

# CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

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

March 2026



# PRESIDENT'S MESSAGE

Happy (almost) spring EHRA members,

I am taking delight in these warmer days that have been sprinkled in lately. Something about sunshine and extended daylight does wonders for the soul! I wanted to share that our Board of Directors met offsite for a strategic planning session. We continue to navigate how to bring you the most for your membership. We certainly appreciate your investment in us, and it is a responsibility we do not take lightly. If you have ideas or want to be involved, please reach out to me or any of our board members.



We have an excellent speaker lined up for March. I hope you'll join us on the 19<sup>th</sup> to hear about **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.

As I write my newsletter article, I am in Orlando at Port Orleans Riverside. It only seems fitting to close with a quote from Walt Disney, "The way to get started is to quit talking and begin doing."

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.**

Please be sure to log into the EHRA website before March 31<sup>st</sup> 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!*





## **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](http://ehranet.org) and click on meetings to register or for more information.

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**Please mark your calendars for future 2026 EHRA monthly meetings:**

*April 16th*

*Megan Nail & Shawn Norris*

*Benefits*

*May 21st*

*Cori Deputy*

*Working Genius*

# March Meeting Information

Thursday, March 19th, 2026

Location: City View at Sterling Square

## **AGENDA:**

**11:00 - 11:30** Registration and Networking

**11:30 - 12:00** Lunch

**12:00 - 1:00** Program

## **PROGRAM:**

### **SERVANT LEADERSHIP:**

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.



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# The Bauerhaus



**THANK YOU TO OUR MARCH 2026 MEETING SPONSOR:**

**THE BAUERHAUS**

# Welcome Our New Members!

## Welcome New EHRA Members!

**Eva Agee, Locust Street Company, Inc.**

**Cheri Conyers, Infinity Molding & Assembly, Inc.**

**Ashley Fair, Indiana Furniture**

**Olivia Sevic, Metronet**

**Victoria Small, Fibertech Plastics**

## 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](mailto:ABBIEG1776@GMAIL.COM) TO SHARE IN THE NEWSLETTER.



# HUMAN RESOURCES LAW UPDATE

## LEGISLATIVE AFFAIRS UPDATE

with Joshua B. Gessling—Legislative Affairs Chairperson

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### **Department of Labor and National Labor Relations Board Announce Rollback of Biden-Era Rules**

By: Nick Golding

On February 26, 2026, the Department of Labor (DOL) and National Labor Relations Board (NLRB) announced proposed rules to formally rescind Biden-era versions of the independent contractor and joint employer tests and resume using more business-friendly versions of these tests previously adopted during the first Trump administration. How these agencies utilize these tests will provide employers with insight and guidance as to how the administration will analyze these issues, though each Circuit Court will rely on its own precedents in litigation.

#### **The Independent Contractor Test**

The independent contractor test is used to determine a worker's status as an employee covered under the Fair Labor Standards Act (FLSA). The DOL's proposed rule will formally reinstate the "economic reality" test previously adopted at the end of Trump's first term, which focuses on whether a worker economically depends on the employer for work to determine if the worker is an employee or independent contractor for purposes of the FLSA.

Under the economic reality test, two "core factors" are given greater weight: 1) the nature and degree of control over the relevant work and 2) the worker's opportunity for profit or loss based on initiative or investment. If these two "core factors" do not align, then additional factors will be considered, including the amount of skill required for the work, degree of permanence of the working relationship, and whether the work is part of an integrated unit of production. These factors are not exhaustive, however, and no single factor will control.

The DOL will receive public comments on the rule until April 28, 2026. If the proposed rule is adopted, it will likely result in more findings of workers as independent contractors who are excluded from the FLSA's minimum wage and overtime requirements.

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### **Department of Labor and National Labor Relations Board Announce Rollback of Biden-Era Rules**

By: Nick Golding—CONTINUED

#### **The Joint Employer Test**

The NLRB's joint employer test is used to determine whether two or more entities can be considered employers of the same workers for the purposes of collective bargaining under the National Labor Relations Act. The NLRB's proposed rule would return to an earlier version of the joint employer test adopted in 2020 that focused on an employer's actual exercise of control over an employee. This version focused on four factors, including whether the employer:

1. Hires or fires the employee;
2. Supervises and controls the employee's work schedule or conditions of employment to a substantial degree;
3. Determines the employee's rate and method of payment; and
4. Maintains the employee's employment records.

This announcement had been anticipated since President Trump returned to the White House in January 2025 but had been delayed due to the NLRB not regaining a quorum until the beginning of 2026. Now that the NLRB has resumed acting with a majority of members appointed by President Trump, more employer-friendly decisions are expected to be issued over the remainder of the current term.

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.



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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