CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

September 2023



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL SILVER CHAPTER 2022

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



Can you believe this month is the end of summer? Fall starts in September! I hope you all have had a great summer!

I wasn't able to attend HRIN in August, but I heard it was great. I want to give a big shout out to our members that volunteered! We had 17 shifts covered by EHRA volunteers. Here is a list of our members that volunteered: Dana Pool, Jennifer Skodinski, Gayle Arvin, Jessica Bailey, Julia Pillow, Melanie Reed, and Sue Halbig. You all are amazing, and we thank you for representing EHRA!

Our focus has shifted to the Annual Conference in October! The date is October 26th and registration is OPEN! Feel free to reach out to me or any other board members with questions about registration. The speaker lineup is JAM packed, and I think it's going to be awesome! A schedule should be coming out soon. I hope you will join us!

Don't forget about our September meeting on the 21st!

If anyone is interested in joining the board or one of our committees and helping make EHRA even better, please reach out to me at agries@kellerschroeder.com. I'm happy to answer any questions you may have about time commitment, duties, etc.

Amanda Gries
President

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.

September Meeting Information

Thursday, September 21, 2023
11AM - 1PM
First Federal Operations Center Building
4920 Davis Lant Dr.
Evansville, IN



AGENDA

11:00 - 11:30 Registration and Networking
11:30 - 12:00 Lunch
12:00 - 1:00 Program

PROGRAM: MENTAL HEALTH IN THE WORKPLACE

Join Penny Tepe as she takes you on the journey of her own mental illness, as well as, her children's. Penny will cover the correlation between mental & physical health, how mental healthcare has improved over the years, and offer information on various programs available. She will give attendees the knowledge of what signs to look for in their employees and where they can reach out for help!

SPEAKER: PENNY TEPE

Penny is a 50-something single mom of twins (who are now grown) and has worked with children for about 30 years. She is a survivor of lifelong Depression & Anxiety and has a daughter with Schitzoeffective Disorder, Anxiety, Depression, and PTSD. When her twins became teenagers, they starting having numerous behavioral problems; the things that most parents go through with teenagers. However, for them it snowballed into so much more!
She came to NAMI via the Family to Family class which taught her she was not alone. There was help! She continued to do research looking for the best ways to help her daughter. She eventually joined the board of NAMI Evansville and started doing health fairs and ETS presentations to reduce the stigma. She also joined the board of Southwest Behavioral Healthcare where she is starting her second term.
As her daughter began to start functioning more on her own, she started the work of NAMI WALKS as a way to ensure the future of NAMI Evansville's work.
It is her goal to bridge the gap in educating the community about mental health. To join forces with community partners. To provide a place at the same time every year where people can go for a short retreat to find the information they need, so together they can ensure a better future for people struggling not only within our community but surrounding communities as well.

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UMB is an industry leader and trusted partner for seamless integrated financial solutions. We provide a turnkey option for all the benefit accounts you offer your people.

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- **Health Reimbursement Arrangements** (HRAs)
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UMB makes it easy to plan, save and pay for healthcare, dependent, and commuter expenses.

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- Simple and secure online access to key information and real-time reports
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- Educational support to drive employee adoption and engagement—including decision support tools and welcome kits



AN EFFORTLESS EXPERIENCE FOR YOUR EMPLOYEES

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- A convenient way to pay bills, reimburse themselves for expenses, and access discounts and online shopping offers
- Phone, email and chat support from knowledgeable, U.S.-based representatives
- Self-directed investment options for their HSA funds

Welcome Our New Members!

JEFFREY **SCOTT**
TOYOTA

KENDRA **KREITEMEYER**
AMERICAN WHOLESALERS/ AMERICAN WINDOW

LORI **LEDUC**
UNIVERSITY OF EVANSVILLE

NICOLE **SCHENK**
VALERO RENEWABLES

STEPHANIE **UNDERHILL**
DEACONESS HEALTH SYSTEM

*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.

Registration is now open 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



EMPLOYMENT IS FOR EVERYONE PRESENTS

MENTAL HEALTH IN THE WORKPLACE:

Planting the seed of understanding

Join us for a forum and panel presentation where we'll delve into the topic of mental health. Our goal is to foster a better understanding and support for individuals facing mental health challenges in the workplace. Guests will learn what to look for, de-escalation techniques, resources, and all about possible accommodations so that these individuals are able to thrive in their employment.

Event Details

Date: Wednesday, October 18th, 2023

Time: 9:00 - 11:30am CST

Location: Crescent Room at Milestones, 621 South Cullen Avenue, Evansville, IN 47715

RSVP: Email including company name and how many guests to Christina.Skie@fssa.IN.gov by 10/11/2023.

Don't miss this opportunity to gain valuable insights and learn how we can all contribute to a more inclusive and supportive work environment. Be sure to mark your calendars and spread the word about this free event!

Free, informational event!

Who should attend?

Hiring Managers, Supervisors, Human Resources, Business Owners, Anyone interested in mental health & employment

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Opening remarks from Mayor Lloyd Winnecke

Be sure to check out the refreshments, resources, and sponsors!

*If accommodations are needed please contact Melissa Cook by 10/01/2023 to request:

(812) 454-6117

Melissa.Cook@fssa.IN.gov



DOL Proposed Changes to White-Collar Overtime Exemptions – What Employers Need to Know

By: Jordan Heck, Attorney, Kahn, Dees, Donovan & Kahn, LLP

A potential shift in labor regulations is on the horizon, as the Department of Labor (DOL) has proposed an increase to the minimum salary threshold for white-collar exemptions to the overtime requirement under the Fair Labor Standards Act (FLSA). This proposal, currently in its 60-day notice period, could have significant implications for employers and employees alike.

The Proposed Changes

The DOL's proposed rule suggests a substantial increase from $684 per week ($35,568 annually) to $1,059 per week ($55,068 annually) for the minimum amount an employee must make per week to be exempt from overtime under the executive, administrative, or professional exemptions. Moreover, the rule would increase the total annual compensation requirement for "highly compensated employees" from $107,432 per year to $143,988 per year. These potential changes aim to redefine eligibility for overtime pay and are subject to alterations following the 60-day notice and comment period.

Impact on Employers

Businesses should prepare for potential adjustments in workforce and compensation strategies. If the proposed regulations become effective, employers will have to assess whether to raise employee salaries or reclassify them as non-exempt.

Key Considerations

- Possible Revisions: As this is a proposed rule, the DOL will likely revise the proposed rule after the 60-day notice period based on feedback from various stakeholders.
- Financial Evaluation: Employers should analyze the cost-effectiveness of salary adjustments versus potential overtime expenses for reclassified employees.
- Workforce Management: Businesses may need to reconsider how they manage employee workloads and schedules to minimize overtime hours and associated costs.
- Communication and Compliance: Transparent communication with employees about potential changes is vital, as is maintaining accurate records for compliance and dispute resolution.

In sum, the DOL's proposed increase in minimum salary thresholds for white-collar exemptions presents a potential paradigm shift for employment regulations. It is crucial to note, however, that this is a proposal subject to changes after the 60-day notice and comment period. As these regulations evolve, it will be important for employers to remain informed and seek legal counsel.

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 this update and how it may affect you or your organization or any other specific legal issue or problem you may be experiencing. This note was originally published at https://kddk.com/2023/09/01/dol-proposed-changes-to-white-collar-overtime-



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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