CHAPTER CONNECTION

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September 2024



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



Happy September! Are you ready for fall and cooler temperatures?

The state conference in August was awesome! There was so much to take away from the speakers and so many people to network with. If you're able to go next year, please do. A big thank you to everyone from EHRA that volunteered! This helps our chapter receive funds from state. So the more people that volunteer, the more money we get. Thank you to everyone that attended the Indians game. It was perfect weather, and the Indians pulled off a win with a grand slam in the bottom of the 6th!



Now that state conference is over, we are gearing up for our Annual EHRA Conference. Julia Pillow has done a fabulous job lining up speakers and getting everything organized. Please plan to attend this conference. You will NOT be disappointed. Registration is open! You can register at: https://ehranet.org/meetinginfo.php

We will be sending out information in the near future regarding open positions on the Board of Directors that must be voted on. If there is anyone currently on the board that you would like to nominate for a position OR if you know someone you would like to see serve on the board, please send us a nomination. We will be voting in October.

While I'm sad summer is ending, I'm looking forward to what the last part of the year has in store for all of us. Our September meeting includes a great lineup and will be hosted at KDDK. Registration is limited for this event due to meeting space, so please be sure to register ASAP!

We'd like to thank all of you for attending our monthly meetings and providing feedback. Without our members, we wouldn't be able to plan networking opportunities or bring in our talented speakers. Stay tuned for an announcement of the new standard location for 2025 monthly meetings.

Wishing all of you the best!

Amanda Gries, President

SAVE THE DATE

EHRA Monthly Meeting Schedule 2024

- **September 19—KDDK Labor & Employment Lawyers**

  Location: Kahn, Dees, Donovan & Kahn, LLP

- **October 23—Annual EHRA Conference**

  Location: Evansville Country Club

- **November 21—Amanda Gries**

  Location: Kitchen 812

- **December— Holiday Party**

  Location and date: TBD

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.

KDDK® KAHN, DEES, DONOVAN & KAHN, LLP
Attorneys & Counselors at Law
Since 1908

September Meeting Information

Thursday, September 19
11AM - 1PM
Kahn, Dees, Donovan & Kahn, LLP
Lower-level Conference Room

AGENDA

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

PROGRAM: LEGAL UPDATES AND TIPS FOR EFFECTIVELY MANAGING EMPLOYEES IN 2024

KDDK management-side labor and employment lawyers Nick Golding, Carrie Roelle, Mark McAnulty, Jake Fulcher, and Josh Gessling will host a panel discussion on the biggest labor and employment law updates of the year and practical tips for resolving complex workplace problems. Topics will include the Federal Trade Commission's non-compete rule, a wage and hour law update, the state of traditional labor law, tips for combating FMLA abuse, and more!

SPEAKERS: NICHOLAS J. GOLDING, CARRIE MOUNT ROELLE, MARK A. MCANULTY, JAKE R. FULCHER, JOSHUA B GESSLING

Biographies can be found online at:

https://kddk.com/personnel/nicholas-j-golding/

https://kddk.com/personnel/carrie-mount-roelle/

https://kddk.com/personnel/mark-a-mcanulty/

https://kddk.com/personnel/jake-r-fulcher/

https://kddk.com/personnel/joshua-b-gessling/



✦✦✦ 7:30 am - 8:15 am	Breakfast
✦✦✦ 8:15 am - 8:30 am	Opening Remarks
✦✦✦ 8:30 am - 10:00 am	Trust Catalyst: The Formula for Creating a Culture of Psychological Safety *Vitale Buford Hardin*
✦✦✦ 10:00 am - 10:30 am	Vendor Break
✦✦✦ 10:30 am - 12:00 pm	Legal Update *Indiana Dept. of Labor*
✦✦✦ 12:00 pm - 1:00 pm	Lunch and Vendor Time
✦✦✦ 1:00 pm - 2:30 pm	Game Changers Unleashed: Elevate Your Organization's Culture through Self-Leadership, Resilience, and Connection *Kenston Henderson, Sr.*
✦✦✦ 2:30 pm - 3:00 pm	Vendor Break
✦✦✦ 3:00 pm - 4:30 pm	Unleashing Your Professional Confidence: Overcoming Perfectionism to Lead with Excellence *Vitale Buford Hardin*
✦✦✦ 4:30 pm - 4:45 pm	Closing Remarks



Federal Court in Texas Invalidates FTC's Non-Compete Rule

By: Nick Golding, Kahn, Dees, Donovan & Kahn, LLP

In a win for employers across the country, North Texas' U.S. District Court on August 20, 2024, issued a ruling setting aside a controversial final rule of the Federal Trade Commission (FTC) that effectively banned most non-compete agreements. The Court's decision invalidated the final rule nationwide before it was set to take effect on September 4th.

In reaching its decision, the Court held that the FTC lacked the authority to enact its final rule. The Court called the ban "unreasonably overbroad without a reasonable explanation," as it imposed a "one-size-fits-all approach with no end date." The Court also noted that the FTC failed to sufficiently consider less disruptive alternatives to its final rule and did not provide any compelling justification for this decision.

The FTC can appeal the court's ruling to the Fifth Circuit Court of Appeals in New Orleans. Other legal challenges to the final rule are pending in federal courts in Pennsylvania and Florida, neither of which has issued a final decision. Regardless, it seems unlikely that the final rule will ultimately be upheld if the FTC or others take its challenge all the way to the Supreme Court.

While employers can take comfort in knowing that the final rule will not go into effect on September 4th, they should still remember that the FTC can continue to address non-compete agreements through case-by-case enforcement actions.

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.



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

Join us September 19th at KDDK for the monthly meeting.

Annual Conference is October 23rd. Registration is open!

2024 board

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agries@kellerschroeder.com

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jennifer.zimmer@countrymark.com

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switte@carhartt.com

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Dana Pool
danap@bestfriends.org

Assistant Treasurer
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mbeesimpson@gmail.com

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Madeline Hoppenstedt
membership@ehranet.org

SHRM Liaison and Certification Chairperson
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juliakpillowhrin@gmail.com

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Jason Fertig
jfertig@usi.edu

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Jennifer Skodinski
jskodinski@dccevv.com

Newsletter Editor
Jessica Bailey
jessica.bailey@countrymark.com

Finance Chairperson
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bodil@referenceservices.com

Communications Chairperson
Cori Deputy
cdeputy@kellerschroeder.com

Legislative Affairs Chairperson
Josh Gessling
jgessling@kddk.com

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Wendy Gumbel
wgumbel@gmail.com