

CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

Hope to see you at the March 19th,
monthly EHRA meeting.

February 2026



PRESIDENT'S MESSAGE

Happy 2026 EHRA members and welcome to the new year! It is my sincere hope that your holidays were spent with those you hold dear, along with some rest and relaxation sprinkled in.

Your Board of Directors is already hard at work planning a host of events that will be full of educational opportunities, networking opportunities, and opportunities to give back to the community. By the time of this newsletter, you should have seen an opportunity to assist Ivy Tech students with resume writing and interviewing skills.

We are also planning our monthly membership meetings and are excited to announce Eric Coher and our speaker for March. Eric joined Frantz Building Services in 2020 and currently serves as the Director of HR and Employee Experience. With over two decades of experience in developing leaders and shaping organizational cultures, Eric is passionate about creating an engaging and transformative work environment, furthering Frantz' mission to "Love and Serve Well." He holds both SHRM-CP and CBSE designations, a unique blend that reflects his Human Resources leadership and building service excellence. This session will challenge traditional leadership models and introduce a mindset rooted in humility, empathy, and trust. Additionally, attendees will learn how to create a culture where team members feel seen, supported, and inspired to grow. I hope you will join us for this engaging session.

If your plans for 2026 are to get involved, we still have one board position open. Reach out to me if you are interested or to learn more.

We look forward to connecting and engaging with you over the year. I will leave with a sentiment that I am trying to practice over and over again. When embarking on anything new, make this "day one" versus "one day."

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 2026

March 19th, 2026–

Program: Servant Leadership: Turning The Org Chart Upside Down

Location: City View at Sterling Square

210 N. Fulton Ave, Evansville, IN 47710

<https://cityviewevv.com/>

11:00 AM—1:00 PM

Register before 7pm March 13th and save \$5.00

Guest tickets are also available for purchase

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

Please mark your calendars for future 2026 EHRA monthly meetings:

TBA–

Typically held on the 3rd Thursday of the month

From 11:00 AM to 1:00 PM

March Meeting Information

AGENDA:

Thursday, March 19th, 2026

Location: City View at Sterling Square

11:00 - 11:30 Registration and Networking

11:30 - 12:00 Lunch

12:00 - 1:00 Program

PROGRAM:

SERVANT LEADERSHIP:

TURNING THE ORG CHART UPSIDE DOWN

In today's world, leadership isn't about titles, power, or authority - it's about impact. Join Eric Coher, SHRM-CP, CBSE for a powerful and practical session on servant leadership: a transformative approach that prioritizes people over position and influence over ego. This session will challenge traditional leadership models and introduce a mindset rooted in humility, empathy, and trust. Learn how to create a culture where team members feel seen, supported, and inspired to grow. Discover the 10 key traits of a servant leader, explore how to lead with both strength and compassion, and walk away with actionable strategies to develop yourself and those around you. Whether you're leading a team today or aspiring to lead in the future, this session will equip you with the tools to lead in a way that truly lasts.

Because the best leaders don't create followers—they create more leaders.

This session will challenge traditional leadership models and introduce a mindset rooted in humility, empathy, and trust. Additionally, attendees will learn how to create a culture where team members feel seen, supported, and inspired to grow.

SPEAKER: ERIC COHER, SHRM-CP, CBSE

Eric Coher joined Frantz Building Services in 2020 and currently serves as the Director of HR and Employee Experience. With over two decades of experience in developing leaders and shaping organizational cultures, Eric is passionate about creating an engaging and transformative work environment, furthering Frantz' mission to "Love and Serve Well." He holds both SHRM-CP and CBSE designations, a unique blend that reflects his Human Resources leadership and building service excellence. When he's not in the office or out in the field with the team, you'll find Eric parenting two incredible young adults with his wife, cycling county roads, or flying his family to the next weekend adventure in a 1971 Cessna 182.

Welcome Our New Members!

Welcome New EHRA Members!

Laura Baker, Select Medical

Jamie Fairchild, CAPE

Jess Foury, UKG

Tina Fuhrer, Malone Workforce Solutions

Kathleen Lapekas, Lapekas HR Consulting, LLC

Heather Lobeck, Metronet

Rhonda Simpson, Metronet

Welcome to EHRA!

