CHAPTER CONNECTION

September 2014



Supreme Court 2013– 2014 and its impact on you, the HR professional
p.3

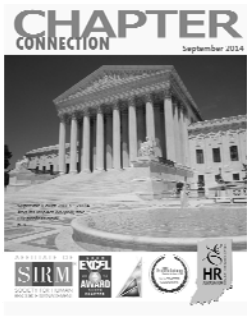
AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2013 SILVER CHAPTER

SHRM Foundation Shaping the future of HR
2013 CHAPTER CHAMPIONS

HR ASSOCIATION
EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

explore – cover



The Supreme Court has been active recently with many new regulations and laws that affect all of us.

meet – p.3

The 2013-2014 Supreme Court and its impact on you, the HR professional. What were the key cases over the last year and how will they impact HR going forward? Join us for this informative presentation.

REFERENCE SERVICES, INC.

Legal Update- p.4

Learn more about upcoming reporting requirements for your company medical plan starting in 2016.

EHRA Cares—P.6

How can you help in 2014 and beyond?

SHRM Fall Seminars—P.7

There are plenty to choose from and SHRM is providing you a discount as an EHRA member.

Membership Frenzy Update—P.8

The Membership Frenzy is well underway. See more about how you can earn points and prizes and the current leaderboard.

President's letter—p.11

Tela Erdell, EHRA President, discusses free internship posting opportunities as well as the 2014 Indiana State Conference.

Welcome – p.12

EHRA has added more new members from local companies. Please help us welcome them to EHRA.

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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09 18 14

SAVE THE DATE

Review of U.S. Supreme Court 2013-2014 Term and its Impact on You, the Human Resources Professional

Southern Indiana Career and Technical Center
$15.00 EHRA Member, $30.00 Guests, $5.00 EHRA student member
11:00-11:30—Registration and Networking; 11:30-noon—Announcements and Lunch; noon to 1:00—Presentation

Meeting Description
Review of the recent U.S. Supreme Court 2013-2014 term, including decisions such as:
a. Sebelius v. Hobby Lobby Stores, Inc./Conestoga Wood Specialties Corp. v. Sebelius
b. NLRB v. Noel Canning
c. Sandifer v. United States Steel Corporation
d. Harris v. Quinn
e. Other decisions from the term

Time permitting – review upcoming cases to be heard by the court, ex. Circuit split on EEOC's conciliation obligations; Young v. UPS – extent to which employers must provide pregnant employees with work accommodations



Cory A. Kuhlenschmidt, a Partner at BAMBERGER, FOREMAN, OSWALD & HAHN, LLP, works with company owners, executives, and human resources personnel to understand and navigate the complexities of employment law, including discrimination and harassment laws, the Fair Labor Standards Act, ADA compliance, the FMLA, healthcare reform legislation, and more.
Cory assists manufacturers, hospitals, and corporate management with employee hiring, discipline, and termination issues, wage and hour compliance, union avoidance, drafting and enforcing non-compete and confidentiality agreements, and defending against discrimination claims.

Southern Indiana Career and Technical Center



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REFERENCE SERVICES, INC.

PHR·SPHR·GPHR Pre-Approved HR Certification Institute

This program has been approved for 1.00 HR (general) recertification credit with HRCI.

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.



LEGAL UPDATE

Below are excerpts taken from a larger article provided to EHRA by Todd Tillsworth of NFP Clippinger Financial Group, LLC concerning the upcoming reporting requirements for employer provided health coverage. The full article can be viewed on the EHRA website.

Employer Mandate: Reporting Requirements

General Background

Beginning in 2016, employers that sponsor fully or self-insured group health plans are required under PPACA to report information to the IRS about the health coverage provided during the prior calendar year (2015). The reporting is meant to assist the federal government in enforcing compliance with both the employer and individual mandates, and, in turn, to assist the U.S. Department of Health and Human Services in administering the premium tax credit and cost-sharing subsidy eligibility and payments through both the federally facilitated and state-run health insurance marketplaces. In addition, employers are required to provide employees with individual statements that summarize the IRS report, which is meant to assist individuals in complying with the individual mandate.

