Chapter Connection

A publication of the Evansville Area Human Resources Association

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AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2016

SHRM SHRM-CP | SHRM-SCP RECERTIFICATION PROVIDER

EHRA Evansville Area Human Resource Association

PRESIDENT'S **MESSAGE**

O, MY GOODNESS! What a great HRIN conference in Indianapolis 8/29 – 8/31. Look for pictures on social media. Evansville had a great showing, and many volunteered throughout the conference. We had about 49 members from EHRA attend. THANK YOU! AND, during the conference, one of our very own was named State Council Volunteer of the Year! Congratulations, Julia Pillow! Thank you for your representation of EHRA. We are so proud of you! The basket that EHRA put together was great! There will be pictures in the newsletter! At the conference, HRIN raised over $6,500 for the SHRM foundation!

Thank you to Hope Hill Farms in Haubstadt, IN, for donating some goat milk soap for our basket! I'd also like to thank Madeline Smith for getting a donation of beautiful handmade earrings from Jen Art Porcelain Jewelry!



Our fall conference is sneaking up on us October 20th at Bally's! Registration is open and you will see a bio of speakers very soon! There is still room for sponsors. If your business would like to sponsor, please reach out to Mary Thompson or Samantha Witte. Jason Barnaby is our keynote speaker and I'm sure he will energize you! We'll also have topics covering legal and information regarding the Great Resignation. Stay tuned for next month's letter for the whole lineup. We encourage you to attend as we use the state/ national conferences to help with speakers for our own!

I hope you all enjoy the beginning of the fall season!

Amanda Gries

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!

Follow EHRA on Twitter
@EvansvilleHR

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*

MELINDA **HEDGES**

The Ame Group

JESSICA **POOLE**

Williams Bros. Health Care Pharmacy

*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

EHRA September Meeting

Date: Thursday, September 22, 2022

Location: Central Library – Browning Room A



Program: **Lunch n' Legal Learn**

We're going to eat and learn from Chad Sullivan! During this program Chad will talk about:

- Recent Cases of Note
- Do's and Don'ts in this TIGHT LABOR Market.

More details coming! Be ready to jump in and ask questions. Chad welcomes questions.

Speaker:

Speaker Biography



Chad Sullivan, Attorney, Jackson Kelly PLLC (2011-Present)

Chad J. Sullivan is a Member in the Coal, Construction, Energy, and Oil & Gas industry groups, focusing primarily on labor & employment and litigation. He practices out of the Jackson Kelly PPLC's office in Evansville, Indiana. Chad frequently represents and counsels clients on a variety of matters across a number of industries. He advises employers on a variety of labor and employment issues, including covenants not to compete, wage and hour, civil rights discrimination, unfair labor practices, Family and Medical Leave Act (FMLA), sexual harassment, union avoidance, union elections, and wrongful discharge. He also drafts companies' employee policies and procedures and reviews those already in place for compliance. As part of his practice, he has defended clients before the National Labor Relations Board (NLRB), Equal Employment Opportunity Commission, numerous state and federal courts and state and local Human Rights commissions. Chad also represents businesses and trustees in complex litigation, involving such issues as trade secrets, breach of contract, fiduciary duties, securities, and business torts. Chad is also involved in the legal community and the community at large – he is a frequent speaker on labor and employment law topics, knowing that it's important to ensure his clients are up-to-date on the latest changes to the law.

Fall Conference

October 20, 2022
7:30 AM - 5:00 PM
Bally's Evansville

Full Agenda Coming Soon...



Register Now!
Click Here



Remote Employees and the Family and Medical Leave Act
By: Olivia Robinson (Legislative Affairs Chairperson)

Under the Family and Medical leave Act (FMLA), employees are eligible if they have worked for their employer for at least 12 months, at least 1,250 hours over the past 12 months, and work at a location where their employer employs over 50 or more employees within 75 miles. The underlined sentence is often called the 50/75 rule.

The Department of Labor's Wage and Hour Division has published an Employer's Guide to the FMLA and in this Guide, there is a section that discusses the FMLA eligibility for remote employees.

In general, this section states the following:

- If the employer works remotely but reports to a particular worksite (a single location, a group of buildings, such as a campus or industrial park, or to separate facilities in geographic proximity to one another) from time to time, then use that worksite for purposes of the 50/75 rule.
- If the employee is always remote, then the worksite is the office to which they report or receive assignments.
- For employees with no fixed worksite, such as construction workers, transportation workers, and airline flight crew employees, the worksite is the place to which they report, the company assigns their work, or the company designates as their home base.

