CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

July 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,

Happy July EHRA Members! I just learned that we are officially half-way through the year. For me, 2025 is flying by. In just one month school will be back in session.

I am excited to share that our July meeting will feature crowd favorite Chris Schrader, along with Tracy Justice. They will enlighten us on all things legal as they share updates of what has occurred thus far and what is on the horizon. If you are available, join us on July 17th at City View.

I mentioned this in the June newsletter but wanted to keep it in the July newsletter as well. USI will be offering their SHRM certification prep course this fall. If you have been thinking about your SHRM-CP or SHRM-SCP, check that out. Information was sent via email and is on social.

Finally, I hope you will consider attending the HR Indiana conference on August 18-20 in Indianapolis. From continuing education credits, fantastic speakers, networking opportunities, and fun; there is something for everyone. And EHRA is planning a team event. Be sure to let us know if you will be there. Registration for EHRA's event is coming soon.

Thank you for your membership and most importantly your partnership in EHRA!

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

July 17th– ***PROGRAM: FEDERAL AND STATE GOVERNMENT AFFAIRS UPDATE***

SPEAKERS: CHRIS SCHRADER & TRACY JUSTICE

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

210 N. Fulton Ave, Evansville, IN 47710

https://cityviewevv.com/

11:00 AM—1:00 PM

Please mark your calendars for future 2025 EHRA monthly meetings:

August- *No EHRA meeting in August.*

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

September 18th, 2025- The Hidden Engagement Killer at City View



EHRA NETWORKING EVENT AT HRIN!

JOIN US FOR AXE THROWING & PIZZA!

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

MORE DETAILS IN THE AUGUST NEWSLETTER.

FOR MORE DETAILS, EMAIL AGRIES@KELLERSCHROEDER.COM

July 2025 Meeting Information

AGENDA:

Thursday, July 17th — Location: City View at Sterling Square

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

210 N. Fulton Ave
Evansville, IN 47710

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:

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, 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.

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- Gynecology
- Podiatry
- Plastic Surgery (eligible procedures)
- GI Procedures (colonoscopies, etc.)

THANK YOU TO OUR MEETING SPONSOR

WellBridge Surgical

Welcome Our New Members!

New Members this month!

Amy Lawson, Telamon/TRC

Charli Belford, Evansville Federal Credit Union

Cory King, Lewis Bakeries

Matt Burgher, Action Industries

Scott Wilson, Nidec - Automation

Shawn Collins

Welcome to EHRA!

*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

DOL Abandons Enforcement of 2024 Independent Contractor Rule and Returns to More Flexible Standard

By: Carrie M. Roelle and Jackson T. Treadway

The U.S. Department of Labor's Wage and Hour Division (WHD) has announced it will no longer enforce the 2024 Independent Contractor Rule regarding how businesses classify workers under the Fair Labor Standards Act. In its place, the Department of Labor is returning to the more flexible, employer-friendly standard previously applied before the 2024 Rule was promulgated.

The "Economic Reality" Test Returns

Instead of a rigid rule, the WHD will again apply a multifactor "economic reality" test that considers the totality of the relationship between the worker and the employer. Key factors in this analysis include:

- Whether the services provided are integral to the business.
- The permanence of the working relationship.
- The worker's investment in tools and equipment.
- The nature and degree of control exercised by the business.
- The contractor's opportunity for profit or loss.
- The level of initiative and judgment in open market competition required for the worker to be successful.
- The presence of an independent business operation.

No single factor is controlling, and each situation must be evaluated based on its specific facts.

Why This Matters for Employers

This change could offer employers more flexibility when engaging independent contractors. However, it also requires employers to again weigh multiple factors when reviewing the classification of their workers.

Importantly, although the WHD will not enforce the 2024 Rule, that regulation still applies in FLSA lawsuits brought by employees themselves. Employers should remain mindful of the evolving legal landscape regarding worker classification. Employers are encouraged to review existing independent contractor agreements to ensure they reflect accurate classification based on the WHD's listed factors.

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.

ARE YOU PREPARING FOR YOUR HR CERTIFICATION?

EHRA Scholarship deadline is August 1st, 2025

EHRA Certification Scholarship Application

AMOUNT **100% of course and exam fee not to exceed $2,000**

DEADLINE **August 1, 2025**

The Evansville-Area Human Resource Association is proud to offer a scholarship of up to $2,000 to support your journey toward SHRM Certification! Whether you need help with study materials or testing fees, this scholarship is designed to help HR professionals and students take the next step in their careers.

Don't miss out on this chance to advance your HR expertise and boost your professional growth. Applications are now open!

For information about certification or recertification, visit SHRM at www.shrm.org/certification or HRCI at www.hrci.org.

For complete details of the scholarship or to submit your scholarship application, please visit https://ehranet.org/certification

DEADLINE FOR APPLICATIONS: AUGUST 1ST, 2025



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:

Chris Schrader & Tracy Justice:

Federal and State Government Affairs Update

What's Happening at EHRA

2025 board

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jennifer.zimmer@countrymark.com

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