There are two separate reporting and employee statement requirements found in two separate sections of the Internal Revenue Code (IRC): IRC Sections 6055 (all employers that sponsor self-insured plans) and 6056 (all employers that are subject to the employer mandate). Employers subject to both 6055 and 6056 (i.e., those with 50 or more full-time employees (FTEs), including equivalents, that sponsor self-insured plans) may combine their reporting, as described below. Grandfathered status of a plan does not affect the employer's reporting obligations.

Due Dates

Generally, the 6055 and 6056 reporting due dates mirror the Form W-2 due dates. Specifically, employers must file their reports on or before Feb. 28 (March 31, if filing electronically) of the year following the calendar year to which the reporting relates. However, for the first year (reporting on 2015 calendar-year compliance), reports are due March 1, 2016 (because Feb. 28, 2016, is a Sunday), or March 31, 2016, if filing electronically. This date applies regardless of the plan year of the employer-sponsored coverage (e.g., even if the plan year runs from May 1 through April 30, reporting is due on those dates for 2015 compliance). In addition, like the Form W-2, employers must distribute employee statements by Jan. 31 of the following year (i.e., Feb. 1, 2016, because Jan. 31, 2016, is a Sunday) for 2015 compliance — although employers may apply for a 30-day limited extension.

Forms for Reporting

With respect to reporting forms, reporting will be made on several different IRS forms, none of which have yet been released by the IRS. Generally, there are transmittal forms (IRS Forms 1094-B and 1094-C) that will accompany the actual information reports, IRS Forms 1095-B and 1095-C. Notably, 1095-C is divided into two sections to facilitate combined reporting. The specific forms that must be filed depend on the employer's size (small versus large, with "large" defined as those with 50 or more FTEs, including full-time equivalents — those subject to the employer mandate) and the plan type (self-insured versus fully insured), as outlined in the chart below:

Although the specific IRS forms for reporting have not yet been released, employers should prepare to report by familiarizing themselves with the rules, collecting employee information, and establishing processes and procedures to handle the reporting. Employers should work closely with their advisors in that preparation. (cont. on next page.)



LEGAL UPDATE

Employer Type	6055	6056	IRS Report	Employee Statement
Small Fully Insured	No	No	N/A	N/A
Small Self-insured	Yes	No	Form 1094-B Form 1095-B	Copy of Form 1095-B Or Substitute*
Large Fully Insured	No	Yes	Form 1094-C Form 1095-C (6056 section only)	Copy of Form 1095-C Or Substitute*
Large Self-insured	Yes	Yes	Form 1094-C Form 1095-C (both sections)	Copy of Form 1095-C Or Substitute*

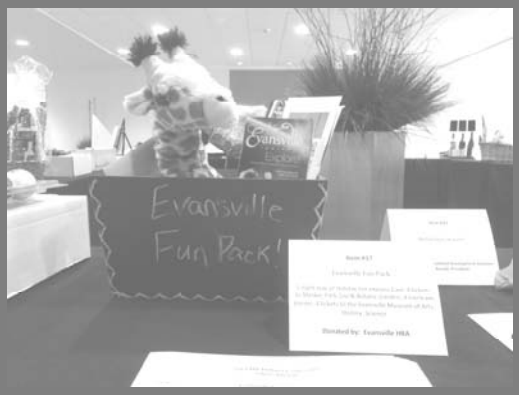
Penalties

IRC Sections 6721 and 6722 contain penalties for employers that fail to execute their 6055 and 6056 reporting. The penalty is generally $200 per failure per year, with a maximum penalty of $3 million. For 2015 reporting only (due in early 2016), no reporting penalties will apply where the employer is using good faith efforts to comply. In other words, the employer can escape penalties for incorrect or incomplete reports (e.g., those filings with missing TIN or DOBs, etc.), but not for a total failure to file.

Summary

Beginning in 2016, PPACA requires most employers sponsoring group health plans to report certain plan coverage information to the IRS and to provide statements to employees. Large employers, those with 50 or more FTEs (including equivalents), regardless of when they become subject to PPACA's employer mandate, will also have to report on their employer mandate obligations. The reporting requirements, found in IRC Sections 6055 and 6056, are meant to facilitate the enforcement of PPACA's individual and employer mandates, and to assist the federally facilitated and state-run health insurance marketplaces in making premium tax credit and cost-sharing subsidy determinations.