A recent case in the United States District Court for Western District of Texas (*Vanessa Landgrave v. Fortec Medical, Inc.*, No. 1-20-CV -968-RP) involved a fully remote employee in Texas who argued that she satisfied the 50/75 rule because she reported to and received assignments from a location in Ohio that had 50 employees within 75 miles. The employer argued that she reported to and received her assignments from an office in Texas that did not satisfy the 50/75 rule.

While the employee received assignments from a person in Texas, the employer routed those tasks through Ohio. Each location played some role in how the employee got her work. Determining the proper location based on the "reporting location" was also difficult for the court. On the one hand, the employee sent her completed assignments to Ohio. On the other, the employer argued that her supervisor in Texas could discipline her. But, there was evidence that suggested otherwise. It is not shocking that the judge in this case was unable to determine if the 50/75 rule was satisfied and thus, a jury will have to decide it.

The main takeaway from this article is that employers cannot raise the bar and make it more difficult for remote employees to take FMLA leave. In fact, employers are permitted to relax the 50/75 rule and provide FMLA leave to remote employees regardless of location.

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.

BOARD MEMBER SPOTLIGHT



Debbie Tucker

Debbie is this year's President-Elect on the EHRA Board of Directors. She is responsible for EHRA programming. This includes selecting speakers, arranging all programs (per 2022 EHRA Member survey results), coordinating facility arrangements for all chapter meetings and preparing program announcements. Additionally, she supports Amanda Gries, our EHRA President, in leading EHRA business consistent with SHRM policies and state and regional strategies and objectives.

Debbie's resume lists a wide variety of experiences from therapy and radio broadcasting, to 30+ years in project Management, operations management and operations training in many industries. She is a multifaceted leader who always maintains a "people-first mindset."

Besides her Bachelor's degree she holds several certifications, including the SPHR certification from HRCI and the SCP from SHRM. She is on the HRINDIANA State Council as the Workforce Readiness Director, and also volunteers on one of the HRINDIANA conference committees. She also serves on several Community Boards and philanthropic committees in our tristate area.



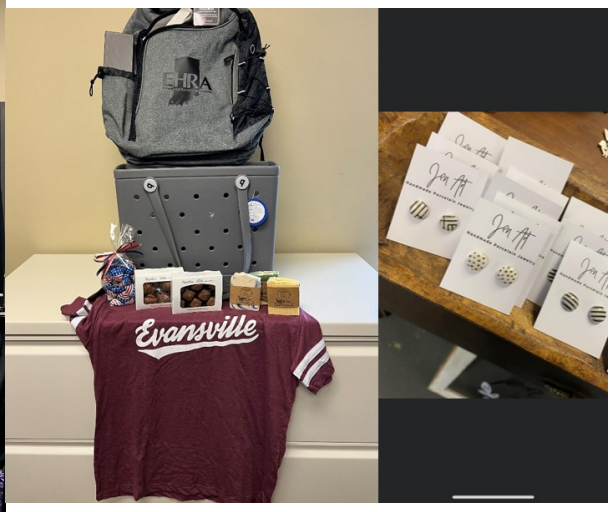
Julia Pillow



Julia Pillow (above on the right) is the Indiana State Council Volunteer of the Year! She also serves on the board of EHRA. Thank you for representing EHRA so well and congratulations!

EHRA Evansville Area Human Resource Association @ HR INDIANA 2022 ANNUAL CONFERENCE





EHRA Auction Basket:

- ⇒ BOG bag from Social Bird Boutique
- ⇒ EHRA Backpack
- ⇒ EHRA pen set
- ⇒ Evansville Raglan short-sleeve tee (L) from River City Coffee & goods
- ⇒ Evansville pen from River City Coffee & goods
- ⇒ Jen Art earrings (handmade)
- ⇒ 3 bars of goat soap bars from Hope Hill Farms
- ⇒ Chocolates from Stephen Lib Candies

If you attended HR Indiana 2022 and would like your picture from the conference in the newsletter, please send it to jfertig@usi.edu.



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.



EHRA is looking for sponsors for our Monthly Meetings.

Sponsorship provides many benefits including presenting your business to the meeting attendees .

Contact Samantha at samantha.witte85@gmail.com for more details!

*****If you are interested in sponsoring the EHRA Fall Conference, the deadline for sponsorship applications is 10/7.**

HOW DIS-ABILITY CAN BUILD YOUR WORKFORCE



Employing Individuals with Disabilities Awareness Event

October 12, 2022
Old National Events Plaza

Keynote Speaker

Becky Curran Kekula

10:30 am
Panel Discussion

11:45 am
Luncheon featuring Becky Curran Kekula

1:30 pm–3:30 pm
Job Fair

For more information or to register for the workshop and/or luncheon, please contact the Evansville-Vanderburgh County Human Relations Commission by Friday, September 30 by calling (812) 436-4927 or emailing hrc@evansville.in.gov.



What's Happening at EHRA

2022 board

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