CHAPTER CONNECTION

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May 2025



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EHRA
Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



EHRA Members,

We had a fantastic April meeting where we welcomed Megan Nail and Shawn Norris, both from NFP. Megan shared trends and insights on Total Rewards while Shawn added relevant information specific to benefit plans. A special thank you to Kahn, Dees, Donovan & Kahn, LLP for allowing us to use their wonderful meeting space.

We hope you will make plans to join us on May 15th for our May meeting. We are back at our regular meeting space; City View at Sterling Square and our speaker is Dr. Nikie Walker. Nikie will be talking about Introverts in the Workplace and how we can "Unlock the Hidden Strengths of Quiet Leaders." I am excited to hear the research she has done on the topic and how we as HR professionals can leverage the talents of our teams. According to Harvard Business Review, introverted leaders often excel when managing proactive teams because they tend to listen more and let employees run with their ideas.

It is hard to believe the school year is wrapping up and the summer months are upon us. If you are traveling, stay safe. We will continue to hold educational and informative meetings, and I hope you will join us. If you have any ideas or suggestions on what we can do as a board to enhance your membership, please reach out to me or any of our board members.

"Treat employees like they make a difference—and they will."
— **Jim Goodnight**, CEO of SAS

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

May 15th– ***PROGRAM: INTROVERTS IN THE WORKPLACE: UNLOCKING THE HIDDEN STRENGTHS OF QUIET LEADERS***

SPEAKER: NIKIE WALKER, ED.D

REGISTER BY 7PM FRIDAY MAY 9TH TO SAVE MONEY!!!

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:

June 12th– *Are You Experiencing Pain? Speaker: Carrie VanDaele*

July 17th- *Christopher Shrader & Tracy Justice*

August- *No EHRA meeting in August.*

Please join us in Indianapolis at the Indiana State Conference in August

May 2025 Meeting Information

AGENDA:

Thursday, May 15th — Location: City View at Sterling Square

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

210 N. Fulton Ave
Evansville, IN 47710

PROGRAM: INTROVERTS IN THE WORKPLACE: UNLOCKING THE HIDDEN STRENGTHS OF QUIET LEADERS

Introverts are often overlooked in traditional leadership discussions, yet their unique strengths—deep thinking, active listening, and strategic decision-making—can make them exceptional leaders. This session debunks myths about introversion and provides strategies to help quiet professionals thrive in the workplace.

Key Takeaways:

1. **The Strengths of Introverted Leaders** – Understand how introversion can be a leadership asset rather than a liability.
2. **Adapting Work Environments for Introverts** – Learn how to structure meetings, communication, and collaboration to leverage introverted team members' strengths.

Strategies for Self-Advocacy – Gain tools to help introverts communicate their value and navigate extrovert-dominated workplaces.

SPEAKER: NIKIE WALKER, ED.D

Dr. Nikie Walker, Ed.D.
HR Consultant | Business Strategist | Speaker | Educator | Author
With over 25 years of experience in human resources, Dr. Nikie Walker is a trusted expert in workplace culture, employee retention, leadership training, and strategic business planning. Specializing in small-to-midsize companies—particularly in the medical field and specifically optometry—she has a deep understanding of the challenges entrepreneurs face and provides actionable solutions that drive organizational success.
As a seasoned educator, Dr. Walker teaches business courses at the college level, ensuring that future business leaders are equipped with real-world insights and practical tools. She brings a unique perspective to the classroom, blending her HR expertise with industry trends to prepare students for the evolving workforce.
Dr. Walker is also the author of Manager 101: Practical Tools & Strategies for New Leaders, a no-nonsense guide designed to help newly appointed managers navigate their roles with confidence. She is passionate about leadership development and believes in empowering professionals with the knowledge they need to thrive.
Through public speaking engagements, workshops, and strategic consulting, Dr. Walker helps organizations and leaders unlock their full potential. Whether coaching executives on corporate culture or designing innovative HR strategies, she is dedicated to transforming workplaces for long-term success.



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Welcome Our New Members!

Brandi Lottes Fahey

VINCENNES UNIVERSITY

Welcome Brandi Lottes Fahey!

*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

President Trump's Impact on Traditional Labor Law in the First 100 Days
By: Joshua B. Gessling

President Trump's impact on traditional labor law cannot be overstated. Within seven days of being sworn into office, Trump fired the National Labor Relations Board's (former) General Counsel, Jennifer Abruzzo, and removed Board member Gwynne Wilcox. Trump's termination of GC Abruzzo was expected. Readers may recall that former President Biden terminated Trump's former GC, Peter Robb, shortly after Biden was sworn into office in 2021.

President Trump's removal of Ms. Wilcox was surprising, however, as it may've been the first time a president has attempted to remove a member of the Board prior to the expiration of his or her term. Ms. Wilcox has filed suit challenging her removal, and her challenge is currently pending. We expect to learn something about Ms. Wilcox's fate and the outer boundaries of presidential authority before the U.S. Supreme Court breaks for recess this summer.

While Ms. Wilcox's legal challenge plays out, the Board is left with two out of a maximum of five members. This leaves the Board without a quorum, which neutralizes its ability to decide labor law cases. The stats underscore the impact of Ms. Wilcox's removal. The Board decided approximately 250 cases per year in fiscal years 2023 and 2024. So far, the Board has decided eight cases in 2025.

In addition to the termination of GC Abruzzo and removal of Ms. Wilcox, in early February 2025, President Trump appointed William Cowen as Acting GC. Cowen is not expected to maintain the post for long, but he has already charted a new course for the office by issuing a memo in late-February that rescinded dozens of memos issued by his predecessor, Abruzzo.

Although Acting GC Cowen's memo isn't law, it offers insight into his enforcement priorities and position on controversial labor law issues. Based on Cowen's memo, it appears the GC's office might advocate for a return to a more traditional interpretation of what it means to be an employee under the National Labor Relations Act, the scope of activities that might constitute protected concerted activities, remedies, and other controversial issues.

While the Trump 2.0 era is just kicking off, big changes are already occurring. The headline for the first 100 days is Ms. Wilcox's removal and the Board's inability to decide cases. The headline for the next 100 days may be Trump's nomination of new Board members and the dismantling of Biden-era precedent once the Board regains a conservative quorum.

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.

Don't miss this months meeting with:

Nikie Walker:

Introverts in the Workplace: Unlocking the Hidden Strengths of Quiet Leaders

What's Happening at EHRA

2025 board

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Jennifer Zimmer
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