Celebrating 20 Years HR INDIANA ANNUAL CONFERENCE 2014



The EHRA was happy to provide a great prize pack to one lucky attendee of the 2014 Indiana State Conference for the silent auction benefitting the SHRM Foundation. The Evansville Fun Pack included a one-night stay at the Holiday Inn Express West, passes to the Evansville Zoo and passes to the Evansville Museum.

CALLING ALL SPEAKERS

Join the EHRA Speakers Bureau

The EHRA Speakers Bureau provides professional speakers who can address a variety of topics to assist education, business, and the community.

Members of the Speakers Bureau are available for group presentations on a variety of HR topics. Topics such as job seeking skills, interviewing tips, resume preparation, etc. for student groups along with human resource topics related to the specialty areas of the HR profession.

Need HR professions for the following topics:

- Generation Gaps (Younger vs. Older)
- Women and Competing in the Workplace
- Compensation and Benefits
- Employer Incentives
- Effective Techniques for Conflict Resolution



Please contact the Workforce Readiness Chairperson at volunteer@ehranet.org to inquire about the Speakers Bureau.

AURORA UPDATE:

Thank you for your recent donations to Aurora. Any assistance we get is greatly appreciated. As an update, we are currently 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.**

Sincerely,
Jayme Walters, MSW
Director of Development

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:



THE EVANSVILLE CHRISTIAN LIFE CENTER

Calling all workforce readiness experts!

The workforce readiness committee is looking for a few volunteers to create and present some short basic PowerPoint presentations on workforce readiness related topics such as:

-Job Search 101
-Resume Writing
-Interview tips
-Dress for Success

These presentations will be presented to local organizations whose clients are in need of workforce readiness preparation.

*If you know of an organization that could benefit from these presentations, please contact Abby Keeping at Akeeping@pinstripe.com

INTRODUCING SHRM'S

CHAPTER DISCOUNT FOR 2014 FALL SHRM SEMINARS!

SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

In alignment with our commitment to providing you with access to the most comprehensive HR resources and networking opportunities, we're pleased to offer you a special DISCOUNTED REGISTRATION FEE* to attend a SHRM® Seminar this Fall!

SHRM Seminars are developed using the highest quality standards, by a team of qualified experts. HR professionals and legal counsel review course content to ensure its accuracy and real-life application. SHRM's dedication to excellence will provide you with timely information and solutions for the business challenges you face, with seminars designed for newcomers to the profession and veteran HR professionals alike.

As a local SHRM-affiliated Chapter and State Council, we're excited to offer you these exclusive discounts to attend one of SHRM's valuable seminars.

Use one of these PROMO CODES when you register for the SHRM Seminar of your choice, online or over the phone.

CHAPTER MEMBER DISCOUNTS:

14SEM1DAY
FOR $100 OFF 1-DAY SEMINARS

14SEM2DAY
FOR $200 OFF 2-DAY SEMINARS

14SEM3DAY
FOR $300 OFF 3-DAY SEMINARS

14SEMVCHPT
FOR $200 OFF ANY VIRTUAL SEMINARS

Visit shrm.org/seminars/chapterpromo to register for a program near you!

*Offer only applies to 2014 SHRM Seminars and does not apply to Seminars outside the U.S., SHRM Emerging Leader programs or any SHRM Conferences or Seminars held at conferences. Offer applies to online and phone orders only. It does not apply to mailed-in orders, faxed orders or purchase orders. Offer is not valid on previous orders and cannot be combined with other promotions. Discount expires at 11:59 p.m., Pacific Standard Time, December 31, 2014.

14-0548

A message from SHRM

SHRM would like to invite you to participate in one of the following conference calls, where the new SHRM Certification will be discussed and your questions will be answered.

