CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

August 2025



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM RECERTIFICATION PROVIDER SHRM-CP | SHRM-SCP

RECERTIFICATION PROVIDER HRCI 2025 HRCI.ORG

EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



EHRA Members,

We have made it to August EHRA members! As I reflect on the monthly newsletter, it feels that time is flying by at record speed. My son returned to the Life Skills program at Bosse, and my daughter heads back to IU in a few short weeks. My hope is that whatever stage of life you are in, you have the opportunity to take a breath and enjoy this season.

As we recap July, Chris Schrader and Tracy Justice presented at our monthly meeting and reading your reviews it is evident how much you appreciated their updates on all things government affairs. As those surveys go out, we do take the time to read each and every one of them. We rely on your feedback to ensure we are offering high-quality programming that not only provides continuing education credits but also enhances your knowledge as human resources professionals.

As a reminder, we will not meet in August. Instead, we hope you will join us at the HR Indiana conference on August 18-20 in Indianapolis. We are planning to gather as a group and try our hand at axe throwing. Information is included in the newsletter as well as our website. Additionally, make sure to connect with us via the conference app, Whova. We would love to visit with our members in Indy.

Jennifer Zimmer

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.



EHRA Monthly Meeting Schedule 2025

August 2025– NO MEETING THIS MONTH

Please join us in Indianapolis at the HR Indiana Conference at the Indiana Convention Center August 18th—20th, 2025.

Please mark your calendars for future 2025 EHRA monthly meetings:

September 18th, 2025- ***The Hidden Engagement Killer***

Location: ***City View at Sterling Square***

210 N. Fulton Ave, Evansville, IN 47710

https://cityviewevv.com/

11:00 AM—1:00 PM



EHRA NETWORKING EVENT AT HR INDIANA SHRM ANNUAL STATE CONFERENCE!

JOIN US FOR AXE THROWING & PIZZA!

WE WILL BE AT BAD AXE THROWING, WITHIN WALKING DISTANCE FROM THE CONFERENCE HOTEL!

HR PROS AFTER HOURS: AXE-TION, CONNECTION & COLLABORATION!

Within walking distance from the conference hotel, join us at Bad Axe Throwing – Indianapolis for an unforgettable evening of networking, pizza, and precision!

Whether you're aiming for the bullseye or building new professional bonds, this high-energy EHRA event during the HR Indiana SHRM Annual Conference is your chance to relax, recharge, and connect with fellow EHRA members in a fun, casual setting.

To register: **https://ehranet.org/meetinginfo.php?id=209&ts=1753305689**

Emails have been sent out to those that registered for HRIN to encourage them to sign up for the event, if you did not receive an email or would like more information, please email Amanda Gries: AGRIES@KELLERSCHROEDER.COM

HUMAN RESOURCES
LAW UPDATE

LEGISLATIVE AFFAIRS UPDATE
with Joshua B. Gessling—Legislative Affairs Chairperson

OFCCP Proposes Regulatory Changes Affecting Federal Contractors and Resumes Enforcement Activities

By Mark A. McAnulty, Nicholas J. Golding, and Jackson T. Treadway

On July 1, 2025, the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) proposed rules altering compliance requirements for federal contractors. On July 2, 2025, the DOL issued Secretary's Order 08-2025, which lifted its previous suspension of OFCCP's enforcement activities under Section 503 of the Rehabilitation Act (Section 503) and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) after President Trump revoked earlier this year Executive Order 11246, signed by Lyndon B. Johnson, which mandated federal contractors take affirmative action in hiring, promotion, and other employment practices.

