

CONNECTION

A PUBLICATION OF THE EVANSVILLE-AREA HUMAN RESOURCE ASSOCIATION



**We hope to
see you at the
October 2026
annual EHRA
Conference on
10/22/26!**





A Message from our President

Invest in You: Join Us at the 2026 EHRA Annual Conference

As HR professionals, we spend much of our time helping others grow, develop, and navigate challenges. The EHRA Annual Conference is an opportunity to invest in your own professional development while connecting with peers who understand the unique opportunities and complexities facing our profession today.

On October 22, 2026, the Evansville Area Human Resource Association will bring together HR professionals from across the region for a full day of education, networking, and practical insights at City View at Sterling Square. Whether you are new to the profession, an experienced practitioner, or a senior HR leader, this conference offers valuable learning experiences that you can take back and apply immediately in your organization.

This year's program features sessions focused on ethical decision-making, developing meaningful learning journeys, and effectively documenting and addressing toxic workplace behaviors. Attendees will hear from experienced speakers and engage in conversations around topics that are highly relevant to today's workplace challenges.

Beyond the educational sessions, the conference provides one of the best opportunities of the year to expand your professional network. You'll have time to connect with fellow HR professionals, exchange ideas, discuss workplace trends, and build relationships that can serve as valuable resources long after the event concludes. The conference will also feature vendor and sponsor exhibits, giving attendees access to solutions, services, and expertise that can support their organizations' goals.

Professional growth does not happen by accident. It happens when we intentionally make time to learn, challenge our thinking, and engage with others who are passionate about our profession. We encourage every EHRA member to take advantage of this opportunity and join us for a day dedicated to learning, collaboration, and advancement.

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.



2026 ANNUAL CONFERENCE

OCTOBER 22, 2026 • 7:30 AM TO 4:45 PM
CITY VIEW AT STERLING SQUARE
210 N. Fulton Ave., Evansville, IN • cityviewevv.com

Join us!

AGENDA:

7:30 AM.....Registration/Breakfast

8:15 - 8:30 AM Opening Remarks

8:30 - 10:00 AM Session 1
WHEN RIGHT AIN'T EASY -
ETHICAL DECISION MAKING
Dr. Niki Walker

10:00 - 10:30 AM.....Sponsor/Vendor Break

10:30 AM - NOON Session 2
MIND THE GAP:
DEVELOPING LEARNING JOURNIES
JoDee Curtis

NOON - 1:00 PM Lunch

1:00 - 2:30 PM Session 3
DOCUMENTING & DEALING
WITH TOXIC BEHAVIOR PART 1
Alise Isbell

2:30 - 3:00 PM Sponsor/Vendor Break

3:00 - 4:30 PM Session 4
DOCUMENTING & DEALING
WITH TOXIC BEHAVIOR PART 2
Alise Isbell

4:30 - 4:45 PM Closing Remarks

LEARN ABOUT:

- ETHICAL DECISION MAKING
- DEVELOPING LEARNING JOURNIES
- DEALING WITH TOXIC BEHAVIOR

MEET WITH VENDORS

NETWORK WITH HR PROFESSIONALS

**THREE
SPEAKERS
FOUR
SESSIONS**

BREAKFAST & LUNCH PROVIDED

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NOW**



<https://ehranet.starchapter.com/meetinginfo.php>



2026 ANNUAL CONFERENCE

Thank you!



Monthly Meeting Information



OCTOBER 22, 2026



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

Program: EHRA Annual Conference

Agenda:

- | | |
|----------------------------------|---|
| 7:30 a.m. - | Registration/Breakfast |
| 8:15 a.m. - 8:30 a.m. - | Opening Remarks |
| 8:30 a.m. - 10:00 a.m. - | When Right Isn't Easy: Ethical Decision Making for HR Professionals Dr. Nikie Walker |
| 10:00 a.m. - 10:30 a.m. - | Sponsor/Vendor Break |
| 10:30 a.m. - 12:00 p.m. - | Mind The Gap: Developing Learning Journeys - JoDee Curtis |
| 12:00 p.m. - 1:00 p.m. - | Lunch |
| 1:00 p.m. - 2:30 p.m. - | Documenting & Dealing w/ Toxic Behavior, Alise Isbell Pt 1 |
| 2:30 p.m. - 3:00 p.m. - | Sponsor/Vendor Break |
| 3:00 p.m. - 4:30 p.m. - | Documenting & Dealing w/ Toxic Behavior - Alise Isbell Pt 2 |
| 4:30 p.m. - 4:45 p.m. - | Closing Remarks |

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

CLICK HERE



EHRA Monthly Meeting Schedule 2026



EHRA Annual Conference October 22nd

Join us for a full day of fun and knowledge

When Right Isn't Easy: Ethical Decision Making for HR Professionals

Dr Nikie Walker, Ed.D.

