CHAPTER CONNECTION

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February 2025



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**



When I was writing my newsletter article for February, it was 61 degrees and sunny. The groundhog predicted six more weeks of winter, and according to the forecast, he may be right. I am glad I soaked up the sunshine while it lasted!

Thank you to everyone who attended our January monthly meeting. I loved seeing members jot down notes from our two great speakers who spoke on Cultivating a Young and Engaged Workforce. For February, I'm excited to welcome back a crowd favorite, Chris Schrader. Joining him will be Tracy Justice. Together they will bring us updates on the legal front. With everything happening in the political landscape, I don't have to remind you this will be one meeting you don't want to miss.

I am also thrilled to announce a new meeting location for EHRA. Our February meeting space will be City View at Sterling Square. Last month we were busting at the seams, which was a great problem to have. We are confident the space City View has to offer us will accommodate us.

Finally, I was joined by Past President, Amanda Gries, President-elect, Dana Poole, and board members Julia Pillow and Jess Poole at the annual Volunteer Leader Summit in Indianapolis. I will be sharing best practices with our Board of Directors and look forward to implementing ideas that will help EHRA grow.

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

- **February 20th — Legal Updates with Chris Schrader and Tracy Justice**

  Location:

  City View at Sterling Square

  210 N. Fulton Avenue, Evansville, IN 47710

  https://cityviewevv.com/

  11:00 AM—1:00 PM

- **March 20th — Is Your Technology Destroying Your Team's Productivity?**

  Location: Kitchen 812 (122 N. Weinbach)

  11:00 AM—1:00 PM

February Meeting Information

AGENDA:

Thursday, February 20th Location: City View at Sterling Square

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

PROGRAM: FEDERAL AND STATE GOVERNMENT AFFAIRS UPDATE

Federal and State Government Affairs Update. What is going on in DC right now, and how will it affect HR? Tracy Justice will be on hand to discuss the Indiana General Assembly - what are they doing, and what does it mean to HR? We have a new president this year. How is it going? What policies are being proposed? Learn all of this and more during this fast-paced and lively presentation.

SPEAKERS: CHRIS SCHRADER AND TRACY JUSTICE

CHRIS SCHRADER

Christopher Schrader is Director – Government Affairs for HR Indiana SHRM, chairs the Healthcare Policy Committee, and serves on the Labor Law Policy Committee at the Indiana Chamber of Commerce.
He is also president of Schrader and Associates, a full-service HR management consulting firm focused on helping small and medium-sized businesses excel and grow. Prior to starting his own company, he worked for several firms in the publishing industry for more than 25 years, holding leadership positions in Operations, Sales, Accounting, and Human Resources.
Chris grew up in a politically active family; both parents ran for office at one time or another. He has testified many times before the Indiana General Assembly.
He is a frequent visitor to the Indiana delegation in Washington, DC and has developed solid Capitol Hill relationships over the last 25 years.
Chris holds a degree in Political Science from Indiana University. He is certified as a Senior Professional in Human Resources by the Human Resources Certification Institute.

TRACY JUSTICE

Tracy Justice, a first generation American born to Haitian immigrants, is the CEO and Founder of Be Bold Be You, LLC, a human capital strategic planning, performance management, executive leadership coaching, training & development, community engagement, mastermind, think tank, virtual programming company.
Talented in her unique approach to challenging thought processes that get in the way of innovative and collaborative thinking, she works with leaders to get clear about their shared vision goals, who they need to be and how to be intentional about how they show up and interact with others. Coach Tracy, as she's sometimes called, helps to humanize the business model to create skill-based people strategies.
She's also responsible for the Bold Energy Bold Life movement, which is about encouraging others to move towards the Bold Life they envision for themselves being aware of the energy that influences the experience of the journey. "Moving forward, fearless or afraid", she says, "is the best way to master boldness!".
Tracy is a certified HR consultant, certified professional coach, team improvement practitioner, and Energy Leadership Index-Master Practitioner. She graduated from Aurora University with a Bachelor of Science in Business Administration, summa cum laude with a minor in accounting.







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!

AMBER SHIFF

DAUGHTERS OF CHARITY MINISTRIES

JANELLE HAAFF

PURDUE UNIVERSITY GLOBAL

MAX GAMBLE

KAISER ALUMINUM

AMBER JONES

NIDEC MOTOR CORPORATION

*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 AGARRETT@ENERGYSYSTEMSGROUP.COM TO SHARE IN THE NEWSLETTER.

HUMAN RESOURCES
LAW UPDATE

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

Trump Fires National Labor Relations Board General Counsel and Board Member

By: Jake Fulcher and Nick Golding

On January 27, 2025, President Donald Trump fired Jennifer Abruzzo, the pro-labor general counsel of the National Labor Relations Board (NLRB). During her tenure, Abruzzo pushed forward numerous employee-friendly decisions that challenged, and in some instances overturned, previously settled labor law in favor of workers. Abruzzo's dismissal was expected and mirrors the firing of former general counsel Peter Robb by President Biden on Inauguration Day in 2021.

In a more surprising move, on January 27 Trump also terminated Democratic NLRB member Gwynne Wilcox. Unlike the firing of a general counsel, which federal courts have previously held lawful, Wilcox's termination could potentially lead to legal challenges. Wilcox, whose term was set to end in August 2028, has already announced that she will be seeking all legal avenues to challenge her termination.

In the meantime, the ousting of Wilcox leaves the NLRB with only two acting members. For the time being, the NLRB will be unable to issue any future decisions until a new member is appointed to meet the minimum three-member quorum. Any new members appointed by Trump are expected to be pro-management and will likely work to roll back the changes to established labor law adopted by the NLRB during President Biden's term.

This note is for informational purposes only and not for the purpose of providing legal advice. If you have questions or concerns 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 February meeting on Legal Updates with Chris Schrader and Tracy Justice.

2025 board

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