# CHAPTER CONNECTION

**A publication of the Evansville-Area Human Resource Association**

**November 2025**




AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM RECERTIFICATION PROVIDER SHRM-CP | SHRM-SCP

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EHRA Evansville-Area Human Resource Association

# PRESIDENT'S **MESSAGE**



Happy November EHRA members,

As we enter a time of Thanksgiving, I want to take this opportunity to say thank you to our members and Board of Directors. Thank you for attending meetings, engaging in our events, and supporting the profession. This group would not exist without you and for that, I am grateful.

We have one last monthly educational meeting in 2025, and it is scheduled for November 20th. Jake Fulcher and Josh Gessling will discuss the latest labor and employment law developments and trends impacting management, including recent happenings at the Department of Labor, Equal Employment Opportunity Commission, and National Labor Relations Board, and provide tips for staying ahead of changes to come. This is one you do not want to miss!

We are also excitedly planning our holiday celebration and cannot wait to share more details with you. Be on the lookout! Hint: It is a winter wonderland theme.

Finally, if you feel called to serve in a meaningful way, we are looking to add a couple of board members in 2026. Please reach out to me if you would like more information on roles available, time commitment, etc.

Wishing you a holiday season filled with peace, rest, and meaningful moments with the people who bring light to your life.

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

**November 20th, 2025–**

**Labor and Employment Law Developments and Trends in 2025**

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

210 N. Fulton Ave, Evansville, IN 47710

https://cityviewevv.com/

**11:00 AM—1:00 PM**

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

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**Please mark your calendars for future 2025 EHRA monthly meetings:**

**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!***

# November Meeting Information

AGENDA:

Thursday, November 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: LABOR AND EMPLOYMENT LAW DEVELOPMENTS AND TRENDS IN 2025

**Jake and Josh will discuss the latest labor and employment law developments and trends impacting management, including recent happenings at the Department of Labor, Equal Employment Opportunity Commission, and National Labor Relations Board, and provide tips for staying ahead of changes to come.**

## SPEAKERS: JAKE FULCHER & JOSH GESSLING

### JAKE FULCHER

Jake Fulcher is a management-side labor lawyer who devotes a significant part of his practice to negotiating labor contracts and defending employers in labor arbitrations. Jake's practice also includes union avoidance strategies, as well as counseling clients with labor agreements and the interpretation of those labor agreements in the day-to-day management of a business. Jake regularly counsels employers on employment-related matters, such as the Family and Medical Leave Act, Title VII of the Civil Rights Act, Americans with Disabilities Act, and the Fair Labor Standards Act. Jake prefers a proactive solution in lieu of litigation, but if litigation occurs, Jake defends employers in employment-related cases in both state and federal court and regularly appears in front of administrative agencies such as the National Labor Relations Board and the Equal Employment Opportunity Commission.

### JOSH GESSLING

Josh Gessling represents public and private employers exclusively in labor and employment law matters. Josh spends much of his time working with employers to resolve day-to-day workforce management issues and avoid litigation. When litigation cannot be avoided or is preferred, Josh defends employers in federal and state courts and before federal, state, and local administrative agencies, including the Equal Employment Opportunity Commission (EEOC), the Department of Labor (DOL), and the National Labor Relations Board (NLRB). Josh also works with employers to create employment agreements, severance agreements, restrictive covenant agreements (non-competition and non-solicitation agreements), and employee handbooks.

In addition to his traditional law practice, Josh routinely conducts training on legal developments and "best practices" to company executives, HR teams, and supervisors, and speaks on behalf of various business-oriented organizations. Josh is licensed to practice law in Indiana and Florida.




**THANK YOU TO OUR NOVEMBER MEETING SPONSOR:**

**HIG—HOUCHENS INSURANCE GROUP**

# Welcome Our New Members!

## New EHRA Members this month!

**Alex Zimmerman, Dayton Freight Lines**

**April Maxey, Lucas Oil Center**

**Ellie Drinkwater, cMoe**

**Katherine Alvarez, Student at USI**

**Kendra Krietemeyer, American Window and Glass LLC**

**Lydia Czoer, Student at USI**

**Madison Heil, Student at USI**

**Raymond Wywadis, Heritage Petroleum**

## Welcome to EHRA!

**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

**U.S. Department of Labor Issues Regulatory Agenda**

On September 4, 2025, the U.S. Department of Labor ("DOL") released its Unified Agenda of Regulatory and Deregulatory Actions ("Agenda"). The Agenda provides the public with insight into regulatory and deregulatory efforts being considered by the DOL, and signals where we might see regulatory rulemaking activity in the not-too-distant future.

According to the Agenda, the DOL is advancing "a set of high-priority actions designed to reduce unnecessary burdens on employers and employees, with proposals addressing issues surrounding pharmacy benefits managers, independent contractors, joint employers, and others …." The DOL's "high-priority actions" include, but aren't limited to, the following:

- Improving Transparency into Pharmacy Benefit Manager Fee Disclosure. According to the DOL, it will look at ways to "improve transparency around the direct and indirect compensation [pharmacy benefit managers] receive from employer-sponsored health plans."
- Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings. According to the DOL, it will "continue to examine how to establish standards specifically related to heat-related injury and illness prevention."
- Joint Employer Status under the Fair Labor Standards Act (FLSA). According to the DOL, it will "look at the circumstances under which a business can be held liable as a joint employer."
- Independent Contractor versus Employee Classification. According to the DOL, it will "examine the circumstances under which a worker should be classified as an employee or independent contractor for the purpose of federal wage and hour requirements."
- Defining and Delimiting Exemptions for Executive, Administrative, Professional, Outside Sales, and Computer Employees. According to the DOL, it will "determine whether certain salaried employees are exempt from FLSA minimum wage and overtime requirements."

The DOL's timeline for publishing proposed rules, if any, on these subjects is presently unclear. HR professionals are encouraged to monitor the DOL's activities for the foreseeable future to stay abreast of any 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:

**Jake Fulcher & Josh Gessling**

**Labor and Employment Law Developments and Trends in 2025**

## What's Happening at EHRA

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

## 2025 board

**President**
Jennifer Zimmer
jennifer.zimmer@countrymark.com

**President-Elect**
Dana Pool
danap@bestfriends.org

**Secretary**
Samantha Witte
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**Treasurer**
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**College Relations Chairperson**
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**Legislative Affairs Chairperson**
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Amanda Gries
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