CHAPTER CONNECTION

September 2015



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL AWARD 2014 GOLD CHAPTER

SHRM Foundation ★ 2014 CHAPTER CHAMPION ★

HR ASSOCIATION EVANSVILLE AREA HUMAN RESOURCE ASSOCIATION, INC.

explore – cover



Welcome to the September 2015 edition of the EHRA newsletter.

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Information on the September meeting as well as a save the dates for October and November!

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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 17 15

A Young Marine's Story of Courage, Hope, and a New Life in the NFL

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711

$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member

Schedule below

Agenda

11:00 am—11:30 am CST: Registration and Networking
11:30 am—12:00 pm CST: Meeting Announcements and Lunch
12:00 pm—1:00 pm CST: Program



Description

One Step at a Time: A Young Marine's Story of Courage, Hope, and a New Life in the NFL follows Josh Bleill's journey from his enlistment then on to active duty in Fallujah, through two years of rehab, and ultimately to his job as the community spokesman for the Indianapolis Colts. Audience members will be inspired by his undying enthusiasm, infectious joy, and sense of humor. Everyone has had that "one bad day". Josh discovered that life begins when we embrace our bad days and keep going forward, one step at a time. HR Professionals can apply what's learned towards leading companies through challenges and change.

This program has been submitted for 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.

10 20 15

SAVE THE DATE



Featuring speakers from Bamberger, Foreman, Oswald & Hahn, LLP

Evansville Museum of Arts, Science and History

11 12 15

SAVE THE DATE

Heroes, Villains, and Drunk Old Men: Revolutionizing Talent Development

Presented by Andy Janning

Southern Indiana Career and Technical Center | 1901 Lynch Rd. | Evansville, IN 47711

7:00 am—11:00 am

$15.00 EHRA Members, $30.00 Guests, $5.00 EHRA Student Member



LEGAL UPDATE

Independent Contractor Definition Narrowed by Department of Labor Interpretation
By Emilee Hille

On July 15th, David Weil, the Wage and Hour Administrator of the Department of Labor (DOL) issued an Administrator's Interpretation (AI) outlining the proper classification of employees vs. independent contractors under the Fair Labor Standards Act (FLSA). The AI states that improper classification of employees as independent contractors reduces employees' protections such as minimum wage, overtime compensation, unemployment insurance, and workers' compensation. The interpretation sets aside past practice and case decision and clearly concludes that true independent contractors are the exception, not the rule. Additional weight is now placed on 3 additional tests: whether the work performed is an integral part of the employer's business, the ability for profit/loss depending on the worker's management, and the relative investments of both the employer and worker.

"The interpretation is significant from a number of standpoints:

- It is DOL's unequivocal opinion that "most workers are employees," under the FLSA.
- It fully embraces the "economic realities" test as the DOL's preferred approach to determining whether a worker is an employee or a contractor.
- It downplays the significance of an employer's exertion of control over the tasks performed by the worker.
- It reinforces the DOL's pattern over the last several years of aggressively examining the classification of workers as contractors."[1]

Much of employers' and court focus in the past has been on whether or not the employer exercised control over the worker's hours, supervision, and location. The Department of Labor states in the interpretation that no one factor is determinative and that even "an agreement, between an employer and a worker designating or labeling the worker as an independent contractor…is not relevant to the analysis of the worker's status."[1] The deemphasizing of how much the business controls the worker leads to more focus on the economic realities test, which looks at the degree that the individual is in business for him or herself versus being economically dependent on the employer.[2]

"In conducting an economic realities test, an employer should look to six factors, the DOL noted:

- The extent to which the work performed is an integral part of the employer's business.
- The worker's opportunity for profit or loss depending on his or managerial skill.
- The extent of the relative investments of the employer and the worker.
- Whether the work performed requires special skills and initiative.
- The permanency of the relationship.
- The degree of control exercised or retained by the employer."[2]

In conclusion, employers should utilize independent contractors sparingly, review the works being performed prior to utilizing services of an independent contractor, and ensure proper indemnification provisions are in place to protect against wage and hour claims.

http://www.natlawreview.com/article/department-labor-clarifies-independent-contractor-definition
http://www.shrm.org/legalissues/federalresources/pages/administrator-interpretation-independent-contractors.aspx?utm_source=HR%20Week%20July%2020%202015%20(2)&utm_medium=email&utm_content=July%2021,%202015&MID=01306854&LN=Hille&spMailingID=23096404&spUserID=ODM1OTI2NDU5NzgS1&spJobID=602051518&spReportId=NjAyMDUxNTE4S0

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

Food for Thought

By Danyelle Granger, Diversity Chairperson



The following article was originally posted on the website of Lead Change Group. It caught my attention because it is filled with truths regarding the way in which we often interact with people that do not fit the profile of what we perceive as normal, attractive or comfortable to us. Unfortunately, sometimes our perceptions lead us to discredit a person before we give ourselves the opportunity to really experience the value he or she brings to the table, whether it's in the workplace, school, or other community settings. As you read the article, take a moment to reflect on instances that you may have judged a book by its cover before reading the intro or getting to the first chapter.

