Cruise that is offered? It's in February and has an AMAZING lineup of speakers. You can have fun in the Caribbean! There is a page about the conference in this newsletter, but you can also visit the website hrcruise.com for more information!

Thank you all for being part of our organization. We keep getting better because of YOU! We hope that you can make the annual conference this month. I promise you won't regret it!

Here's to hoping Q4 is our best one yet!

Amanda Gries
President

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.

SAVE THE DATE

EHRA Monthly Meeting Schedule 2024

- **October 23—Annual EHRA Conference**

  Location: Evansville Country Club

- **November 21—Amanda Gries**

  Location: Kitchen 812

- **December 12— Holiday Party**

  Location: Venue 812



✦✦✦ 7:30 am - 8:15 am	Breakfast
✦✦✦ 8:15 am - 8:30 am	Opening Remarks
✦✦✦ 8:30 am - 10:00 am	Trust Catalyst: The Formula for Creating a Culture of Psychological Safety *Vitale Buford Hardin*
✦✦✦ 10:00 am - 10:30 am	Vendor Break
✦✦✦ 10:30 am - 12:00 pm	Legal Update *Indiana Dept. of Labor*
✦✦✦ 12:00 pm - 1:00 pm	Lunch and Vendor Time
✦✦✦ 1:00 pm - 2:30 pm	Game Changers Unleashed: Elevate Your Organization's Culture through Self-Leadership, Resilience, and Connection *Kenston Henderson, Sr.*
✦✦✦ 2:30 pm - 3:00 pm	Vendor Break
✦✦✦ 3:00 pm - 4:30 pm	Unleashing Your Professional Confidence: Overcoming Perfectionism to Lead with Excellence *Vitale Buford Hardin*
✦✦✦ 4:30 pm - 4:45 pm	Closing Remarks

MANY THANKS TO THIS YEAR'S CONFERENCE SPONSORS!

- The YMCA—Platinum Sponsor
- Ascension—Gold Sponsor
- Reference Services, Inc.—Silver Sponsor
- Bauerhaus Catering—Bronze Sponsor
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FIND YOUR PARTNER IN HEALTH. FIND YOUR Y.

Workplace wellness can seem daunting, but as a trusted partner for health & wellness since 1857, the YMCA of Southwestern Indiana works alongside employers to develop a plan that fits the needs of their employees. The Y is more than a gym so membership means more here. The Y has lots of health & wellness options but also additional services that address life for employees (especially families) like child care services, family activities, education & enrichment classes, or volunteer opportunities. That's what makes us different. That's what makes us a true partner. The Y takes a broad-based, holistic approach to keeping employees happy and healthy with resources that go beyond a fitness facility.

For more information about Corporate Membership, contact:

Lisa Verkamp
verkamp@ymcaswin.org
812.492.6714

WWW.YMCASWIN.ORG

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For more than a workout. For a better us.

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Dunigan Family YMCA	6846 Oak Grove Rd	812.401.9622
YMCA Community Outreach	1930 S Garvin St	812.491.7630
YMCA Child Care Services	516 Court St	812.423.9622
YMCA Camp Carson	2034 Outer Lake Rd	812.385.3597



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HR CONFERENCE CRUISE

FEBRUARY 22-27, 2025

Join us!

- The HR Conference Cruise will depart from Port Canaveral, FL on February 22-27, 2025 for a 5-night sailing on Royal Caribbean's *Voyager of the Seas*.
- We'll have FOUR, pre-conference webinars plus 7 sessions on board for at total of 15.0 recertification credits (PENDING).
- All on board sessions are held in the ship's Conference Center.
- We offer a tremendous number of networking opportunities, with great speakers, on a fun venue.
- The sailing includes two ports-of-call: Nassau, Bahamas and Labadee, Haiti (Royal Caribbean's private island).
- Don't miss out and register today. We look for a $100 per-person, deposit with the balance due on 12/15/2024.

SPEAKERS



Ben Eden



Mallory Herrin



Andrea Lewis



James Reid



Mary White



Daniel Juday



Julie Develin

ILLINOIS SHRM · HR INDIANA SHRM · MISHRM · SHRM · ASPECT

hrcruise.com

team-aspect@aspect-marketing.com

440.899.2242

Welcome Our New Members!

