EHRA CHAPTER

NOVEMBER 2026

CONNECTION

A PUBLICATION OF THE EVANSVILLE-AREA HUMAN RESOURCE ASSOCIATION



We hope to see you at the November Monthly Meeting & December Holiday Party!

AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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EHRA Evansville Area Human Resource Association



A Message from our President

As we head into the holiday season, I want to take a moment to say thank you to everyone who attended and supported our recent EHRA conference. Your participation, conversations, and willingness to connect with one another are what make EHRA such a valuable professional community. I hope you left with new ideas, new connections, and a renewed sense of energy for the work we do.

In lieu of our monthly meeting for December, we hope you'll join us for our EHRA Holiday Party on the evening of Thursday, December 10! This is a wonderful opportunity to step away from our busy schedules, celebrate another great year, and simply enjoy time together. Look for additional details to follow.

As we begin planning for 2027, we would love to see even more of our members become involved in EHRA. Whether you have a lot of time to give or just want to help with a specific event or project, there is a place for you.

Consider getting involved by:

- Serving on an EHRA committee
- Helping plan a program, event, or networking opportunity
- Sharing your HR expertise or experience with fellow members
- Welcoming and connecting with new members
- Suggesting topics or speakers for future programs
- Exploring a leadership opportunity within EHRA

Getting involved is one of the best ways to build relationships, expand your professional network, and help shape what EHRA offers its members.

As we approach Thanksgiving, I'm especially grateful for the people who give their time, ideas, and talents to make EHRA successful. Thank you for being part of our organization.
I hope you have a wonderful Thanksgiving, and I look forward to celebrating with you on December 10 and building an exciting 2027 together!

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 oppportunities for networking, comprehensive education and proactive support for its members while serving as a resource and advancing initiativers in the community through the enlistment of engage and talented volunteer leaders.

Monthly Meeting Information

November 19, 2026

City View at Sterling Square
210 N. Fulton Avenue
Evansville, IN 47710

Agenda:

11:00a - 11:30a Registration and Networking
11:30a - 12:00p Lunch
12:00p - 1:00p Programming

Program: Labor and Employment Law Developments and Trends

KDDK management-side labor and employment lawyers Jake Fulcher and Josh Gessling will discuss the latest labor and employment law developments of the year and trends that are likely to impact HR professionals in the months to come. Topics will include the status of rulemaking initiatives at the U.S. Department of Labor (DOL), enforcement priorities at the Equal Employment Opportunity Commission (EEOC), the evolution of the National Labor Relations Board (NLRB), and tips for staying compliant!

Jake Fulcher

Jake 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.

Josh Gessling

Josh 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 labor and employment 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 EEOC, the DOL, NLRB.

Visit our website and click on meetings to register and for more information.

CLICK HERE

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YOU'RE INVITED TO THE

EHRA

Holiday Party

Merry & Bright, Comfy All Night

(A VERY MERRY PAJAMA PARTY)

THURSDAY
DECEMBER 10TH

DOORS OPEN
5:30 PM

DINNER AT
6:00 PM

MYRIAD BREWING
NEWBURGH, IN

MYRIAD BREWING COMPANY
NEWBURGH, INDIANA

EHRA MEMBERS FREE
(WITH PRE-REGISTRATION)

GUESTS & WALK-INS $20

NO DRESS CODE, BUT FEEL ENCOURAGED TO WEAR YOUR HOLIDAY PAJAMAS!

JOIN US FOR HOLIDAY FUN & CHANCES TO WIN **OVER $1,000 IN RAFFLE PRIZE GIVEAWAYS!**





Let's Welcome Our New EHRA Members

HANNAH TURNER

Amcor

NICOLE BOREN

Youth First

*Membership requires dues to be paid to be recognized in ERHA systems as a member.

Interested in serving on the EHRA Board of Directors in 2027?

Reach out to Dana Pool at dpool@bestfriends.org for more information!

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 give them a shoutout in the newsletter.



LEGISLATIVE AFFAIRS UPDATE

with Joshua B. Gessling - Legislative Affairs Chairperson

Anything You Tell AI Could End Up in Open Court

By: Steve Hoar, Kahn, Dees, Donovan & Kahn, LLP

Claude is not a lawyer. ChatGPT is not a trusted advisor. Clients sometimes first turn to AI to quickly assess the legal landscape of problems they are facing. But clients should be forewarned that anything they tell AI might come back to haunt them in future litigation.

Attorney-Client Privilege

The attorney-client privilege protects from disclosure confidential communication between an attorney and a client made for the purpose of obtaining or providing legal advice. The rationale behind the privilege is that it serves the public interest for clients to communicate fully and frankly with their lawyer so that they can obtain sound legal advice without fear that the communication could later be used against them. This purpose is not served when clients share secrets with AI.

United States v. Heppner

The recent case of United States v. Heppner illustrates the principle that communications between a client and AI are not protected by the attorney-client privilege. In that New York federal case, the client had received a grand jury subpoena in a criminal matter that later resulted in an indictment for fraud. After receiving the subpoena, and anticipating an indictment, the client used Claude, without consulting counsel, to prepare an outline of his defense strategy, including the facts and law he might use to argue against the indictment. The FBI later executed a search warrant and seized the AI documents.

The client's lawyer asserted attorney-client privilege to try to keep the documents out of the court case. But the court ruled that the client's communications with Claude were not privileged. First, the AI documents were not communications with an attorney. That fact alone defeated the claim of privilege. Second, the communications were not confidential because users of Claude consent to the collection of user-inputted data, which may then be disclosed to third parties. Third, the communications with Claude were not related to obtaining legal advice since the client used Claude of his own volition and not at the suggestion or direction of counsel.

Finally, the court considered whether the work product doctrine, a concept related to the attorney-client privilege, applied. The work product doctrine protects from disclosure materials that are prepared by or at the behest of an attorney that reveal the thought processes of the attorney. Because the client's attorney had not directed the client to use Claude, the client's communications with Claude were not protected by the work product doctrine.

The Takeaway

The takeaway for clients is to never use AI on their own for their legal issues. AI is not a lawyer, so the attorney-client privilege does not apply. Any information inputted or generated could be obtained by the opposition in later litigation. While a "closed enterprise system" might be more confidential, it nonetheless is not an attorney, so communications with it would likely still be discoverable. Instead, engage counsel early for all legal matters so that appropriate AI tools can be properly utilized in a way that will ensure protection of the attorney-client and work product privileges.

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 as or substituted for legal advice.

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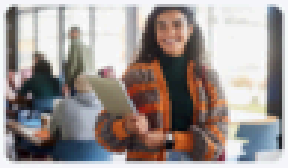
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For more information, go to Aspect Travel: https://hrcruise.com/2027/cruise2/



EHRA CLASSIFIEDS

CURRENTLY HIRING?

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 willr un 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.

Looking for a new opportunity?

Members of the EHRA who are seeking new career opportunities may place “Job Wanted” advertisements on the EHRA website. The listing, which will run for 30 days, 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 a liaison between the member and interested employer.

These advertisements are free of charge for EHRA members.