5 Uncomfortable Observations About Workforce Diversity By Leigh Steere, co-founder of Managing People Better, LLC

Ever heard of Paul Potts or Susan Boyle? Both competed in Britain's Got Talent. As they walked on stage the first time, you could feel a collective cringe and see eyeballs rolling. The judges and audience seemed to be incredulous. They flinched, groaned, and stifled laughter. Once Paul and Susan began to sing, however, the audience was riveted. Listeners fell in love with these two gifted performers.

Guilty until proven innocent

As I watched their unpolished stage presence, I came to some sobering realizations about workforce diversity:

1. We teach our kids, "Don't judge a book by its cover." But we rarely live by this principle. If a cover doesn't catch our attention, we pass it by and assume the book lacks masterpiece potential.
2. We similarly judge people. We base our first impressions on external appearance. Grooming. Teeth. Attire. Accessories. Accent. We notice scuffs on shoes, extra pounds, and age. Then, we unconsciously jump to conclusions about the person's potential and abilities. We decide in a split second whether individuals are competent, even before they've opened their mouths to speak.
3. Our internal judgments come through, plain as day, in our facial expressions and body language.
4. We let our judgments stand until an employee or candidate proves us wrong. This is akin to "guilty until proven innocent." In legal circles, we'd cry foul and claim injustice. Shouldn't we also cry foul in the workplace?
5. When we recruit people to do work, we don't know their potential until they actually do the work. We might ask them to do a sample project as part of the interview process, but that step typically comes after initial screening interviews. Imagine interviewing Potts and Boyle for singing roles, but not letting them sing. By what criteria would you judge them?

Who have you written off?

Potts and Boyle had such strong dreams that they were able to overcome the audience's initial reaction and win them over. I bet most employees don't have this conviction or courage. They lack the "dream-pull" and confidence to overcome the visual of being rejected. Unsupportive facial expressions can shut down some people and keep an employer from ever seeing their potential. Your next great employee may be Cinderella—someone with inner beauty and smarts who outwardly appears not to "fit the mold."

Watch Susan Boyle's video here and Paul Potts's video here. What are the first characteristics you notice about Boyle and Potts? Imagine that they were in your office for a job interview or recently joined your department. What emotional reaction do you have to them? What's your initial gut opinion? Would they feel welcomed and valued?

September Cultural Observances

* September 7—Labor Day
* September 8—International Literacy Day
* September 14-15—Rosh Hashanah (Jewish)
* September 15—October 15—National Hispanic Heritage Month
* September 17—Constitution Day and Citizenship Day
* September 20-26—National Historically Black Colleges and Universities Week
* September 23—Yom Kippur (Jewish)

CLICK HERE for a printable resource calendar that provides in-depth information regarding observances, holidays, customs from various cultures.

2015 EHRA COMPENSATION SURVEY DEADLINE EXTENDED TO October 2, 2015.

We are extending the deadline to complete the 2015 EHRA Compensation Survey to October 2, 2015. There is still time to participate in the online survey!! Remember, all **participants will receive the results at no cost.** Non-participants may purchase the survey results for $300. This comprehensive report typically contains information from over 100 companies and will cover pay practices for a wide range of industries including finance/insurance, government, healthcare, higher education, manufacturing, and retail/service. The survey results will be summarized by all participants, industry segment, and employer size.

Need another reason to participate in the EHRA's 2015 Regional Compensation Survey? How about a SECOND CHANCE to win a FITBIT? CONGRATULATIONS TO TERRY GREENWAY of Nidec Motor Corporation!! Terry won the first FITBIT for participating in the 2015 EHRA Compensation Survey by August 31, 2015.

SECOND CHANCE FOR PARTICPANTS TO WIN A FITBIT!



Each person (one per company, please) who participates in the Compensation Survey by the extended October 2, 2015 deadline will have their name entered into the drawing for a FITBIT (including those companies who participated in August!). The lucky winner will be announced at the end of the Compensation Survey participation period.

