

JOIN US FOR THE EIHRA CONFERENCE

Are you certain that the policies in your handbook are in compliance with ALL of the 2009 changes that are affecting your organization?

EIHRA survey data indicates that our membership desires professional development opportunities focused on compliance and legal issues affecting our organizations. In response to this survey data, the EIHRA is holding a half-day legal workshop on May 12, 2009, at Reid Hospital, Lingle Auditorium. Attending the workshop will provide attendees an excellent opportunity to learn what they need to know to update their existing employee handbooks or create a new handbook that is compliant in 2009.

Registration for this special workshop begins at 7:30 AM with continental breakfast and an opportunity to visit vendors. The workshop will begin at 8:00 AM. The cost is \$30.00 per person, which includes a four-hour legal workshop, continental breakfast and lunch. We are awaiting approval for HRCI credits (3.5 hours.)

DEVELOPING EMPLOYEE HANDBOOKS – KEEPING THEM LEGAL AND EFFECTIVE

Paul Sinclair, Attorney, Ice Miller LLP, Indianapolis is the presenter and sponsor. Mr. Sinclair has extensive experience in employment and labor law (see attached bio.) Paul's presentation will also include the following handbook policies:

- Layoff Policies/WARN Act
- Drug testing
- Smoking and tobacco
- AIDS/HIV
- Employee Privacy (monitoring, internet, email, telephone, Fair Credit Reporting Act)
- Confidentiality/Inventions Policies
- Code of Conduct/Business Ethics
- Arbitration Policies
- ADA Policy
- Grievance and Open Door Policies
- FMLA Policies
- USERRA Policies
- Office Romance and Love Contracts
- Attendance Policies
- Dress Code
- Weapons at Work
- Cell Phones, Cameras Personal Computing Devices
- Performance Review Policies
- Progressive Discipline Policies
- EFCa and Union-Free Policies

EIHRA is now on LinkedIn!!!!

If you are a member of the professional networking site LinkedIn, please check out the EIHRA group. We will use this to promote meetings, conferences, and other news about the group. The site is www.linkedin.com.

Upcoming Meetings

May 12, 2009 EIHRA Conference

Registration: 7:30 AM

(continental breakfast provided)

Program: 8:00 AM – 12:00 PM

Break: 10:00 AM (visit vendors)

Lunch: 12:00 PM (provided)

Cost: \$30.00 per person

Where: Reid Hospital

Lingle Auditorium, 1100 Reid Parkway, Richmond, IN

Next Month's Chapter Meeting

June 9th, 11:30 am

Roundtable Discussion

MCL Cafeteria



Happy Birthday!

Rhonda Burnett - May 6

Janet Sweet - May 22

Joyce Bitner - May 23

Carrie Kolentus - May 24

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WEBSITE

www.eihra.com

Bring a Friend

The board recently approved the motion to allow prospective EIHRA members to attend monthly program/chapter meetings (not workshop) for the first time at no cost. If you know of someone who may be interested in becoming a member and they would like to check out a meeting, please contact one of the board members.

Help Wanted

The board is always looking for help with different projects and we have numerous committees. If you are able to help out in any area, it would be greatly appreciated. Feel free to contact any board member to volunteer your services.

New Board Member

Anna Lohmoeller has accepted the Treasurer position taking over for Kelly Weatherly. Thank you to Kelly for all of her hard work and a thank you to Anna for stepping up and helping out the group.

New EIHRA Members

Please welcome Pam Bowman as a new EIHRA member. Through the end of April we are at 54 members.



The Inaugural EIHRA Newsletter

Welcome to the first issue of the EIHRA newsletter. Hopefully this newsletter will allow members to become more familiar with what the EIHRA can provide and become more familiar with their fellow members. The newsletters will contain information about upcoming monthly meetings, reports from board members and their committees, news members can use, and much more. Newsletters will be available at the monthly meetings and they will be on the EIHRA website as well. If you have any ideas of what could be included in the newsletter, please contact Paul Bundschuh at paul.bundschuh@belden.com. Thank you.

House Bill 1379

HB 1379 (Unemployment Taxes and Benefits) now sits on the Governor's desk and awaits his signature. Disappointingly, he is apparently willing to sign it into law. We must act **NOW!**

This bill represents the largest single business tax increase in the history of the state. The implications for HR professionals are stark: more layoffs, less hiring, more workers comp claims from over-worked and disgruntled employees, more FMLA, etc. You get the picture and it is not pretty.

This does not have to be. Call the governor's office at (317) 232-4567 and let him know loud and clear that he should not sign this bill. Provide all of the specific examples you can, such as cost, impact on hiring, impact on leave requests, WC and FMLA, an overworked labor force due to inability to staff due to the tax. We must make our voices heard!