KERSHANEA **ANDERSON**

SHOE CARNIVAL, INC

DIANA **ROBINSON**

COMMUNITY ACTION PROGRAM OF EVANSVILLE

McKENNA **THOMPSON**

KAISER ALUMINUM WARRICK, LLC

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YOUTH FIRST, INC

TYLER **SCALES**

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VANESSA **MAYER**

TRUESCRIPTS

*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.

Welcome Our New Members!

SHAY **WOOD**

NEW OPPORTUNITIES FOR WELLNESS

SHELBY **NEWMAN**

BERRY GLOBAL

ERIKA **COLE**

ACTION STAFFING

KELLY **SIMPSON**

TOYOTA

MEGAN **OCONNOR**

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KATHRYN **WAGNER**

VINCENNES UNIVERSITY

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Welcome Our New Members!

LOUISE **RICKLEMAN**

KIMBALL INTERNATIONAL

KALLI **MICHIE**

ENERGY SYSTEMS GROUP

EMMA **ACCOMANDO**

UNIVERSITY OF SOUTHERN INDIANA

ALEXIS **WILKINSON**

BERRY GLOBAL

KALEIGH **SCHNEIDER**

BERRY GLOBAL

SARA **GOAD**

NEW OPPORTUNITIES FOR WELLNESS

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Changes to the Illinois Human Rights Act

By: Mark McAnulty and Nick Golding

Illinois employers should begin preparing for various changes to Illinois employment law going into effect on January 1, 2025, including amendments to the Illinois Human Rights Act ("IHRA").

1. Family Responsibilities as a Protected Class

Beginning January 1, 2025, the IHRA will include "family responsibilities" as a protected class. The IHRA defines "family responsibilities" as "an employee's actual or perceived provision of personal care to a family member."

"Personal care" is defined as activities engaged in by an employee to ensure that a covered family member's basic medical, hygiene, nutritional, or safety needs are met, or to provide transportation to medical appointments, for a covered family member who is unable to meet those needs himself or herself. "Covered family members" include an employee's child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent.

However, employers are not obligated to make accommodations or modifications to reasonable workplace rules or policies based on family responsibilities. Employers are also not prevented from taking adverse action or enforcing reasonable workplace policies related to leave, scheduling, productivity, attendance, absenteeism, timeliness, and work performance, so long as these rules or policies are applied in accordance with the IHRA.

Employer Takeaway: Employers cannot discipline or discriminate against employees based on a perception that they are less dedicated to work because of family responsibilities, but employees cannot use family responsibilities to avoid meeting an employer's legitimate work expectations.

(cont. on next page)

This note is for informational purposes only and not for the purpose of providing legal advice. If you have questions about how this information may affect you, you may wish to consult your legal counsel to discuss your specific circumstances. This information cannot be relied upon or substituted for legal advice.



Changes to the Illinois Human Rights Act (cont.)

2. Reproductive Health Decisions as a Protected Class

The IHRA has also been amended to protect "reproductive health decisions," which is defined as "a person's decisions regarding the person's use of contraception; fertility or sterilization care; assisted reproductive technologies; miscarriage management care; healthcare related to the continuation or termination of pregnancy; or prenatal, intranatal, or postnatal care."

Employer Takeaway: Employers cannot take adverse employment actions against an employee based on their healthcare decisions, such as using contraceptives. However, an employee will also not be able to support a claim based merely on their reproductive health decisions, so long as the employer applies their policies and practices in a non-discriminatory way.

Notably, this amendment does not exempt employers from disciplining employees for their reproductive health decisions based on the employer's religious beliefs. Religious-affiliated employers should monitor this space for any legal challenges or additional guidance that might be issued before this amendment takes effect next year.

3. Extended Statute of Limitations for Claims Under the IHRA

Currently, the IHRA grants employees 300 days to file an administrative claim of discrimination, retaliation, or harassment with the Illinois Department of Human Rights. Beginning January 1, 2025, employees will have two years from the date of an alleged incident of discrimination to bring a claim.

Employer Takeaway: This amendment does not impact the limitations period for federal employment discrimination claims filed in Illinois, which must still be filed with the EEOC within 300 days of the alleged discrimination, but it will allow employment discrimination claims to be brought under the IHRA that might otherwise be untimely under Title VII. Employers should also review their separation procedures and documentation retention policies to make sure that they are retaining documents in the event that a former employee brings a charge under this extended filing period.



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:

- EHRA Members: $100/30 days
- Non-EHRA 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

Annual Conference is October 23rd. Registration is open!

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