CHAPTER CONNECTION

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AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



August…
How did we get here so quickly?! It's already back to school time and state conference month. I hope everyone was able to enjoy their summer. July was our first ever DisruptHR event. It was amazing! There will be videos posted on our social media sites, and you can check them out. Please keep in mind, this was NOT an HR event eligible for recertification credits. Disrupt is an event designed to inspire us to think outside the box of our regular day-to-day HR lives... and the speakers/topics encourage us to be better people. I really enjoyed it and hope that we can pull it off again next year. A BIG THANK YOU to Wendy Gumbel for leading the charge!

For those attending state conference, don't forget we're going to an Indianapolis Indians baseball game Tuesday night. I'd like to give a huge shoutout to Dana Pool for planning and organizing this event. You should have received an email with a link to register; please sign up so that we have an accurate headcount for food. Here is the link to register for the game: https://ehranet.org/meetinginfo.php I'm excited to try something new! This event is covered by EHRA and is FREE to you! If you have any networking ideas that we can do for our EHRA group during state conference in the future, please let a board member know. We love new ideas!

Since Disrupt is over and state conference is already next week, please stay tuned for annual conference information. Julia Pillow has worked hard to lead the charge on this, and I'm excited for the announcements to be made in the near future!

Remember, there is no EHRA monthly meeting this month due to state conference. We'll be back at it in September. Thank you all for making EHRA what it is, and we hope to continue to get bigger and better because of you!

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.

HAVE YOU REGISTERED TO ATTEND THE HR INDIANA CONFERENCE IN AUGUST?

SIGN UP TO VOLUNTEER!

What's New This Year?

Exciting News! Complete at least two volunteer shifts, and you'll receive an exclusive HR Indiana t-shirt! These super cool shirts are limited and will be distributed on a first-come, first-served basis—another great reason to sign up for the early events!

Why Volunteer?

- **Easy and Fun:** Volunteer shifts are straightforward, and we provide all necessary training before the conference. Plus, resources will be readily available to assist you during your shifts.

- **Networking Opportunity:** This is a perfect chance to connect with fellow HR professionals, expand your network, and make new friends.

- **Super Cool HR T-Shirt:** By volunteering for a minimum of two shifts, you'll earn yourself an exclusive HR Indiana Conference t-shirt. It's the ultimate attire for showing off your HR prowess and adding a touch of HR flair to your wardrobe!

- **Chapter Benefits:** If you're a member of a local chapter, your volunteer hours translate into credits for your chapter. Credits mean MONEY that can be used for programming and development activities in your region!

Take the leap and check out the 2024 HR Indiana Volunteer Opportunities, register as a volunteer, and select your shifts. More shifts will be added, so bookmark the site and check back often!

For any questions about the volunteer opportunities, please contact us at volunteers@hrindianashrm.org.

(Information provided by HR Indiana SHRM)

SAVE THE DATE

EHRA Monthly Meeting Schedule 2024

- **August—No meeting. HR Indiana Conference**
- **September 19—Josh Gessling & Jake Fulcher**

  Location: Kahn, Dees, Donovan & Kahn, LLP
- **October 23—Annual EHRA Conference**

  Location: Evansville Country Club
- **November 21—Amanda Gries**

  Location: Kitchen 812
- **December— Holiday Party**

  Location and date: TBD

DISRUPT Evansville was a huge success! Thank you to all of our speakers, sponsors, and attendees for making the event possible. SHOUTOUT to Wendy Gumbel, EHRA Past President, for organizing the event.



Welcome Our New Members!

HEATHER **SMITH**
KAISER ALUMINUM

OLGA **TSYBULNIK**
KAISER ALUMINUM

JAMIE **WALTER**
MEMORIAL HOSPITAL AND HEALTH

*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.



Federal Court in Pennsylvania Refuses to Block FTC's Non-Compete Rule

By: Nick Golding, Kahn, Dees, Donovan & Kahn, LLP

On July 23, 2024, the US District Court for the Eastern District of Pennsylvania rejected an employer's legal challenge of the Federal Trade Commission's final rule banning non-compete agreements and found that the company failed to show it would suffer irreparable harm if the final rule stood. The FTC's controversial final rule, which will effectively nullify most existing non-compete agreements and limit enforcement to certain senior executives only, is currently scheduled to go into effect on September 4th.

The Eastern District of Pennsylvania's decision diverges from other recent legal challenges to the FTC's non-compete ban. On July 3rd, a federal judge for the Northern District of Texas granted a limited preliminary injunction staying the final rule's September 4th effective date. However, the Northern District of Texas limited its preliminary injunction only to the parties in that case.

This judicial split keeps employers waiting to see if the final rule will take effect on September 4th. The employer is expected to appeal the Eastern District of Pennsylvania's decision, and the Northern District of Texas has announced it will issue a further decision on the merits of the final rule on or before August 30, 2024. These challenges keep the door open for broader injunctive relief to be granted for employers nationwide before the final rule takes effect. While these challenges remain ongoing, employers are encouraged to continue to plan and prepare for the final rule to potentially go into effect on September 4th.



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:

- EHRA Members: $100/30 days
- Non-EHRA 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.

We hope to see everyone at the HR Indiana Conference August 12—14th!

What's Happening at EHRA

2024 board

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