CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

April 2024



AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



I hope you all had a nice Easter season and were able to spend time with family!

April brings our first meeting and partnership with USI! We are so excited to hear Jason Fertig (also a member of the EHRA Board of Directors) speak about the DISC. USI is also sponsoring the meeting and planning a delicious meal for us. Please register! A map will be sent out for the meeting as well so we all know where to park and go on the campus. I know it's grown a lot!

I'd like to remind everyone that SHRM24 is in Chicago, IL!!!! Practically our backyard! Please talk with your employer and attend if you are able. It's a great experience, and the entertainment this year is awesome! The dates are June 23 – 26. Here is the link to review/ register for it https://annual.shrm.org/

We also are still working on our event DisruptHR that is in July. The registration is open! Please use this link to register: https://ehranet.org/meet-reg1.php?id=182 We are working on speakers and sponsorship; so if you can help in either of those areas, please reach out! The event is July 24th at CityView in Evansville. It's going to be great!

We are also continuing to work on our annual conference that will be held in October. More information to come on this, but it's a great one day event with credits for certification. The speakers are going to be awesome and very educational. Looking forward to seeing you all there!

As you can see, lots going on with EHRA. If you're interested in helping with any of our events (including the holiday party in December), please let one of our board members know. We love having the help!

Enjoy April, and hope to see you at USI!

Amanda Gries
President

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.

April Meeting Information

Thursday, April 18
11AM - 1PM
University of Southern Indiana
Griffin Center



AGENDA

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

PROGRAM: HOW DISC CAN HELP YOU UNDERSTAND AND INFLUENCE PEOPLE

DISC is a personal assessment tool used to help improve teamwork, communication, and productivity. In this program, participants will learn how the DISC profile can unlock the key to better relationships both inside and outside of work. Attendees do not have to take a DISC instrument or have any prior exposure to DISC in order to benefit from this session.

After attending this presentation, participants will:

- Understand the four quadrants of the DISC instrument
- Discover the most common DISC patterns
- Learn effective strategies for relating to and managing each pattern
- Hopefully laugh a little!

SPEAKER: JASON FERTIG

Jason Fertig is an associate professor of Management at The University of Southern Indiana. Jason teaches classes at the undergraduate and graduate level in Human Resource Management, Organizational Behavior, and Training and Development. His research interests include management education, leadership, and online learning. Jason obtained his Ph.D. and MBA in Business Administration from Temple University and his B.S. in MSIS from Rutgers University. In his spare time, he enjoys relaxing with his family, practicing Brazilian Jiu-Jitsu, and watching comedy movies.

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USI.edu/business

SAVE THE DATE

EHRA Monthly Meeting Schedule 2024

Evansville Country Club

(unless otherwise noted)

- April 18—Jason Fertig *at USI*
- May 16—Chris Schrader
- June 20—Shawn Collins
- July 18—Kathleen Lapekas
- August—No meeting. IN State Conference
- September 19—Josh Gessling & Jake Fulcher
- October 23—Annual EHRA Conference
- November 21—Amanda Gries
- December— Holiday Party



CITY VIEW

EVANSVILLE, IN

WEDNESDAY, JULY 24, 2024

5:30-8:30 PM

Registration and Networking 5:30-6:30 PM

Program 6:30-8:30 PM

Appetizers and drinks will be provided

Presented by:

EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP

EHRA

DISRUPT

EVANSVILLE | CITY VIEW

WEDNESDAY, JULY 24, 2024

Presented by:

EHRA

EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP

Sponsorship Opportunities

$250	$500	$1,000	$2,500
• Logo and website linked on event page • Promotion throughout the event from stage	• Logo and website linked on event page • Promotion throughout the event from stage • Ability to set up table at event	• Logo and website linked on event page • Promotion throughout the event from stage • Ability to set up table at event • Ability to speak for 3 minutes at beginning of event	• Logo and website linked on event page • Promotion throughout the event from stage • Ability to set up table at event • Ability to speak for 5 minutes after break for intermission

Email Wendy Gumbel – wgumbel@gmail.com – to express interest

Welcome Our New Members!

DUSTIN **WILKE**
SUPER CUTZ LAWN CARE

CASANDRA **DAVIS**
INNOVATIVE STAFF SOLUTIONS

JENNIFER **TUCKER**
PEOPLE PLUS, INC

GREGORY **SMITH**
ALCOA, INC

TIFFANY **WEISS**
CLEARWAVE FIBER

*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.

Welcome Our New Members!

STACIA **MARTIN**
HARDING, SHYMANSKI & CO, P.S.C.

SHAUNA **NELLIGAN**
BRIDGE ALTERNATIVES

DANA **JOHNSON**
COMMONWEALTH PAIN & SPINE

MEGAN **MANENTE**

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NLRB's Joint Employment Rule Vacated by Federal Court in Texas

The saga of the fate of the National Labor Relations Board's ("NLRB") rule on joint employment continues.

On March 8, 2024, U.S. District Court Judge J. Campbell Barker of the Eastern District of Texas vacated the NLRB's rule on joint employment. The rule was issued by the NLRB on October 26, 2023, and called for a more liberal standard to be used in determining when workers were jointly employed by two or more entities. The rule was scheduled to become effective on March 11, 2024.

On March 9, 2024, the NLRB released a statement saying "The District Court's decision to vacate the Board's rule is a disappointing setback, but is not the last word on our efforts to return our joint-employer standard to the common law principles that have been endorsed by other courts … and [t]he Agency is reviewing the decision and actively considering next steps in this case."

As of the date of publication of this note, it is unclear how the NLRB will respond to the District Court's order. It is possible the NLRB will appeal the District Court's decision to the Fifth Circuit Court of Appeals, further delaying any certainty about the fate of the NLRB's joint employer rule. The NLRB may also elect to proceed with additional rulemaking or take other measures. Employers are encouraged to continue to monitor developments on the NLRB's joint employer rule.

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.



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

SAVE THE DATE

DisruptHR is coming to Evansville July 24th!

2024 *board*

President
Amanda Gries
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President-Elect
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