Navigating ethical dilemmas is a critical skill for HR professionals, whose decisions shape organizational culture, employee trust, and legal compliance. In this session, participants will explore the complexities of ethical decision making in the workplace, including how to recognize ethical issues, mitigate unconscious bias, address misconduct, and uphold confidentiality and fairness. Through practical frameworks, real-world case studies, and actionable strategies, this session empowers HR leaders to confidently manage ethical challenges and foster integrity-driven workplaces. Attendees will leave equipped with decision-making tools, conflict management techniques, and best practices for cultivating an ethical organizational culture.

Mind the Gap: Developing Learning Journeys

JoDee Curtis

In Europe, the train systems have a continuous message as you approach the stations to “mind the gap”; that is, to be aware of the gap/space between the train and the platform. It’s also an important message for us as individuals, leaders, and learners to mind our own gap and understand the best way to get ourselves and our teams to the desired “next step” in our growth or leadership journeys. This session will help us to consider different approaches and methodologies to inspire, engage, and attract our people/teams to furthering their learning journeys.

Documenting and Dealing with Toxic Behavior

Alise Isbell

Do you deal with toxic people at work? We all do. What if you could see the trouble before hiring or engaging in relationships with these people? This session shares practical concepts allowing you to avoid potential toxic situations or document bad behaviors if they already exist in your organization. Gain actionable advice from an expert, then interact with colleagues to gain even more behavioral strategies. This three-hour session starts with Identifying Toxic Behavior Patterns. Next, we learn about Dealing with Toxic Behavior Patterns. We then transition into sharing toxic tales and gaining tips, tricks, tactics and techniques from fellow professionals at your table.



Legal Updates by: Josh Goessling and Jake Fulcher

Join two of the tri-states leading employment law attorney's to dive into recent employment law updates.

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

CLICK HERE



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



Let's Welcome Our New EHRA Members

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TISHEENA LATREILLE

Polygram USA

AVERY MILLER

USI Student

EMILY RUSSELL

USI Student

LYNN WILSON

Hinderliter Construction, Inc.

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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.



Please join us in
welcoming our
newest EHRA
member -
**WELCOME
AVERY MILLER!**

I was led to join the EHRA because I am currently pursuing a degree in Management with a concentration in Human Resources Management and a member of the EHRA spoke to a class at my college. I saw the opportunity for learning and preparation that this organization posed for me, so I joined it.

What I currently enjoy about being a college student studying Human Resources Management is learning about the business processes and daily tasks that come with working in an HR setting. I look forward to taking classes that teach me about professional training, managing diversity within a workplace, and negotiation skills.

Avery Miller





LEGISLATIVE AFFAIRS UPDATE

**with Joshua B. Gessling -
Legislative Affairs Chairperson**

Wage and Hour Division Issues Opinion Letters on Important Wage and Hour Topics

By: Joshua B. Gessling

The Wage and Hour Division (WHD) issued three opinion letters on September 7, 2026, providing its interpretation of legal issues relating to meal breaks, volunteer and nonprofit employers, and tip pooling for supervisors.

In its first letter, FLSA2026-11, the WHD was asked if an uncompensated 60-minute lunch break established by a collective bargaining agreement, during which employees spend between six and 14 minutes walking to and from the employer's designated break area, constitutes a bona fide meal period. The WHD concluded this break provides a bona fide meal period because employees were relieved from work duties during the break and the period was long enough for them to use it for the purpose of eating a meal, even accounting for the travel time required by the employer.

In its second letter, FLSA2026-12, the WHD responded to an inquiry from a nonprofit that breeds and trains service dogs. The nonprofit asked the WHD whether exempt veterinarians, service dog instructors, and directors could raise puppies at home as volunteers. The WHD said they may, if three conditions are met: (1) they must volunteer freely and without coercion; (2) they must have no expectation of pay; and (3) the volunteer work must not be the same as, or similar to, their paid work. In arriving at this conclusion, the WHD assumed that veterinarians provide medical care and directors supervise staff. On that assumption, the WHD believed veterinarians and directors could volunteer, but service dog instructors likely could not because their volunteer duties would be the same or similar to their volunteer duties. The WHD warned that nonprofits face back-pay and liquidated-damages exposure if they get volunteer status wrong.

In its third letter, FLSA2026-13, an employer asked the WHD whether an employee, whose title is "shift supervisor," and who also works as a bartender or assists other employees (i.e., hosts and bussers), can keep a portion of other employees' tips through tip pooling. This shift supervisor was described by the employer as performing a number of managerial tasks. The WHD stated if the shift supervisor is a supervisor for purposes of section 3(m)(2)(B), he or she is prohibited from receiving any portion of tips from other employees—even if he or she also works bartending shifts alongside other employees or assists other employees performing tipped work. The WHD said the shift supervisor could retain any tips received directly from customers for service he or she "directly and solely" provided. If, however, the shift supervisor's tips and other bartenders' tips are consolidated and split among all bartenders working that shift (and therefore it is not possible to attribute the tip solely to the supervisor), the supervisor is not permitted to take any portion of those tips.

Employers are encouraged to review the WHD's opinion letters, which are available on the Wage and Hour Division's website, and determine whether their rules and practices are consistent with the WHD's interpretations, as well as applicable statutes, regulations, and court decisions.

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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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 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.

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.

[CLICK HERE](#)

