CHAPTER CONNECTION

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March 2025



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



Happy March EHRA members!

We are excited to hear Glenn Keller, Director of Information Technology, speak to us at our meeting on March 20th about how technology may be disrupting our team's productivity. I have had the opportunity to hear Glenn speak and his energetic style with practical solutions will make it one you do not want to miss. We are equally excited to move to our new venue, City View at Sterling Square. I hope you will join us!

If you were registered for our February meeting, you know that we made a very difficult decision to cancel our meeting due to the winter weather forecast for our area. We have been in touch with Chris Schrader and Tracy Justice, and we look forward to bringing them back later in the year to deliver their legal updates. Stay tuned for more information.

Spring is a season of new beginnings, and I do not know about you, but I am certainly ready. I have included a few of my very favorites in case they inspire something in you.

- Letting go of old habits that no longer serve you.
- Renewing yourself mentally, emotionally, and physically.
- Embracing change, both in the world around us and within ourselves.
- Making a fresh commitment to love and to accept the love that others can give you.

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

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

Speaker: Glenn Keller

Location: *City View at Sterling Square*

210 N. Fulton Avenue, Evansville, IN 47710

https://cityviewevv.com/

11:00 AM—1:00 PM

Future Meetings:

April 17th– *Total Rewards 2025: Navigating the Changing Landscape with Confidence. Speaker: Megan Nail & Shawn Morris*

May 15th– *Introverts in the Workplace. Speaker: Nikie Walker, Ed. D*

June 12th– *Underhoused or Homeless Workers and How to Support Them. Speaker: Zac Heronemus*

July 17th- *Christopher Shrader & Tracy Justice*

Sept 18th- *Legal. Speaker: Josh Gessling & Jake Fulcher*

Nov 21st- *TBA*

March 2025 Meeting Information

AGENDA:
Thursday, March 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: IS YOUR TECHNOLOGY DESTROYING YOUR TEAM'S PRODUCTIVITY?

We'll discuss the last century of productivity culture, the slight improvements it has provided, and look at how collaboration and other technologies have undermined our ability to be effective. Research shows that the Internet, email, chat technologies and smart phones now consume more than half our work week, and in some cases are impacting our cognitive abilities. I'll provide ten action steps to start winning your productivity and effectiveness back today.

SPEAKER: GLENN KELLER

Glenn grew up in New York and was sent off to military school in Virginia at a young age for all the usual reasons and then some. He attended college in Anderson, Indiana where his high school counselor expected that he would pursue some sort of career in writing but realizing there was no money in that he decided to pursue a degree in theatre which promised even bleaker prospects of making a living.
After finishing a Computer Science class, which he took on a dare to fulfill an elective, the professor, named "Anne", noticed that he seemed to have an interest in the work, though honestly, what he had an interest in was the Lab Assistant. No matter, for soon with Professor Anne's encouragement, he was off to Ball State to get a master's degree in computer science where the entrance exam consisted of "I see Anne sent you." Before making the decision, he asked Professor Anne if there would be a lot of math. She looked him in the eye and said "No." This was a lie.
After graduating from Ball State, Glenn spent 13 years working for Public Service Indiana, now Duke Energy. While there he programmed in FORTRAN, COBOL and Visual Basic. He then moved into management working for a business unit of Alcoa and stayed with that business through a number of spinoffs and mergers, eventually becoming the Business Unit CIO. While at Alcoa and through an eventual divesture, he had the opportunity to travel and work with people all over the world and learned a lot of good jokes that people tell about Americans.
He is now the director of Information Technology for CountryMark Cooperative a fully integrated Oil and Gas Company. Glenn has been leading IT teams since 1999, despite their best attempts to get him killed along the way. He publishes a blog which you can find at GlennKeller.com and enjoys haranguing captive audiences with his offbeat takes on various topics. He lives in Westfield with his wife, daughter, and a Bichon Frise' named "Ray".

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HUMAN RESOURCES LAW UPDATE

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

NLRB's Acting General Counsel Rescinds Biden-Era Guidance Memos

By: Joshua B. Gessling and Jackson Treadway

On Friday February 14, 2025, William Cowen, the Acting General Counsel of the National Labor Relations Board ("NLRB"), issued a Memorandum rescinding several guidance memos issued by the NLRB under the Biden administration on a multitude of topics. The NLRB's press release and links to rescinded memos may be found here: https://www.nlrb.gov/news-outreach/news-story/gc-25-05-rescission-of-certain-general-counsel-memoranda.

Guidance memos offer the General Counsel's interpretation of labor law issues and set the policies that the NLRB will pursue. The Acting General Counsel's memo rescinds completely certain Biden-era memos on topics such as:

- The inclusion of workplace health and safety and racial discrimination as inherently concerted activity protected under the National Labor Relations Act ("NLRA");
- The rebuke of non-compete agreements, which limited the circumstances under which non-compete agreements would be considered permissible under the NLRA; and
- Expanded remedies for violations of the NLRA, which encouraged regional directors, officers-in-charge, and resident officers to seek robust penalties when resolving disputes.

The Acting General Counsel is expected to continue taking steps to undo many of the pro-labor policies developed under the Biden administration. The issues discussed in many of the guidance memos rescinded by the Acting General Counsel's memo will likely be interpreted and resolved differently by the Trump-era NLRB in the months and years to come. HR pros are encouraged to monitor these developments.

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 March meeting with Glenn Keller, "Is Your Technology De-stroying Your Team's Productivity?"

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