CHAPTER CONNECTION

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AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL GOLD CHAPTER 2023

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



How in the world are we at the END of 2024? I hope your 2024 has been prosperous and continues into the new year!

Speaking of a new year, we will have a new EHRA President for 2025. Many of you know her, and if you don't, I highly recommend having her in your corner. She will send out the newsletter note in January, but her name is Jennifer Zimmer. I know she is going to continue to support all of you! Also, we will have a fabulous Board of Directors in 2025 including some new faces. It has been an honor serving as the EHRA Chapter President for the last three years. I hope that you continue to support EHRA and participate in the activities. You may even want to consider joining the board in '26. We welcome you!

****PLEASE READ THIS CAREFULLY****

Our holiday party is still going to be December 12th, **BUT THERE IS A CHANGE IN VENUE.** Due to circumstances beyond our control, we will be moving the holiday party to **Pine & Co at 15901 Petersburg Rd.** in Evansville.

I am excited to see this new venue and hope you are too! It looks beautiful! You should receive emails about the party with instructions on how to sign up. Please do so ASAP! There will be prizes. You can purchase tickets for a chance to win, and we plan on having an elfin' good time! I especially want to thank Dana Pool and Cori Deputy for their work on making this venue change happen so that we didn't have to cancel our celebration. There was a LOT of behind the scenes work in a short amount of time!

There is no monthly meeting in December due to the holiday season, but we will be back strong in January!

Let's gear up for an awesome start to 2025! Wishing you all a happy and prosperous new year!

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.

We hope to see you this Thursday!



SAVE THE DATE

EHRA Monthly Meeting Schedule 2024

- **December 12— Holiday Party 5:30pm to 8:30pm**

Location change:

Pine & Co

15901 Petersburg Rd

Evansville, IN

PLEASE NOTE THE VENUE CHANGE FOR OUR HOLIDAY PARTY,

THE LAST EVENT OF THE YEAR!







HR CONFERENCE CRUISE

FEBRUARY 22-27, 2025

Join us!

- The HR Conference Cruise will depart from Port Canaveral, FL on February 22-27, 2025 for a 5-night sailing on Royal Caribbean's *Voyager of the Seas*.
- We'll have FOUR, pre-conference webinars plus 7 sessions on board for at total of 15.0 recertification credits (PENDING).
- All on board sessions are held in the ship's Conference Center.
- We offer a tremendous number of networking opportunities, with great speakers, on a fun venue.
- The sailing includes two ports-of-call: Nassau, Bahamas and Labadee, Haiti (Royal Caribbean's private island).
- Don't miss out and register today. We look for a $100 per-person, deposit with the balance due on 12/15/2024.

SPEAKERS



Ben Eden



Mallory Herrin



Andrea Lewis



James Reid



Mary White



Daniel Juday



Julie Develin

ILLINOIS SHRM · HR INDIANA SHRM · MISHRM · SHRM · ASPECT

hrcruise.com

team-aspect@aspect-marketing.com

440.899.2242

Welcome Our New Members!

CASIE RISLEY

BURKHART INSURANCE AGENCY

SAMANTHA JONES

D-PATRICK, INC.

STEPHANIE FIFER

UNIVERSITY OF SOUTHERN INDIANA

TAMEKA DUNSON

REGIONS BANK

*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 Texas Strikes Down DOL's Overtime Rule; DOL Appeals Decision

On November 15, 2024, a federal court in Texas set aside the U.S. Department of Labor's final rule issued in April 2024 (titled "Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales, and Computer Employees") (referred to as the "2024 final rule").

The 2024 final rule provided for tiered increases to the minimum salary levels required to satisfy the exemption tests for executive, administrative, and professional and highly compensated employees. The 2024 final rule also called for automatic increases to the minimum salary levels based on earnings data beginning July 1, 2027. The federal court's decision invalidated the Department of Labor's 2024 final rule in its entirety, including the minimum salary level increases in July 2024 and January 2025 and the automatic adjustments scheduled to begin July 1, 2027.

On November 26, 2024, the Department of Labor filed its notice of appeal, signaling its intention to challenge the federal court's vacatur of its 2024 final rule. Unfortunately, the outcome of this appeal cannot be predicted with any reasonable degree of certainty as of the date of publication. To date, the parties have not presented their arguments to the Fifth Circuit Court of Appeals, and it is virtually certain President-elect Trump will move to quickly install new leadership at the Department of Labor after his inauguration on January 20, 2025. However, given the timing of the appeal and President-elect Trump's fast-approaching inauguration date, it is possible the stage could be set for history to repeat itself. Readers may recall that when President-elect Trump last took office, his then-revamped Department of Labor abandoned an appeal it had previously filed (during former President Obama's administration) challenging a court ruling that had vacated a similar overtime rule for similar reasons.

Given the present uncertainty surrounding the Department of Labor's appeal, employers are encouraged to monitor this case for developments.

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.

What's Happening at EHRA

Don't miss the December meeting, our annual HR Holiday Party.

Registration is open!

2024 *board*

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