Dial in: 1-888-737-5834
Passcode: 583408

- Tuesday, September 23, 11:00am CT/12pm ET
- Thursday, September 25, 2:00pm CT/3pm ET
- Wednesday, October 1, 3:00pm CT/4pm ET
- Monday, October 20, 12:00pm CT/1pm ET

SHRM Certification resources are available at www.shrmcertification.org. Questions, comments and concerns can be forwarded to Kristine Hoffman, Regional Administrator at Kristine.hoffman@shrm.org prior to the call of your preference.

2014 MEMBERSHIP FRENZY

The frenzy continues to heat up for membership referrals. EHRA members will earn a point for every new member they refer that joins the organization. Members will receive an extra bonus point for any new referral that is a SHRM member.
Throughout the course of the program we'll offer additional ways to earn extra points based on types of referrals, so make sure to keep your eyes open to the monthly newsletter, e-mail blasts, and the EHRA's Linked In announcements.

2014 MEMBERSHIP FRENZY LEADERBOARD

NAME	NEW MEMBERS REFERRED
Cheri Schroeder	3
Susan Gray	1

At the end of the program, the three referrers with the most points will have the option of receiving their prize amount in the form of any retailer gift card available through giftcardmall.com, EHRA credit, or a donation in their name to the charity of their choice.

Prize Levels:
1st Place - $100
2nd Place - $ 75
3rd Place - $ 50



In addition, two drawings will be conducted at the end of the program from all referrals received with the two drawing winners receiving a free EHRA Conference in 2015. Full rules can be found in the August newsletter.

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FOLLOW US ON info@hrci.org

Dear Chapter Leader,

We at HRCI have recently had many conversations with several HR professionals, including SHRM chapter leaders like you. I am connecting today to share information about certification from HRCI.

1) HRCI will continue to develop and administer its six certifications – PHR®, SPHR®, GPHR®, PHR-CA®/SPHR-CA®, HRBP® and HRMP®.
2) HRCI's certification and recertification processes will continue as they have been – meaning that your services for recertification and exam preparation are as valuable as ever.

Professional Development
Professional development programs are essential to those seeking to recertify their HRCI credentials. HRCI will continue to honor courses offered by SHRM chapters that add to a professional's HR knowledge. HRCI recently re-launched its directory of preapproved programs on its website at http://www.hrci.org/recertification/activity-search.

Exam Preparation
SHRM chapters play an important role in preparing candidates for HRCI exams. As SHRM's Learning System products will not be available after 2014, there are many alternative resources currently being used successfully by colleges, independent consultants and chapter groups. While HRCI does not recommend any specific product or organization, we have compiled a certification preparation provider page of available products recommended by certificants on our web site at http://www.hrci.org/exam-preparation/preparation-resources-for-candidates-and-instructors

Value of HR Certification
The role of HR professionals continues to evolve. HRCI-certified professionals play active management roles within their companies and organizations as 29 percent are directors and above, 33 percent managers and 38 percent specialists. In 98 percent of Fortune 500 companies, HRCI-certified professionals are actively managing, innovating, growing and leading. To advance their HR careers, your members can apply today to take the HRCI exam to become HRCI certified.

HRCI's exams uphold a long tradition of being rigorous, competency-based and professionally relevant, providing globally recognized credibility to certificants. That's due, in part, to the fact that thousands of practicing HR professionals apply their real-world experience and expertise to creating each certification exam. The letters certificants earn from HRCI show they have the skills and knowledge to succeed on the job and help their organizations thrive.

HRCI is the clear choice in HR certification – trusted, proven, sought-after and recognized by organizations and businesses worldwide. Applicants can visit www.hrci.org/apply to learn about which certification is right for them.

Stay Current
The only way to stay current is to fulfill certification renewal requirements through HRCI. Please share with your members that their certification cannot be transferred. If they do not recertify with HRCI, their certification could expire, and they will no longer be able to represent themselves as an HRCI credential holder.

Connect with HRCI
We hope you and your members will join the HR conversation on Twitter (@HRCertInstitute) and LinkedIn at HRCI Voices, a new group specifically for HR professionals who want to advance their HR careers. And, as always, I can be reached by email at afc@hrci.org and/or by phone +1-866-898-4724 with any questions.