Proposed Rescission of Executive Order 11246 Regulations

OFCCP's new proposals rescind the regulations requiring contractors to maintain affirmative action programs and set diversity goals based on race and sex. The proposed rollback includes the removal of the following key regulations:

- 41 C.F.R. § 60-1 (Obligations of Contractors and Subcontractors)
- 41 C.F.R. § 60-2 (Affirmative Action Programs)
- 41 C.F.R. § 60-3 (Uniform Guidelines on Employee Selection Procedures)

41 C.F.R. § 60-20 (Sex Discrimination)

Key Modifications to Existing Regulations

Along with the rollback of Executive Order 11246, OFCCP's proposals also revise Section 503, which governs affirmative action for individuals with disabilities. The proposed changes eliminate the requirement for contractors to solicit disability self-identification from applicants and employees and remove the seven percent utilization goal for hiring individuals with disabilities. Federal contractors' obligations under Section 503 to refrain from discrimination in employment against individuals with disabilities remain in place.

Under VEVRAA, federal contractors will still be required to set annual hiring benchmarks for protected veterans and maintain outreach and recruitment programs.

LEGISLATIVE AFFAIRS UPDATE
with Joshua B. Gessling—Legislative Affairs Chairperson

CONTINUED:

Changes Announced in Secretary's Order 08-2025

The DOL's Secretary's Order 08-2025 immediately instituted the following changes impacting federal contractors:

- OFCCP is now authorized to "immediately resume" processing of "[a]ny Section 503 and VEVRAA complaints" which had been paused since January 24, 2025.
- OFCCP will also "administratively close all pending compliance reviews" under Section 503 and VEVRAA and "take no further action related to the scheduling list released in November 2024." Contractors who were under review will receive formal notice from OFCCP of these closures.
- For now, contractors are not required to certify their compliance with OFCCP's Affirmative Action Program ("AAP"), but OFCCP notes "that Section 503 and VEVRAA, along with their implementing regulations, remain in effect" and advises contractors to continue to comply with their obligations under Section 503 and VEVRAA.

OFCCP is also extending the enforcement moratorium for the Veterans Affairs Health Benefits Program (VAHBP) through May 7, 2027. VAHBP providers will continue to be exempt from enforcement of their affirmative obligations under Section 503 and VEVRAA, but they will remain subject to nondiscrimination obligations and discrimination complaint investigations by OFCCP.

Next Steps for Federal Contractors

The deadline to submit public comments on OFCCP's proposed rules is September 2, 2025, and the changes announced in Secretary's Order 08-2025 take effect immediately. Federal contractors should continue monitoring developments and are encouraged to consult with counsel to evaluate their ongoing obligations under Section 503 and VEVRAA in light of these changes.

This note is for informational purposes only and not for the purpose of providing legal advice. If you have questions about how this information may affect you, you may wish to consult your legal counsel to discuss your specific circumstances. This information cannot be relied upon or substituted for legal advice.



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.

Don't miss this months meeting with:

No meeting in August.

Hope to see you in Indy at the HR Indiana SHRM Conference!

And for Axe Throwing!

What's Happening at EHRA

2025 board

President
Jennifer Zimmer
jennifer.zimmer@countrymark.com

President-Elect
Dana Pool
danap@bestfriends.org

Secretary
Samantha Witte
switte@carhartt.com

Treasurer
Melanie Reed
mbeesimpson@gmail.com

Assistant Treasurer
Cori Deputy
cdeputy@kellerschroeder.com

Membership Chairperson
Madeline Hoppenstedt
membership@ehranet.org

SHRM Liaison and Certification Chairperson
Jessica Bailey
jessicabailey63@hotmail.com

Web Chairperson
Julia Pillow
juliakpillowhrin@gmail.com

College Relations Chairperson
Jason Fertig
jfertig@usi.edu

Workforce Readiness Chairperson
Megan O'Conner
hopingforblueskies@gmail.com

Newsletter Editor
Abbie Garrett
abbieg1776@gmail.com

Finance Chairperson
Brad Odil
bodil@referenceservices.com

Communications Chairperson
Julia Pillow
juliakpillowhrin@gmail.com

Diversity Chairperson
Jessica Poole
jpoole3130@yahoo.com

Professional Development Chairperson
Jennifer Skodinski
jskodinski@dccevv.com

Legislative Affairs Chairperson
Josh Gessling
jgessling@kddk.com

Past President
Amanda Gries
agries@kellerschroeder.com