CHAPTER CONNECTION

Merry Christmas & Happy New Year from the EHRA Board of Directors. Hope to see you at the holiday party Thursday Dec 11th at 6pm.

A publication of the Evansville-Area Human Resource Association

December 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**



Seasons Greetings,

I know I must sound like a broken record by now, but this year has truly flown by. As HR professionals, I understand the business of the end of the year and the beginning of the next year. From added work responsibilities, festive occasions to celebrate and gather with friends and family, and the hustle and bustle of last-minute shopping and to do's, make sure you remember to fill your cup and take time to focus on yourself. Mental health and wellness is real, and we want to be our best so we can offer our best.

As a reminder, we will not have a membership meeting in December. Instead, we will host our holiday party on December 11th at Myriad in Newburgh. We are very excited to offer this at no cost to members with pre-registration. Enjoy a wonderful meal, entertainment, and fellowship with EHRA members (guests are welcome for a nominal charge). We are also hosting a give back to our community. Many school-age children do not have winter weather items such as hats, gloves, and coats. Would you consider bringing a new item to the holiday party to be donated to EVSC? Let us make sure no kids have to stand outside without being bundled up.

I also want to remind you to submit your 2026 EHRA dues. The dues notices have gone out via email. We are keeping the cost the same this year as well as considering more ways to add value to your membership. Please share ideas with me or any of our board members. We love your suggestions! And, if you renew your membership in December, you can attend our January meeting for free, and this truly is a one-of-a-kind offering. Partnering with HR Indiana, author Josh Wymore will join us virtually and present on the Feedback Formula. How many times have you coached managers on the necessity of giving, and receiving, feedback? Hear Josh's take on feedback along with action steps that you can implement immediately.

Again, thank you to all of you for a wonderful 2025. Here is to an even better 2026!

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

Thursday, December 11th, 2025, EHRA 2025 Holiday Party -

Winter Wonderland
Doors Open at 6pm
Dinner at 6:30

Join us for an evening of festive holiday fun with games, prizes, drinks, delicious food, and a raffle. Don't forget to bring cash!

Location: **Myriad Brewing Company—Newburgh**

8245 High Pointe Drive

Newburgh, IN 47630

https://www.myriadbrewing.com

6:00 PM to 8:00 PM

Visit ehranet.org and click on meetings to register or for more information.

Please mark your calendars for future 2026 EHRA monthly meetings:

TBA– Typically held on the 3rd Thursday of the month 11:00 AM to 1:00 PM

December Meeting Information

AGENDA:

Thursday, December 11th Location: Myriad Brewing Company, Newburgh

6pm – Doors Open- Registration and Networking

6:30pm — Dinner

After 7pm —PRIZES





Welcome Our New Members!

No New EHRA Members this month!

Please also consider joining SHRM if you are not currently a member. Below is a special offer for new members until December 31st, 2025:



*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 ABBIEG1776@GMAIL.COM TO SHARE IN THE NEWSLETTER.

HUMAN RESOURCES
LAW UPDATE

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

New Leaders and Priorities Emerge at the EEOC

By: Joshua B. Gessling

The U.S. Senate recently confirmed President Trump's nominee, Brittany Pannuccio, as an Equal Employment Opportunity Commission ("EEOC") commissioner. With Pannuccio's confirmation, three of the EEOC's five commissioner positions are occupied. Kalpana Kotagal, confirmed during former President Biden's term, and Andrea Lucas, confirmed during President Trump's first term and reconfirmed for a second term in July 2025, are the other two commissioners. Lucas has also been designated as Chair of the EEOC.

Following Pannuccio's confirmation, the EEOC regained a quorum comprised of two Republican-appointed commissioners and one Democrat-appointed commissioner. Generally, a quorum allows the EEOC to make significant policy changes, while a quorum comprised of two Republican-appointed commissioners will allow the agency's majority to advance the Trump administration's policy objectives. These objectives are likely to include (but aren't limited to):

- Revoking the EEOC's Biden-era harassment guidance (titled "Enforcement Guidance on Harassment in the Workplace"), which dealt with workplace issues like bathroom access and the use of one's preferred pronouns. Under Lucas' leadership, the EEOC is likely to revisit and readdress these and other issues affecting workplaces;
- Rescinding at least some of the regulations interpreting the Pregnant Workers Fairness Act ("PWFA"). Lucas has been vocal in her opposition to certain parts of the EEOC's Biden-era regulations implementing the PWFA, which she believes improperly expanded the protections contained in the law; and
- Scrutinizing diversity, equity, and inclusion ("DEI") programs. Lucas has been critical of and committed to eliminate "unlawful DEI-motivated race and sex discrimination" programs from workplaces.

With the EEOC regaining a quorum, employers might expect to see additional rulemaking, guidance, and enforcement actions based on these and other cutting-edge legal issues that fall under the EEOC's jurisdiction. With changes looming, employers are encouraged to monitor the EEOC's activities for the foreseeable future and stay up-to-date on 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.

Have a happy and safe holiday season!!!

Please mark your calendars to join us at the

EHRA 2025 Holiday Party—see below for details.



All Aboard for the HR Conference Cruise!

March 16-21, 2026

Get ready to mix learning, networking, and adventure on the 2026 HR Conference Cruise, happening March 16 –21, 2026, aboard Royal Caribbean's Explorer of the Seas!

Departing from Port Canaveral, FL and stopping in Labadee and Perfect Day at CocoCay, Bahamas, this one-of-a-kind event brings together HR professionals from across the country for:

 Dynamic HR sessions and speakers

 Recertification credits (SHRM & HRCI)

 Fun networking events and time to relax

Whether you're looking to grow professionally or just need a mid-March escape, this cruise has it all.

 Cabins are going fast—register today and secure your spot!

https://lnkd.in/gt9RRSBM





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:

EHRA 2025 Holiday Party
Winter Wonderland

Thursday, December 11th, 2025
Doors Open at 6:00 PM
Dinner at 6:30 PM

What's Happening at EHRA

SHRM membership drive until 12/31/25 for new members. 50% off, use code: NewMembersOnly

2025 board

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