HRCI is here to support you and values the services you provide to the HR profession. We welcome your questions and input.
Thank you for your continued support and your valuable contributions to the HR profession.

Sincerely,

Lee Ann Evans

Lee Ann Evans
Director, HRCI Certification Services

Join us for

Tour of Opportunity

Explore Careers in Southwest Indiana

FREE event and open to the public.

Saturday, October 18th

9am - 2pm

Help us create awareness of all the great career opportunities in Southwest Indiana. This is your opportunity to show the community what your business has to offer and what skills are needed to gain employment. This event is for all businesses, large and small, from manufacturing to retail. Your business can generate excitement about career opportunities, attract current and future employees, dispel outdated myths, promote needed skills, and create a heightened awareness of your business.

HOW YOUR BUSINESS CAN PARTICIPATE:

- Agree to hold an Open House at your facility
- Provide guided, self-guided or virtual tours
- Provide Career Pathway Information

Want to participate, but cannot open your doors to the public? Check out the webpage for information on the Tour of Opportunity at cMoe.

For online registration and participation information visit

http://workonesouthwest.com/events

Questions? Call 812-453-8867

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Toyota Motor Manufacturing Indiana

TOYOTA Indiana

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CELL

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SOUTHWEST INDIANA CHAMBER

OLD NATIONAL BANK



Dear EHRA Members:

The 20th anniversary of the HR Indiana conference offered many opportunities for professional development, networking, and fun! I enjoyed the opportunity to talk with many of the more than 60 EHRA members who attended the event in Indianapolis on August 25-27, 2014. Thank you to the EHRA members who volunteered at the conference.



I'm happy to share a way that the EHRA is working to strengthen relationships with workplaces and foster connections with centers of education. Beginning in October, employers with HR Internship opportunities may post those opportunities for free on the EHRA website. If you're interested, please contact Dr. Jason Fertig, College Relations Chairperson, at jfertig@usi.edu.

I hope to see you at the next EHRA event on September 18th.

Thanks for being an EHRA member!

Tela

Tela M. Erdell, SPHR, GPHR
EHRA President
tela.erdell@oldnational.com
812.461.9743

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.

10 22 14

SAVE THE DATE

Real World Strategies for Creating a Culture of Engaged & Energized Employees

Mark your calendars and join us when Vicki Hess, RN, MS, CSP stops by to share her expertise on Employee Engagement. More details can be found on the EHRA website under meetings or by clicking this link: http://ehranet.org/meetinginfo.php?id=55&ts=1409326203

Southern Indiana Career and Technical Center



MEMBER SPOTLIGHT



The EHRA would like you to get to know the new members who have joined us recently.



Wendy Woehler currently serves as the Training and Development Specialist at Gibbs Die Casting. Wendy joined EHRA after hearing about us in her HR Management Class. When asked what her favorite part of her current position was, Wendy mentioned helping others learn and further their careers.



Another new EHRA member this month is Loriena Maldonado. Loriena currently serves as a Human Resource Manager at PTI. When asked why she joined EHRA, Loriena mentioned a referral from a former coworker. When asked what she hoped to gain from EHRA, she mentioned the networking opportunities. Please help us welcome Loriena, Wendy and also Lori Herr, Veriscreen, Lynn Melms, Melissa Michel, Anchor Industries, Pamela Ramsey, Veriscreen, and Mia Sheriff, Veriscreen.

EHRA Members, don't miss out on our newest Membership Referral Program "Membership Frenzy." Invite your friends and coworkers who work in the field to join us and be eligible for some great prizes. As always, thank you for being a member.





Did you have a recent accomplishment that you want to share?

Let us put you in the spotlight.

Email our Newsletter Editor, Nick Lindy at niclind@atlasworldgroup.com

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Employment Screening Agency
United States

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Like many organizations, you may believe you're receiving a thorough and accurate background check on your applicants – but are you sure?

Let us show you the RSI difference.

We routinely catch criminal records that other companies miss. In fact, we do it often.

- Background Screening Reports
- Drug Testing & Physicals
- DOT Expertise & Program Management
- In House Verification Services
- 24/7 Customer Service From Our Real Team
- Dedicated Compliance Team

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