New for the 2015 Compensation Survey- two methods of entering your data: 1) Enter the data directly into each section; 2) upload an excel spreadsheet containing your data. The instructions for utilizing either option are available to you via the survey link.

The survey results could be used in many ways such as to benchmark salaries, make strategic staffing decisions, assist in organizational planning, and support new business development.

Your participation is crucial so that the survey is a useful tool for all HR professionals to use!! Be sure to complete the online survey at http://www.hr-survey.com/survey/ehra.htm or by visiting www.ehranet.org and clicking on Compensation Survey. Survey responses must be entered by **October 2, 2015.** Survey results will be released in October 2015.

Certification Update

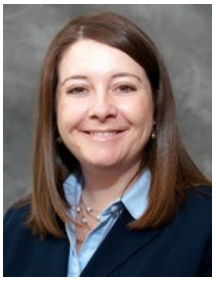
If you're not SHRM-certified, but have a valid HR generalist certification (including: PHR, SPHR, GPHR, HRBP, HRMP, IPMA-CP) which you obtained by January 31, 2015, you are eligible for SHRM's new certification—at no cost—by completing the Online Tutorial Pathway before December 31, 2015. Visit www.shrmcertification.org/pathway to start this process, or e-mail shrmcertification@shrm.org for more information.

Call for SHRM-CP/SHRM-SCP Certification Preparation Instructors

SHRM is seeking qualified professionals to provide classroom instruction for SHRM-CP/SHRM-SCP preparation courses offered by one of the SHRM Education Partners.

- Applicants must have earned their SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credential.
- Applicants must have classroom instruction and HR experience (or other minimum required or desirable qualifications).

Are you interested in teaching, or do you know someone who is? Please send your information to Alison.Costello@shrm.org.



Follow EHRA on Twitter @EvansvilleHR



Dear EHRA Members:

The 2015 HR Indiana conference was a great gathering of 1500 HR Professionals; more than 40 EHRA members represented EHRA in Indianapolis on August 24th-26th. The EHRA reception during the conference brought together nearly 30 members for a meal and networking at Buca Di Beppo in downtown Indianapolis. Thank you to the EHRA members who volunteered at the conference. Mark your calendars now for HR Indiana 2016 scheduled for August 29th-31st, 2016.

The **2015 EHRA Compensation Survey** has been extended to October 2, 2015. The survey report will cover pay practices for a wide range of industries and results will be summarized by all participants, industry segment, and employer size. In order for the survey to provide the regional information that your company needs, EHRA needs YOU to participate. Please consider participating in the survey before October 2, 2015. Congratulations to **Terry Greenway** of Nidec Motor Corporation for winning the Fitbit! Another chance to **win a Fitbit** is up for grabs for those who complete the survey by October 2, 2015 (including those who participated before the original 8/31 deadline).

Are you looking for a development opportunity for yourself or someone on your team? Serving as an EHRA Board of Directors member is a great way to develop professionally and give back to the HR community. If interested, please complete the **Call for Candidates** form included in this newsletter and return it to Angela Noble, Past President, at anoble@hrsolutions-inc.com by Friday, September 25, 2015.

More than 80 EHRA members have ordered EHRA logo wear. Each current EHRA member is eligible to order one piece of logo wear at no charge in 2015. To access the catalog, order form and ordering instructions, log in to your EHRA member account at www.ehranet.org and click on EHRA Logo Wear. Logo wear orders will be sent to you directly at the address specified on the order form. Please note orders must be placed prior to December 15th of this year.

Don't miss the opportunity to join EHRA members on September 17th for One Step at a Time: A Young Marine's Story of Courage, Hope, and a New Life in the NFL. On October 20th, the Evansville Museum of Arts, Science, and History will host the EHRA's HR After Hours event featuring speakers from Bamberger, Foreman, Oswald & Hahn, LLP. The EHRA's 2015 fall event will be on November 12th and Andy Janning will present Heroes, Villains, and Drunk Old Men: Revolutionizing Talent Development. I hope to see you at these upcoming events.

Thanks for being a member!

Tela

Tela M. Erdell, SPHR, GPHR, SHRM-SCP
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.

September Nonprofit Highlight

UNITED caring SERVICES
Community of Caring

Dignity Faith Commitment Passion Compassion Service Unconditional Love

- **Day Shelter—10,000 meals per month**
- **Men's Night Shelter—56 men safe at night**
- **Transitional Housing/Shared Spaces—apartments**
- **Ruth's House Women's Shelter—26 women**
- **White Flag/Red Flag—severe weather shelter**
- **Homeless Medical Respite Program**



This is EHRA member Pat Kerstiens winning an Apple Watch from Barnes and Thornburg LLP at the HR Indiana conference in Indy on August 24th.