Please refer people 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

President Trump's Appointments to the NLRB are Confirmed and Sworn In

By: Joshua B. Gessling

For most of 2025, the National Labor Relations Board's (NLRB) ability to issue decisions was neutralized because it lacked a quorum. The Board is expected to resume issuing decisions immediately after the swearing in of President Trump's appointments—James Murphy and Scott Mayer—on January 7, 2026.

By way of background, shortly after taking office last year, President Trump removed Gwynne Wilcox from the Board. The removal of Wilcox left the Board with only two of five Board positions filled. Without a majority of Board seats filled, the Board lacked a quorum and was unable to decide labor disputes arising under the National Labor Relations Act (NLRA).

With the swearing in of Murphy and Mayer, the Board has regained a quorum and is able to decide cases. The Board is expected to begin issuing decisions immediately and will likely reverse many controversial decisions issued by the Board during former President Biden's tenure.

In addition to the swearing in of Murphy and Mayer, Crystal Carey, a long-time management-side labor lawyer, has assumed the role of General Counsel with the NLRB. In this role, Carey will likely pursue cases that will give the Board opportunities to narrow or reverse many Biden-era decisions, including decisions that expanded remedies for alleged labor law violations, the scope of individuals entitled to the protections of the NLRA, and the type of activities that are protected under the NLRA. Labor law developments are expected to be voluminous and occur swiftly in the coming months. Human resources professionals are encouraged to monitor the Board's activities to stay abreast of the changes to come.

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.

Please be sure to log into the EHRA website before March 31st to renew your dues. If dues are not renewed before this date, a new application will be required for membership! Shaking things up in 2026, so be sure to renew! Visit the website! <https://ehranet.starchapter.com/members.php>



**RENEW YOUR
MEMBERSHIP**



before March 31st!



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>

DISCOVER THE HR CONFERENCE CRUISESM

Save the Date!

MARCH 16-21 2026

On the Explorer of the Seas
Ports of Call: Perfect Day at Coco Cay & Labadee

- GREAT SPEAKERS
- RECERTIFICATION CREDITS
- NETWORKING

HRCRUISE.COM

HR INDIANA
YOUR PEOPLE STRATEGY LEADERS

MISHRM
MICHIGAN INSTITUTE OF HUMAN RESOURCES

SHRM
SOCIETY FOR HUMAN RESOURCES MANAGEMENT

ASPECT
MARKETING AND COMMUNICATIONS, INC.



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:

**Servant Leadership:
Turning The Org Chart Upside Down**
Speaker: Eric Coher, SHRM-CP, CBSE

Thursday, March 19th, 2026
11am to 1pm

**What's Happening
at EHRA**

**Don't forget to
register for the March
19th monthly EHRA
meeting before
March 13th!**

2026 board

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jennifer.zimmer@countrymark.com

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Dana Pool
danap@bestfriends.org

Secretary

Samantha Witte
switte@carhartt.com

Treasurer

Cori Deputy
CDeputy@kellerschroeder.com

Assistant Treasurer

Jessica Bailey
jessicabailey63@hotmail.com

Membership Chairperson

Amanda Gries
agries@kellerschroeder.com

SHRM Liaison and Certification Chairperson

Jessica Bailey
jessicabailey63@hotmail.com

Web Chairperson

Julia Pillow
juliakpillowhrin@gmail.com

College Relations Chairperson

Hailey Gwaltney

Workforce Readiness Chairperson

Megan O'Conner
hopingforblueskies@gmail.com

Newsletter Editor

Abbie Garrett
abbieg1776@gmail.com

Finance Chairperson

Brad Odil
bodil@referenceservices.com

Communications Chairperson

Julia Pillow
juliakpillowhrin@gmail.com

Professional Development Chairperson

Jennifer Skodinski
jskodinski@dcevv.com

Legislative Affairs Chairperson

Josh Gessling
jgessling@kddk.com

Past President

Amanda Gries
agries@kellerschroeder.com