HR INDIANA 2015
ANNUAL CONFERENCE











EHRA Chapter of the Year nomination announced. Congrats to the Michiana Chapter for winning Chapter of the Year!

MEMBER SPOTLIGHT

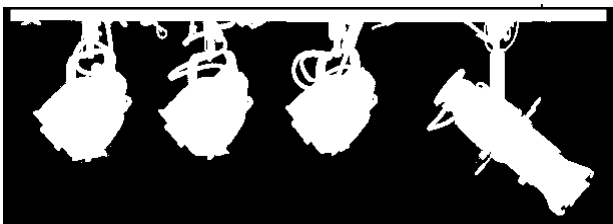


Please give a big welcome to our newest members:

Amanda Smith, Recruiter/HR Generalist with HR Solutions Inc., just returned to the Evansville area after living in St. Louis for 8 years. Joining EHRA provides her with the perfect opportunity to grow her professional network in Evansville and continue her learning.



Melissa Clark	Branch Manager	Adecco Staffing
Autumn Dickerson	HR Administrator	Shoe Carnival
Jennifer Wampler	HR Employee Relations Manager	A. Schulman
Jerri Maier	HR Executive Admin. Coordinator	Vectren
Kathleen Kremer	Client Services Manager	Reference Services, Inc.
Crystal Wildeman	Attorney	Wooden McLaughlin
Shannon Weightman	Branch Manager	UniQue Personnel Consultants
Kelly Sneed	Sr. HR Generalist	CountryMark Energy Services
Jennifer Eames	HR Generalist	National Office Furniture
Tabitha Heilman	HR Director	Prime Foods
Debra Linberg	HR Manager	Electronic Research, Inc.
Victoria Hallmark	HR Compliance Analyst	Vectren
William Dyer	HR Manager	Toyota
Jamie Fairchild	HR Manager	Lochmueller Group
Stephen Watson	HR Director	Traylor Brothers



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

Let us put you in the spotlight.

Email our Newsletter Editor, Jennifer Chang at jenchan@atlasworldgroup.com

CALL FOR CANDIDATES TO SERVE ON THE 2016 EHRA BOARD OF DIRECTORS

The Nominating Committee would like to extend a call to all Professional Members interested in serving on the **2016 EHRA Board of Directors**. If you are interested in serving on the board or joining a team, please complete the following information and forward to Angela Noble, Past President, via email at anoble@hrsolutions-inc.com by no later than **Friday, September 25, 2015.**

Name: _____

Phone #: _____

Email address: _____

Are you interested in serving on the 2016 EHRA Board of Directors? _____ Yes _____ No

If yes, please select the position (s) that interests you:

□ President**
□ President-Elect**
□ Secretary*
□ Treasurer*
□ Assistant Treasurer*
□ Director of Compensation Survey*
□ Director of Professional Development**
□ College Relations Chairperson
□ Communications Chairperson
□ Diversity Chairperson
□ Finance Chairperson
□ Legislative Affairs Chairperson
□ Membership Chairperson
□ SHRM Liaison & Certification Chairperson
□ Web Chairperson
□ Workforce Readiness Chairperson

List the name(s) of any Professional Members you would like to nominate for one of the above positions?

Name: _____ Name:_____
Position: _____ Position: _____

If you are unable to serve on the board at this time, would you be interested in volunteering on an EHRA team? _____Yes _____No

If yes, please select your area(s) of interest:

Compensation Survey
□ Diversity Conference
□ Holiday Party
□ Membership/Member Relations
□ Monthly Programs
□ College Relations
□ Speaker's Bureau
□ Spring/Fall Conference
□ Strategic Planning
□ Workforce Readiness
□ Communications
□ Where Needed

Thank you for your interest and support of the EHRA. A slate of officers will be presented at an upcoming monthly meeting. For information regarding elected or appointed positions, please review the Position Descriptions under the Chapter Officers page of our website at www.ehranet.org.

*Denotes elected position
** Denotes elected 2-year term position (all other positions are 1-year term)



Saluting Veterans and Active Military

One Step at a Time: A Young Marine's Story of Courage, Hope, and a New Life in the NFL

Old National is proud to support Josh Bleill and his message of hope, "one step at a time." People like Josh have inspired our commitment to put our values into action – in service of our clients, communities, associates and shareholders. Thank you, Josh, for sharing your story with us.

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